



Annual Report

Washington Coalition of Sexual Assault Programs

July 1, 2000 - June 30, 2001

Mission

The mission of the Washington Coalition of Sexual Assault Programs (WCSAP) is to unite agencies engaged in the elimination of sexual violence, through education, advocacy, victim services, and social change.

Philosophy Statement

WCSAP views sexual assault as a means of power, control, and manipulation of others and as a social phenomenon which adversely affects adults and children. WCSAP supports effort to create an atmosphere of non-violence through social change. We are committed to empowering survivors and eliminating sexual assault.

WCSAP supports the rights of people to have access to quality information, advocacy, crisis intervention, treatment, education, and prevention services. We support the right of a victim to make choices about reporting, prosecution, pregnancy, future safety, and other issues raised by the experience.

WCSAP functions through member programs to exchange information, training, and expertise. Programs serve victims, the general public, friends, family, and all those whose lives have been affected by sexual assault.

WCSAP is committed to serving all individuals, regardless of race, gender, religion, age, ethnic background, social, economic status, sexual orientation, marital status, physical or mental status. WCSAP recognizes the importance of working on racism, homophobia, able-bodyism, and other issues of oppression in order to make services accessible to all individuals.

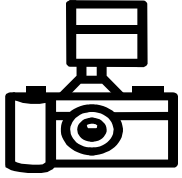
WCSAP Board of Directors

2000 - 2001

Mandy Benson	Pride Mutoli
Karen Boone	Jan Osborn
JoDee Garretson	Laura Rebmann
David Lenahan	Sarah Rankin
Donna McGill	Sally Salinas
Mette McKenney	Judy Seabert
Anna Merly	

2001 - 2002

Emma Catague	Jan Osborn
JoDee Garretson	Robert Posey
Sari Gold	Sarah Rankin
David Lenahan	Sally Salinas
Donna McGill	Judy Seabert
Mette McKenney	Ann Spignola
Anna Merly	Rachelle White



WCSAP Snapshot

WCSAP is a membership agency of the forty-one Community Sexual Assault Programs in Washington State. With the goal of uniting agencies engaged in the elimination of sexual violence, WCSAP provides a voice for those dedicated to sexual assault work. Active at the state and federal level, WCSAP advocates for all survivors of sexual assault.

WCSAP's operations are divided across four departments, and supported by a total of 10 staff positions and one workstudy position, within the agency. The **Program Education and Training Department** exists to develop and expand WCSAP's knowledge provision activities to benefit sexual assault programs, survivors, and the community. This department focuses its efforts on providing the annual training series, annual conference, lending library, Sexual Assault Awareness Week coordination, *Research and Advocacy Digest*, and the Quarterly Connection newsletter. In addition, this department provides technical assistance and resources on all issues pertaining to post-crisis advocacy work.

The **Organizational Services Department** strives to build the capacity of organizations to operate effectively to prevent sexual violence and to serve its victims. It is the philosophy of the OSD that management practices and leadership within agencies serving sexual assault victims must: be responsive to all victims of sexual assault, be humane to all employees, be responsible to funders and support social change and diversity. This department provides technical assistance, trainings, and resources on a wide variety of non-profit management and agency leadership issues. WCSAP's systems advocacy work is also housed within this department.

The **Prevention Services Department** and the Washington State Sexual Assault Prevention Resource Center, exists to support sexual assault prevention providers in Washington State. The center aims to increase the state's overall capacity in sexual assault prevention as well as assist the demonstration / pilot projects in their community development prevention work. As a social change agent, the Resource Center provides support to sexual violence prevention. This department provides intensive technical assistance, resources, trainings, and publications regarding all facets of prevention work.

The **Agency Operations Department** serves as WCSAP's administrative headquarters. This segment of the agency coordinates all facets of the agency's work, including ensuring that the infrastructure of WCSAP is strong and the bills are paid. All of WCSAP's public policy advocacy is housed within this department.

Over the last year, these four departments provided a total of:

- **1202** intensive responses to requests for technical assistance,
- **15** training events, reaching a total of **713** participants,
- **248** library items on loan,
- **15** publications,
- consistent representation on **20** committees or workgroups within the state, and
- ongoing representation on **15** national committees or workgroups.

