



WINGS



*2020 Gratitude &  
Resilience Report*

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# Resilience

The process of adapting well in the face of adversity, trauma, tragedy, or significant stress. It describes the ability to ‘bounce back’ from difficult experiences.

AMERICAN PSYCHOLOGICAL ASSOCIATION (APA)

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Greetings WINGS Community –

We are proud to share our 2020 Annual Report with you, as WINGS took the concept of “resilience” to a whole new level in supporting adult survivors of childhood sexual abuse (CSA) and their loved ones during the unfolding COVID-19 public health pandemic thanks to the community’s generous support.

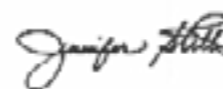
Those who are familiar with our mission know that childhood sexual abuse, and specifically the ways it impacts adult survivors, is a massive public health pandemic in its own right. WINGS has been committed to advancing this mission, and in fact, preparing to expand it, by doing deep organizational development work to mature our grassroots programming in many vital ways to reach all survivors and loved ones who stand in need.

In a world that has been slow to accept the reality of this public health pandemic of CSA, achieving WINGS’ aim is an ambitious goal in the best of circumstances. As you know, 2020 brought circumstances to all our lives that were far from ideal. And yet, WINGS is built upon a legacy of heroic resilience, and we leaned into that concept in 2020 to help our community gain skills in being a bit more resilient, too. We could not have made that important journey without your choice to stay connected, committed, resilient and supportive of both your and our growth journey – so we could do the same.

We invite you to follow along to see how 2020 unfolded at WINGS and the remarkable difference your steadfast commitment has made to our mission each day.

On behalf of WINGS’ Staff, Board of Directors, Advisory Council, and most importantly - all those adult survivors, loved ones and providers we serve - we wish to say a tremendous thank you from the bottom of our hearts.

With gratitude and good wishes as we continue to navigate this time together,



Jennifer Stith, MAT, MA  
Executive Director




Marti Kovener  
Board Chair



# Mission

To break the cycle and heal the wounds of childhood sexual abuse (CSA) by providing education, advocacy and support to adult survivors, loved ones, providers and communities.

WINGS works to connect survivors, loved ones, providers and communities with the resources they need to speak about, heal from and thrive beyond CSA trauma to live their fullest, healthiest lives.

We offer referrals to qualified therapists, education, and therapist-facilitated support groups for adult survivors of childhood sexual abuse and their loved ones across Colorado.

Our programs serve anyone who is 18 and older. Our Survivors' & Loved Ones' Guide to Healing handbook is a comprehensive resource used in our support groups to facilitate group members' processes of learning and healing. The most powerful aspect of our program is the dialogue and exchange that occurs among and between group members in their weekly WINGS Support Group.

In addition to support groups, WINGS provides local and national referrals, workshops, speaking presentations and training to survivors, loved ones, service providers and the general community.

## *Staying committed to our growth journey while adapting in a time of unprecedented change*

Over the last several years, WINGS has been committed to assessing the broader needs of adult survivors of CSA in order to design system and program improvements to better meet survivors' needs. We've been actively building organizational capacity and enhancing trauma resiliency in order to carry all of these important efforts forward.

Big steps that WINGS took in early 2020 included adding two full-time staff positions, Associate Director of Programs & Survivor Services and Survivor Services Coordinator, to strengthen our support group services. WINGS also added the new position of Communications Program Manager to lead enhancements to WINGS' online education and outreach offerings. We could not have predicted how vital these positions would be once COVID-19 began unfolding in the Spring of 2020.

Thanks to the infrastructure building WINGS had already begun, we were able to pivot our support group services to completely virtual offerings within one week of the pandemic requiring mandated physical distancing. Protocols that our team immediately put into place were requested by peer providers from Colorado and other states, as many organizations began trying to understand how to serve survivors during this unprecedented time.

# Vision

Everyone will have access to the resources they need to speak about, heal from and thrive beyond CSA trauma.