WCSAP is governed by a Board of Directors, 8 representatives of which are from the member Community Sexual Assault Programs and 7 of which are at-large.

WCSAP's **funding** comes from the Office of Crime Victims Advocacy, within the Office of Community Development; the Washington State Department of Social and Health Services; the United States Department of Justice; and from membership support. Corporate in-kind donations have been contributed by Microsoft, Adobe, and Symmantec.

Program Education and Training Department

The Program Education and Training (PET) Department exists to develop and expand WCSAP's knowledge provision activities to benefit sexual assault programs, survivors, and the community. The PET Department provides extensive technical assistance, develops resources, and plans training events to benefit constituents.

Publications

- ⇒ The Quarterly Connection is the general newsletter developed by WCSAP and distributed to all members that discusses current issues in the sexual violence movement, the upcoming events at WCSAP, and resources relevant to others who work in sexual violence. This year, WCSAP developed and distributed four issues of this valuable resource.

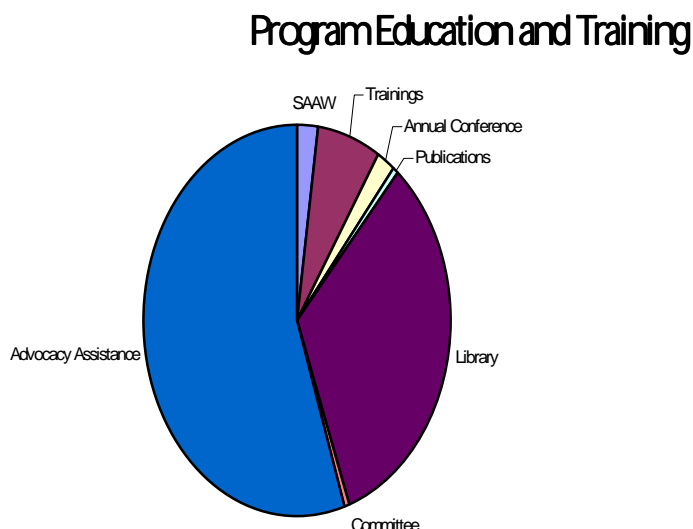
- ⇒ The Research and Advocacy Digest, WCSAP's education journal, was published and distributed three times this past year. Each issue of the Digest covers a specific topic relevant to sexual violence work; this journal includes information about current research studies and articles and is distributed across the nation. Topics covered in this year's editions include:
 - Marital Rape;
 - Support Groups for Survivors of Sexual Assault; and
 - Child Sexual Assault Allegations.

Library

WCSAP's library continues to be a useful resource for our membership. In the past year, WCSAP added 716 new resources (books, journals, articles, and videos) to the library. Over the course of the year, our members borrowed over **248** items. In addition, WCSAP members ordered and received **11,061** copies of Sexual Assault Awareness Week materials from previous years.

Technical Assistance

The PET Department responded to **554** requests for technical assistance throughout the year. Technical assistance includes responding to questions regarding training approval, resources, client advocacy, statistics, laws, program development, research, curriculum certification, and general service provision. The 554 requests broke down into the following:



Program Education and Training Department: Training Series

WCSAP held 15 events for advocates, prevention educators, managers of sexual assault programs, mental health practitioners, criminal justice personnel and others between July 2000 and June 2001. The events included:

- Thirteen training events in the regular 2000-2001 Training Series
- The Sex Offender Management Summit, Co-Sponsored with the Office of Crime Victims Advocacy, the WA Department of Corrections, WA Association of Prosecuting Attorneys, WA Association for the Treatment of Sexual Abusers, WA State Institute for Public Policy, and the Criminal Justice Training Commission.
- The 2001 Annual Conference, "Sexual Assault, Advocacy, and Activism."

Over 713 people attended these events in total at locations throughout the state. The following is a list of the events held in our regular training series.

Event	Trainer
Assessment and Treatment of Children with Sexual Behavior Problems (presented twice)	Inda Drake
Sexual Assault Advocacy for People with Disabilities	Nora Baladerian
Intimate Partner Sexual Violence	Ann McGettigan
Building Coalitions and Making Social Change to Improve Victim Advocacy	Catlin Fulwood
Fostering Social Change in the School Setting: A Training on Sexual Harassment and Gender Violence	Sylvia Cedillo
The Sexual Healing Journey: Reclaiming Healthy Sexuality After Sexual Trauma	Wendy Maltz
Drug Facilitated Sexual Assault: Effective Intervention, Investigation, and Prosecution	Gail Abarbanel, Marc LeBeau, & Tim Walsh
Strengthening Community Programs through Strategic Planning	Pat Vivian & Shana Hormann
The Role of Popular Art/ <i>Arte Popular</i> in Sexual Assault Activism	Laura Zarate
Preventing Common Errors in the Psychotherapy of Dissociative Disorders	David Calof
Civil Lawsuits: Considerations for Survivors of Rape or Childhood Sexual Abuse	Barbara Jo Levy & Lyn Schollet
Stalking: Dynamics and Legal Remedies for Victims	Seema Zeya

Program Education and Training Department: Sexual Assault Awareness Into Action Week

Together, We Can Say "NO!" to Sexual Assault

Sexual Assault Awareness into Action Week (SAAAW) is an annual event in Washington State. It is a time for individuals and communities to come together to raise awareness and to take action against sexual assault. For the past two years, WCSAP has incorporated the word "Action" into the campaign in order to show our commitment to taking action to prevent sexual violence, in addition to raising awareness about the issue.

April 8 –14 marked this year's Sexual Assault Awareness into Action Week for Washington State, when sexual assault programs and college campuses throughout the state organized activities that raised awareness and promoted community action to end sexual assault.

A special thanks goes to the 2001 SAAAW committee for their time and energy to help create campaign ideas and materials. The following people served on this year's committee: Lori Cochran, Skamania County Council on DV/SA; Kristin Erikson, Spokane Sexual Assault Center; Glenda Freel, The Support Center; Tina Harris, Yakima Sexual Assault Center; Mette McKenney, ASPEN; Andrea Kiser, Human Response Network; Adam Shipman, Spokane Sexual Assault Center; and Kathy Wubben, Whatcom Crisis Services. Imprinted with this year's theme "*Together, We Can Say NO! to Sexual Assault,*" WCSAP distributed thousands of posters, tips pads, post-it notes, brochures, pencils, pens and bookmarks. The following chart shows how many materials were distributed across the state.

Item	# Produced (English)	# Produced (Spanish)	# Distributed (English)	# Distributed (Spanish)
Posters	3,000	1,000	2,700	680
Tips Pads	12,000	4,000	8,850	3,480
Brochures	25,000	7,000	23,000	6,490
Bookmarks	26,000	5,000	26,000	4,000
Post-It Notes	12,000	2,000	11,520	2,000
Pencils	20,000	4,000	20,000	4,000
Pens	8,000	1,800	7,900	1,800
TOTALS	106,000	24,800	99,970	22,450



Program Education and Training Department

Annual Conference

On May 7-9th, The Washington Coalition of Sexual Assault Programs held its Annual Conference in Wenatchee. The theme of this year's conference was *Sexual Assault Advocacy and Activism*, and was attended by 250 advocates, therapists and others working to end sexual violence.

WCSAP hosted a Pre-Conference Institute on May 6th, entitled "The Role of Popular Art/Arte Popular in Sexual Assault Activism", with Laura Zarate, from Arte Sana. This daylong workshop focused on how art acts as both a tool for change, and an expression of recovery for victims of violence.

The keynote of this year's conference was the Diversity Dance Workshop, a group of teens from the Seattle area who express social issues through dance. The Diversity Dance Troupe performed dances addressing issues such as homophobia, racism and violence against women.

The 29 workshops at the conference were divided into 5 tracks including, Linking Activism to Sexual Assault Work, Program Planning and Development, Clinical Services for Survivors of Sexual Assault, Sexual Violence Prevention, and Crisis Intervention and Advocacy for Survivors of Sexual Assault. Each of the trainings was well attended and evaluated positively by the participants.

The conference blended the sounds, sights, and feelings of art, and dance with trainings and networking. The movement to end sexual violence is an exciting, vibrant and living movement, and this conference captured that energy through its training and performances. The combination of art, advocacy, and knowledge made the conference a great success for all who attended.