## *Staying connected in a virtual world*

WINGS was also very mindful that our client base of adult survivors of CSA may be more vulnerable to isolation resulting from these safety requirements. Thus, we worked intentionally on creating new strategies to connect survivors and loved ones with resources and tools that could help them build resilience throughout these challenging conditions.

While we know technology access may be a barrier for some survivors, WINGS prioritized utilizing it in the best ways we could in 2020 to ensure that adult survivors could stay connected to their healing process. As a result, we were able to connect with survivors in many places where we did not previously have in-person support. We learned that virtual services have a key role to play in the future, as well.

## *Expanding Services to reach more survivors*

As WINGS helped our community establish grounding and connection through these crisis-based pivots, we also remained committed to advancing vital program enhancements “behind the scenes.” Our staff went remote in March of 2020 and stayed focused on core updates to our programs and services that have been well underway in recent years. This included amplified work with community partners, all of whom went above and beyond to prioritize survivors’ needs. These exciting enhancements are poised at “setting the gold standard of care” for adult survivors here in Colorado and hopefully, in time – well beyond.



Contributions from so many caring, compassionate and courageous individuals and organizations make this healing work possible. We sincerely thank each and every contributor and partner who help empower survivors’ and loved ones’ healing – through good times and through challenging times, as well. Your commitment and generosity make all the difference!

**#HealingHappensInCommunity**

## OUR GUIDING PRINCIPLES

*Inclusivity*  
*Confidentiality*  
*Empowerment*  
*Resilience*  
*Voice*  
*Self-Care*  
*Accountability*  
*Advocacy*

LEARN MORE [WINGSFOUND.ORG/PAGES/GUIDINGPRINCIPLES](https://WINGSFOUND.ORG/PAGES/GUIDINGPRINCIPLES)

## *Diversity, Equity & Inclusion*

In 2020, we realized our guiding principle of inclusivity needed to be expanded to include diversity and equity. Moreover, our commitment to honoring diversity, equity and inclusion needed to broaden and deepen far beyond where we initially understood those aims to be.

WINGS’ Board and staff leadership began taking hard looks at the ways that white supremacy had been influencing the ways we had been approaching our mission, and we took several steps to begin dealing with this reality, healing it and taking accountability for transforming WINGS to dismantle these ideologies that are very much connected to and in fact, intertwined with, those that lead to the objectification and violation of children through the specific violence of childhood sexual abuse.

WINGS partnered with the Colorado Coalition Against Sexual Assault and Illuminate Colorado to host an online webinar on “It’s About Health Equity” to begin to highlight the need for this amplified focus for adult survivors, specifically, and began an intensive learning journey for the entire organization to build broader competency in being culturally and linguistically responsive.

We also listened to amplified voices of survivors of color coming forward across the nation. In November, WINGS released a formal RFP for consultancy support to take us further into this vital priority to better serve survivors of color and to partner with WINGS on a formal needs assessment for this population.



**2,075**

support group sessions, mostly virtual in 2020

**137**

CSA survivors and loved ones attended a support group

**422**

adults were provided intakes, community and therapy referrals, support group readiness assessments and follow-up support, or purchased a Healing Guide

**559**

individuals were served through all direct services

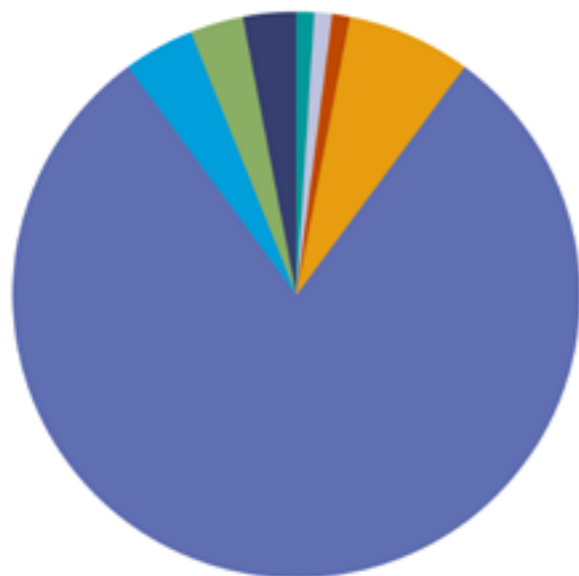
**487**

people reached through in-person outreach in Colorado at 27 presentations and events