Gerald Swain Award

This past year, WCSAP's Board of Directors created an award named in memory of Gerald L. Swain. A passionate activist, Gerald was WCSAP's staff accountant from 1995 until his death on April 2, 2000. At the time of his death, Gerald was the senior member of the staff, and he is remembered fondly by many who have been associated with WCSAP over the years.

This award is intended to highlight and celebrate the courage, perseverance, and dedication of an individual in Washington State whose work on behalf of sexual assault survivors, or on behalf of sexual violence prevention, is an inspiration to others. At WCSAP's 2001 Annual Conference, this award was presented to Detective Joseph Beard

Detective Beard has spent thirty years of his life as a law enforcement officer in service to his community. He worked at the Seattle Police Department for ten years, and then with the Mukilteo Police Department before arriving at the Snohomish County Sheriff's Office, where he is currently responsible for Snohomish County's Sex Offender Unit. Along with his responsibilities in heading the Sex Offender Unit, Detective Beard has also served on the Department of Corrections End of Sentence Review Committee, and has been a speaker for the Department of Justice on Sex Offender Notification. He is also the Coordinator of the County Wide Critical Incident Debriefing Team and the coordinator for the Snohomish County Sheriff's Peer Support Team, and serves as an instructor on issues of community notification.

This newly established award was presented at WCSAP's Annual Membership Meeting at the Annual Conference in Wenatchee, WA on May 9, 2001.

STOP Technical Assistance Highlights for 2000-2001

WCSAP received support in fiscal year 2001 to provide technical assistance to S.T.O.P. Grant recipients throughout Washington. The three primary technical assistance focus areas for 2000-2001 were: civil lawsuits for survivors, stalking and violence against women, and coordinated community response to sexual assault.

WCSAP sponsored a Spring training event entitled *Civil Lawsuits for Survivors of Rape and Childhood Sexual Abuse* led by attorneys Barbara Jo Levy and Lyn Schollet. WCSAP also produced a 55-page resource entitled *A Guide to Civil Lawsuits: Considerations for Survivors of Rape and Childhood Sexual Abuse*, which was distributed to STOP partners throughout the state. It is currently available on our web site.

Research shows that 22% of stalking victims are sexually assaulted by the stalkers. To address this growing issue, WCSAP made available law enforcement training manuals on stalking to STOP partners, distributing 10 in total. The manual, produced by the Connecticut Sexual Assault Crisis Services, Inc. was supplemented with Washington State legal information on stalking. WCSAP also assisted one organization in coordinating a community-wide training event on stalking.

Another focus area was coordinated community response to sexual assault. WCSAP began to develop an assessment tool for agencies involved in the response to sexual assault. The tool—still in the development process—is designed to assist agencies such as medical response, law enforcement, advocacy organizations, and prosecution in clarifying their role in the continuum of services for sexual assault victims, and can be used in the development of a sexual assault protocol. The final draft is targeted for Fall 2002.

In addition to technical assistance requests, four quarterly mailings with relevant information were sent to all STOP participants.

Sex Offender Management Summit

The Washington Coalition of Sexual Assault Programs in partnership with the Washington Association for the Treatment of Sexual Abusers, Washington Association of Prosecuting Attorneys, the Department of Corrections, the Office of Crime Victims' Advocacy, the Criminal Justice Training Commission, and the Center for Sex Offender Management hosted a summit on Sex Offender Management. This event was a two day conference focused on increasing the education and skills of providers, advocates, criminal justice personnel and others who interact with or conduct sex offender management in the community. Thirty-two teams from around the state participated in this event; over 150 individuals attended overall.

The two-day event provided opportunities for community-based teams to begin to dialogue around community and victim safety in relation to sex offender management. Participants attended presentations on:

- The History of Sex Offender Management in Washington State,
- Community Collaboration, and
- Community Management of Sex Offenders.

Organizational Services Department

Department Overview

The mission of the Organizational Services Department (OSD) is to build the capacity of organizations to operate effectively to prevent sexual violence and to serve its victims. It is the philosophy of the OSD that management practices and leadership within agencies serving sexual assault victims must: be responsive to all victims of sexual assault, be humane to all employees, be responsible to funders and support social change and diversity.

The OSD has four goals:

- To improve the infrastructure of organizations working to end sexual violence,
- To strengthen and expand the leadership of the sexual assault movement,
- To broaden organizations' communication strategies, within their communities, throughout Washington State, and nationally (challenge the existing structures of organizations to be open and communicate broadly), and
- To develop and promote opportunities and encourage organizations to share resources and learn from each other.

These goals are accomplished by providing technical assistance over the phone, by email and on-site; developing management trainings, creating tools to assist programs with management and accreditation; acquiring library materials; producing the Managers' Viewpoint newsletter, and by identifying and collecting promising practices from the field.

Accreditation and Management Technical Assistance

The OSD focuses much of its energy on providing management and accreditation technical assistance to Community Sexual Assault Programs (CSAPs). In the past year, the OSD provided:

- **263** responses to requests for technical assistance
- **15** site visits, providing intensive, in-person technical assistance and support.

In addition to responding to requests for assistance, the OSD developed and distributed:

- A manual for CSAP Boards of Directors entitled *Your Board of Directors: the Basics*,
- A quarterly newsletter- the Managers' Viewpoint,
- A "fact sheet" on fundraising for CSAPs, and
- A statewide CSAP salary survey.
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The OSD also coordinated a training event on Strategic Planning for WCSAP members and assisted in the planning of a leadership track at the WCSAP Annual Conference.

Additionally, the OSD expanded resources available through the WCSAP website. The Management section of the website includes archived issues of the Manager's Viewpoint, a fact sheet on fund development, a Board handbook, an event planning manual, and links to other nonprofit resources.



Organizational Services Department

National Sexual Assault Coalition Resource Sharing Project

The Sexual Assault Coalition Resource Sharing Project works to help coalitions access the resources they need in order to continue to develop. The project is designed to provide technical assistance, support, and the facilitation of peer-driven resources for statewide sexual assault coalitions. The Resource Sharing Project recognizes the needs of all coalitions, especially those designated as new and emerging, regarding issues of organizational growth, professional development, and policy development.

The Project recognizes the unique skills, experience, and areas of expertise of each and every sexual assault coalition. Therefore, the Project focuses on creating networks of support and information among all coalitions, to share areas of expertise. The Project emphasizes the delivery of coalition support through the use of targeted individualized assistance, peer driven mentorship, regional /national leadership and policy forums, and materials dissemination.

WCSAP coordinated the work of the project partners- Iowa, Connecticut, New York and Minnesota. The OSD produced materials and provided technical assistance for the Project. Work included:

- A regional meeting for coalitions in Western states,
- A conference call on developing Sexual Assault Nurse Examiner Programs, facilitated by Naomi Sugar, MD, Harborview Medical Center,
- A conference call on “Preparing for the new VAWA Money for Coalitions” with Marybeth Carter from the California Coalition Against Sexual Assault,
- Production of a nationwide newsletter, Reshape, which focuses on issues of infrastructure and capacity building for sexual assault coalitions,
- Distribution of documents from the National Criminal Justice Resource Service to coalitions around the country, and
- A user-friendly database of state-specific resources and the specialized skills/resources of each coalition including: brochures, coloring books, an organizing manual for Sexual Assault Nurse Examiners and Sexual Assault Response Teams, a Legal Advocacy manual, service standards, a guide to civil lawsuits, and law enforcement trainers’ guides.

Additionally, the OSD responded to 50 requests for technical assistance on the following topics:

- | | |
|---|--|
| ➤ Emphasizing sexual assault within a dual coalition, | ➤ Mission/philosophy statements, |
| ➤ Personnel Management | ➤ Development of Sexual Assault Nurse Examiner Programs, |
| ➤ Fund development, | ➤ Software donations, |
| ➤ Conducting needs assessments, | ➤ Starting email listserves, |
| ➤ Database development, | ➤ Protocol development, |
| ➤ Potential trainers, | ➤ Grant opportunities, and |
| ➤ Sexual assault resources in Spanish on the web, | ➤ Planning organizational growth and development. |
| ➤ The new Violence Against Women Act Coalition money, | |