**13,400**

people visited our website (40% from Colorado; 60% out-of-state)

### Race & Ethnicity



- American Indian or Alaska Native
- Asian or Asian American, Native Hawaiian or Other Pacific Islander
- Black or African American
- Hispanic, Latino, Latina or Latinx
- White/Caucasian
- Multi-racial
- Other
- Did not disclose

### Gender



- Women
- Men
- Non-binary or other
- Did not disclose

### Age



- 20-29
- 30-39
- 40-49
- 50-59
- 60-69
- 70+
- Did not disclose

### Combined Household Income

**41%**

\$50,000 or below

**21%**

\$30,000 or below

**12%**

\$10,000 or below or on disability

### Other Demographics

**31%**

Disabled

**14%**

Lesbian, gay, bisexual, asexual, queer+

**4%**

Veterans

Demographic data represents support group members only. Some members chose not to disclose some or all information. WINGS is expanding reporting options for all services, as we enhance our service provision to adult survivors from all backgrounds.

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“I don’t know where I would be without WINGS honestly. They’ve been there for me for my whole journey, and I can’t thank them enough for offering support groups. It’s just been an experience, unlike any other.”

WINGS SUPPORT GROUP MEMBER

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## 100% of Support Group members agreed



WINGS support groups are valuable to their healing journey



Self-sufficiency and ability to function in daily life have increased



They have a better understanding of trauma and how it can affect them



They know more about how their current symptoms may be linked to their childhood sexual abuse



Having other group members at different stages in their healing journey is beneficial to healing



Fellow group members positively contributed to their feelings of safety in the group and responded with empathy to their experiences

From our most recent annual client satisfaction survey; external evaluation was under way in 2020



## 12 Enhancing Program Effectiveness and Building Organizational Capacity



### *Program Evaluation*

In January and February 2020, WINGS continued our elevated program evaluation work with Defi Consulting by bringing stakeholder groups together from our staff, Board, survivor and loved one constituencies to begin to look at WINGS' program model, our desired Theory of Change, the impact we sought to make – and how we could begin to understand what makes WINGS support groups so effective, so that we can refine our program model to be able to scale with high fidelity. Two stakeholder sessions were held at Catalyst HTI and the Denver Museum of Nature & Science.



### *Trauma-Informed Care (TIC)*

WINGS continued its goal of being a strong Trauma-Informed Organization, guided by Jean McAllister, MSW, who serves as WINGS' Lead Clinical Consultant and leads WINGS' CSA Survivor State Task Force. Jean is focused on helping WINGS enhance our level of support to staff, facilitators and volunteers in identifying and preventing vicarious trauma ("second hand" trauma that can affect those working in the field of trauma recovery). These efforts are also intended to build trauma resiliency (the capacity to recover from challenging situations) to move into post traumatic growth.

These are some of the themes that WINGS incorporated into our offerings for the wider WINGS community during COVID-19, because we know that the "good news" of trauma recovery at the individual, organizational and societal level is that we can become stronger and more connected by engaging in resilience-based practices. WINGS conducted an initial TIC assessment in December of 2020 to inform future components of this important work for WINGS.

### *Curriculum Enhancement*

WINGS consistently hears how valuable our Survivors & Loved Ones Guide to Healing handbook is to those trying to understand and navigate their healing journeys, as well as by loved ones and providers wishing to support survivor healing. Yet, we've also received consistent feedback that the handbook is ripe for an update to better meet the needs of all survivors and to be most up-to-date on emerging trends in trauma-informed care, as well as providing stronger cultural and linguistic responsiveness. WINGS began efforts to audit our existing curriculum and prepare for significant enhancements to the handbook and other core learning curriculum by year-end 2020.

### *Brand Refresh & Website Overhaul*

To support core priorities in the areas outlined above, WINGS began a thoughtful process to embark upon a brand refresh and prepare for a website overhaul to align with the evolutionary process WINGS is undergoing, in transforming who we are serving with our CSA-survivor specific programs and services, how we are serving them, and how survivors, loved ones and providers will be able to access that enhanced support going forward. WINGS began a discovery process of our current brand and website by year-end 2020 and began the process of identifying an agency partner who could lead this broader work going forward.

In all of these important core priority areas of capacity building, WINGS is mindful of and grateful to our nearly 40-year history, created upon the dedication and devotion of so many. We seek to build upon this important legacy through needs-based enhancements to be even more survivor- and loved one-centered, more accessible and inclusive, and more representative of and responsive to the needs of our stakeholders from many and diverse backgrounds. Please continue to stay tuned on these important enhancements!



## 14 *Ways We Conducted Virtual Outreach in 2020*



### COVID-SPECIFIC UPDATES & RESOURCES

As COVID was unfolding in the Spring of 2020, WINGS increased resource emails to our members and our wider email list serve to provide the most up to date information on a range of essential items to support well-being and safety.

### DENVER VIRTUAL PRIDE FEST

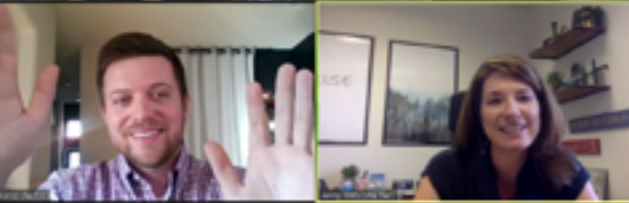
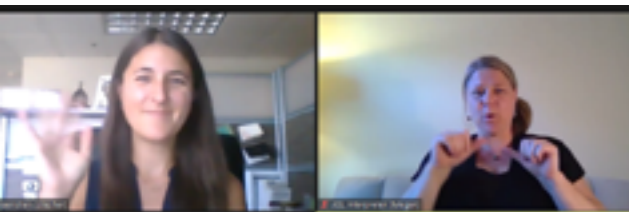
In June, WINGS participated in the virtual Denver Pride parade, honoring CSA survivors and loved ones within the LGBTQIA+ community.

### WINGS VIRTUAL RACE FOR HEALING

In September, WINGS moved our annual 5k Race for Healing to virtual to respond to the needs of our community. We provided 11 customized presentations focused on healing from CSA trauma and building resilience in the wider world.

Topics included: rest, self-care, resilience, mindfulness, healthy nutrition, exercise, health equity and CSA healing tips. The virtual Race for Healing engaged survivors, loved ones and supporters from across Colorado and other states, as well, with 40% of attendees being new to WINGS.

Our virtual workshops and supplemental videos were posted to WINGS' YouTube channel for ongoing access as COVID safety requirements have remained in place. In addition, the WINGS community responded generously to the fundraising component of the virtual Race, contributing nearly \$21,000 for WINGS' Services for Survivors!



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“Thank you for a month filled with such great opportunities for survivors. I was invigorated by all the different options that I could choose from and ultimately attended. Even in the midst of a pandemic WINGS was there.”

WINGS MEMBER

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# Colorado Strong

## *Building New Statewide Collaborations & Partnerships*

Since 2016, WINGS has been assessing the needs of adult survivors of childhood sexual abuse and designing system-change efforts to better meet these needs at the state level. This work has been funded in large part through a grant from the Colorado Office of the Attorney General, Office of Community Engagement.

To help guide this pioneering work, WINGS convened and leads a Childhood Sexual Abuse Survivors (CSAS) State Task Force, bringing together CSA survivors and providers from across the state to design stronger collaborations and services to meet CSA survivors' needs. The group's goal is to pioneer a Multi-Disciplinary Team (MDT) response for adult survivors of CSA that all participating agencies can implement on a community level. WINGS will also produce specialized Provider Trainings that will empower these providers to serve CSA survivors at their respective agencies to a greater degree and provide stronger referrals among partnering providers.