System Advocacy & Representation

Washington State Representation

WCSAP represents sexual assault survivors and programs throughout Washington State. WCSAP staff have been advocates at the statewide level in the following forums:

- Department of Corrections Victims' Council
- Department of Corrections Community Risk Committee
- Department of Corrections Victims-Offender Meeting Group
- Department of Corrections Strategic Planning Committee
- Washington Coalition of Crime Victim Advocates
- Crime Victims Compensation Advisory Committee
- Crime Victims Compensation Medical Evaluation Ad Hoc Committee
- Crime Victims Compensation Incident Control Advisory Group
- Children's Budget Coalition Task Group
- Sexual Assault Nurse Examiner Advisory Group
- Washington Association of Prosecuting Attorneys' Victim Witness Committee
- Children's Justice Interdisciplinary Task Force
- Children's Justice Interdisciplinary Task Force Education Committee
- Violence Against Women Advisory Committee
- Washington State Sexual Assault Services Advisory Committee
- Washington Radio Newsgroup
- Sex Offender Sentencing & Release Guidelines Meeting
- DSHS Secure Placement Advisory Committee
- Attorney General's Taskforce on Risk Management
- WAVAWnet Advisory Board

National Representation

WCSAP continues to be a leader in sexual assault work at the national level.

WCSAP represented the interests of sexual assault survivors and programs in the following arenas:

- Steering Committee of the National Sexual Violence Resource Center
- National Organization for Women
- The National Alliance of Sexual Assault Coalitions
- Violence Against Women Network
- Centers for Disease Control
- Center for Effective Public Policy
- Office of Justice Programs
- National Network to End Domestic Violence
- National Agenda on Violence Against Women
- National Center on Rural Law Enforcement
- S.T.O.P. Technical Assistance Project
- American Prosecutors Research Institute
- National District Attorneys' Association
- Department of Justice Grant Review, College Sexual Assault Grants
- National Sexual Assault Coalition Women of Color Leadership Project

Prevention Services and the Sexual Assault Prevention Resource Center

The Washington State Sexual Assault Prevention Resource Center, a service of the Washington Coalition of Sexual Assault Programs, exists to support sexual assault prevention providers in Washington State. The center aims to increase the state's overall capacity in sexual assault prevention as well as assist the demonstration / pilot projects in their community development prevention work. As a social change agent, the Resource Center provides support to sexual violence prevention programs as we all work to end sexual violence.

The Resource Center:

- provides in-person or telephone technical assistance on community development and prevention to pilot prevention programs
- provides in-person or telephone technical assistance on community development, prevention program development and enhancement to non-pilot prevention programs
- provides information and referral services for prevention programs
- partners with the WCSAP library to collect, maintain and disseminate a wide variety of media resources focused on sexual assault, community development and prevention through a lending library system
- provides referrals for mentor and mentee linkages throughout the state
- facilitates information-sharing, networking, problem-solving, training and discussion opportunities among prevention programs / providers in Washington
- facilitates networking and information-sharing opportunities among sexual assault and non-sexual assault prevention providers

Community Development and Sexual Violence Prevention

Washington State has adopted the Lofquist model of community development as a sexual violence prevention framework. This approach views community members as resources and partners in prevention initiatives. The focus of the framework is on addressing the underlying conditions that support and allow sexual violence to occur. This framework requires that stakeholders from the community help assess the strengths and needs of their community, sort out underlying conditions and engage in a facilitated planning process that will yield a plan for a prevention initiative. It is believed that the prevention work will be more relevant to the community as members have determined the initiative. It is hoped that through this partnership the community will make a commitment to prevention work and take a greater responsibility for sexual violence prevention.

Leadership Team

In order to enhance training opportunities for Community Sexual Assault Program staff, the Sexual Assault Prevention Resource Center at WCSAP has created a Community Development Leadership Team. Team members have received extensive training in the Lofquist model and are prepared to facilitate skill building sessions with the model. Members of the team have presented conference workshops, facilitated skill-building sessions and written articles for the Partners In Social Change newsletter. The team is an important element in the overall training and support WCSAP is able to provide to programs.

Prevention Services and the Sexual Assault Prevention Resource Center

Technical Assistance

- ⇒ **385** requests for technical assistance were answered during the year.
- ⇒ These included requests for a range of information, from classroom presentation outlines and curricula types to community development specific information.
- ⇒ Requests also focused on assistance with callers' prevention program development and troubleshooting things happening in their communities and programs.
- ⇒ On-site assistance is provided regularly to prevention programs.

Telling Our Stories

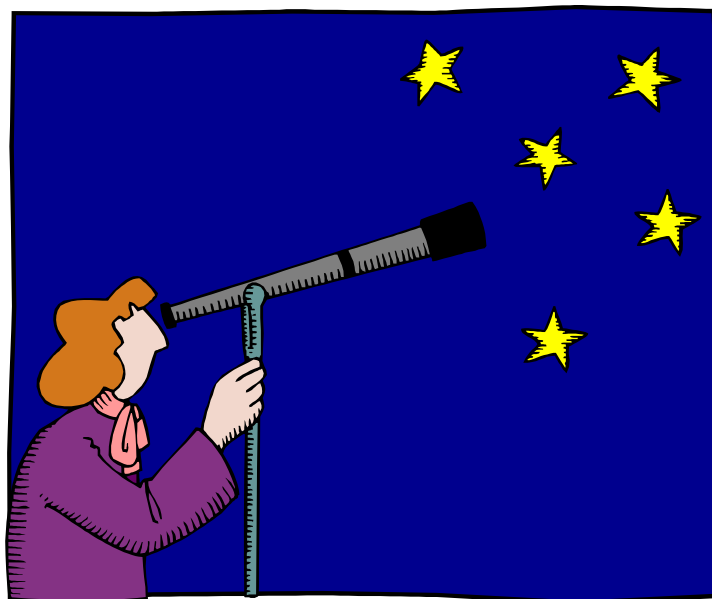
Learning From Our Experiences

Telling Our Stories is a new set of materials that explores the Lofquist theory of community development and documents Washington's application of that theory to sexual assault prevention. The book is filled with stories of community development prevention partnership initiatives that show communities working to end sexual violence. An accompanying set of audiotapes presents interviews with various community development practitioners, educators and administrators. Other materials provide samples of work accomplished within some of the initiatives.

The book is available on line at www.wcsap.org

Ongoing Resources:

- Partners in Social Change newsletter,
- Library materials on loan (books, articles, curricula, videos), and
- Media campaign poster distribution.



Legislative Update

During the 2001 Legislative session, WCSAP's priority was funding for sexual assault legal advocates. WCSAP supported Senate Bill 5309, which included for the first time a specific allocation for sexual assault legal advocates in the Public Safety and Education Account. The legislature allocated the full \$1 million, which will enable every Community Sexual Assault Program to retain a legal advocate.

Other WCSAP legislative agenda items that passed:

- House Bill 1041 allowing protection orders against persons under 18.
- House Bill 2086 bringing Washington State into compliance with federal lifetime registration standards for certain sex offenders.
- Senate Bill 6151, regarding sex offender sentencing reform and Less-Restrictive Alternative Housing.

WCSAP's Annual Lobby Day was on February 14, 2001 in conjunction with V-Day, a national movement to end violence against women. Approximately 70 representatives from Community Sexual Assault Programs attended the event. Each member was able to visit at least one Legislator from their district, and encouraged them to pass Senate Bill 5309.



Staff at the Washington Coalition of Sexual Assault Programs:

Staff

Suzanne Brown, Executive Director
Toby Cremer, Organizational Services Coordinator
Lydia Guy, Advocacy Education Director
Brenda Hartshorn, Accountant
Christiane Hurt, Associate Director
Elizabeth Naccarato, Administrative Assistant
Cynthia Okayama Dopke, Advocacy Education Coordinator
Gayle Stringer, Prevention Services Director
Ryan Warner, Event and Communications Coordinator
General Information

Email Address

suzanne@wcsap.org
toby@wcsap.org
lydia@wcsap.org
accounting@wcsap.org
christi@wcsap.org
elizabeth@wcsap.org
cynthia@wcsap.org
gayle@wcsap.org
ryan@wcsap.org
wcsap@wcsap.org