In 2020, the State Task Force benchmarked existing MDT protocols including the Sexual Assault Response Team (SART) model and the Child Advocacy Center (CAC) model to identify key success factors for the Task Force's work for adult survivors. WINGS is especially grateful for the commitment of this amazing group of leaders who are contributing so much to the development of these new CSA-survivor specific resources. We look forward to the ongoing work ahead!

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“The lessons and tools I’ve learned from WINGS have of course been very helpful, but the main reason WINGS has been so clutch is because it serves as a weekly reminder of this sometimes hard to believe truth:

As a childhood sexual abuse survivor, I am not alone. And I’m loved as I am.”

WINGS SUPPORT GROUP MEMBER

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## 18 *Raising Awareness, Breaking Stigma and Building Resilience*

### *Wine, Wishes & WINGS*

In March 2020, WINGS held our signature fundraiser, Wine, Wishes & WINGS at the Denver Museum of Nature & Science (DMNS). With a reduced audience due to safety considerations, it was a very special evening and the last time the WINGS community could convene in person before physical distancing requirements went into effect.

Approximately 75 people attended, with several sending support from home. In total, a very generous \$144,850 in net proceeds was contributed to WINGS' mission. This boost was especially helpful to the agency as we began to navigate an uncertain 2020.

We wish to thank each person who participated in Wine, Wishes and WINGS in ways that felt safe to them, and we extend a special thanks to the team at DMNS who went above and beyond with extra safety precautions that night, as well.

**“The person who moves a mountain begins by carrying away small stones.”**

CONFUCIUS

Our theme was “Together, we can move mountains.” Thanks to each person's unique contributions, especially during difficult times like these – we continue forward with that pledge and promise.



*At our Wine, Wishes & WINGS event, we were pleased to present our annual awards named after Marilyn Van Derbur Adler and her husband, Larry:*

*Marilyn Van Derbur Adler Heart of Courage Award*

Mary Katherine Bywaters

*Lawrence A. Adler Partners in Healing Award*

George Sparks, CEO, Denver Museum of Nature & Science

*Champions of Healing*

Denver Museum of Nature & Science





Our spirits were uplifted by the talented Emcee, Jim Benemann of CBS4Denver News, who led our highly successful paddle raise, as well as through a special performance of songs including "Here Comes the Sun" by Denver Deputy Mayor Don Mares and Paul Wigton of the band Nearly There. Thank you to Kathy Wells Photography for all Wine, Wishes & WINGS photos.

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To create a world where every CSA survivor is supported in their healing journey, it will take all of us, contributing what we can, to bring that world into being.

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**Contact us** to learn how you can stand with CSA Survivors.



## 22 *Our Community*

### *Board Members*

Marti Kovener, Board Chair  
Trenton Feist, Immediate Past Chair/Vice Chair  
Lisa Levin Appel, Secretary  
Ashley Bassim, Treasurer  
Ana Soler, Nominating Chair  
Tayler Mitchell  
Julie Smith  
Wendy Ward Hoffer

### *Advisory Council*

George Sparks, Chair  
Joshua Blum, MD  
Chrisina Bethell, PhD, MBA, MPH  
Ellen Bywaters  
Former Attorney General Cynthia Coffman  
Toya Ellis, MD  
Arthur Espinoza  
Barry Gatz  
Stuart Kassan, MD  
Meg Lemon, MD  
Jim Mack  
Don Mares  
Anne Seymour  
Ann Speer

### *Staff*

Jennifer Stith, Executive Director  
Lori Frasco, LSW, Director of Programs & Survivor Services  
Ruth Anne Cutright, Associate Director of Finance, Grants & Operations  
Dustan Dilorio, Associate Director of Programs & Survivor Services  
Julia Gatten, Communications Project Manager  
Melissa Haenchen, Manager of Outreach & Community Engagement  
Laysa Shreves, Volunteer & Thrive Program Manager  
Susan Frank, Survivor Services Coordinator  
Brittain Lutze, Survivor Services Navigator  
Dafnah Meron, Clinical Supervisor  
Jean McAllister, Lead Clinical Consultant  
Naomi Brodner, Survivor Services Intern

### *Support Group Facilitators*

Mo Bankey  
Debbie Bassett  
Kelly Beninga  
Jennifer Bierman  
Meredith Bizer  
Karlin Bruegel  
Miranda Calhoun  
Casey Capron  
Christina Cooley  
Danae Crume  
Shirley Dollesin  
Claire Elliott  
Bonnie Farnell  
Rachel Fields  
David Franklin  
Carol Gugat  
Dan Halpern  
Elizabeth Hauptman  
Julie Holburn  
Christine Homan  
Stephanie Jaramillo  
Jamee Leichtle  
Johanna Lopez Mendez  
Amanda Loughlin  
Michael McAndrew  
Christopher Moncadaleiden  
Rachel Mondragon  
Jennifer Morrison  
Max Murray  
Faith Ojebuoboh  
Elizabeth Patterson  
Gabriel Pfeiffer  
Debbie Sawatzky  
Susan Sayler  
Anthony Scardigno  
Jake Schott  
River Simone  
Madeline Stein  
Masako Suzuki  
Susan Terkhorn  
Carrie Thornton  
Stephanie Winkler

### *Wine, Wishes & WINGS*

#### *Sponsors:*

Lisa Levin Appel, in honor of Marilyn Van Derbur Adler  
Insperity  
Plant Moran  
Kaiser Permanente  
Denver Museum of Nature & Science

#### *In-kind Donors:*

Adelska  
Be. Life Styled Gift and Home Store  
Megan Bierle  
Bouzy Wine & Spirits  
The Bywaters Family  
Louis Canada  
Colorado Ballet  
Denver Center for the Performing Arts  
Denver Museum of Nature & Science  
Don Mares & the band Nearly There  
Corry Doty  
Kathy Wells Photography

### *State Task Force Members*

Led by Jean McAllister, WINGS Lead Clinical Consultant  
Lisa Levin Appel, WINGS Board Member  
Joyce Aubrey, Finding Our Voices  
Anne Auld, Illuminate Colorado  
Rosenna Bakari, Talking Trees  
James E. "Jeb" Barrett, Denver SNAP  
Paula Bragg, S.A.R.A., Inc.  
Lindsey Breslin, Moving to End Sexual Assault (MESA)  
Karmen Carter, The Blue Bench  
Joe Cassa, Retired Commander, Wheat Ridge Police Department  
Vista Exline, Victim Outreach, Inc.  
Emily Hassler, Substance Abuse Counselor and AA Sponsor  
Linda Johnston, Colorado District Attorney's Council  
Nicole Leon, Denver Sexual Assault Interagency Council  
Agueda Morgan, Colorado Coalition Against Sexual Assault (CCASA)  
Adrienne Sines, LPC, Community Reach Center  
Emily Tofte-Nestaval, Rocky Mountain Victim Law Center  
Emily White, Colorado Children's Alliance (CCA)

\*And key WINGS staff members

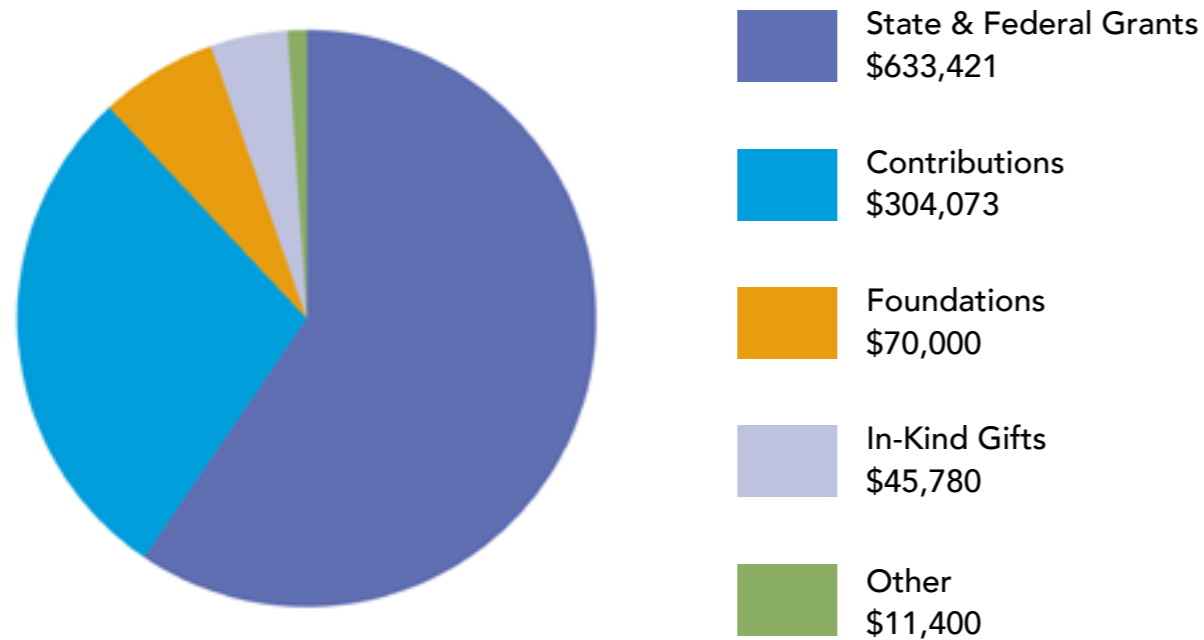
Pam & Barry Gatz  
Dr. Meg Lemon  
Leopold Bros. Distillery  
Steve Nash  
Silver Oaks  
George Sparks  
Matthew Taylor, MD, PhD  
Kathy & John Wells

### *Race for Healing*

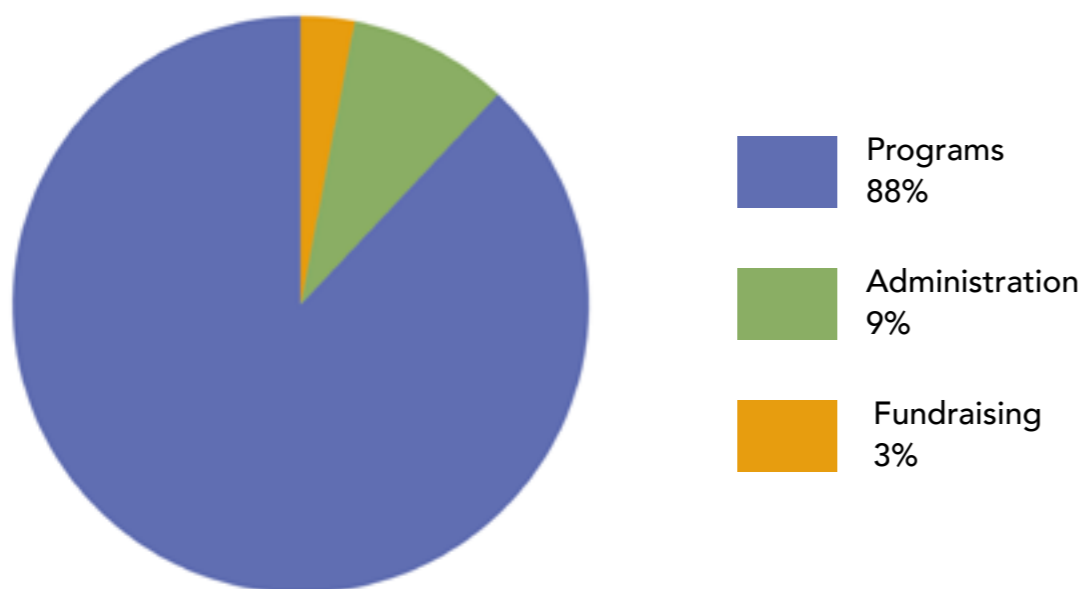
Colorado Coalition against Sexual Assault  
Eating Recovery Center  
First Bank  
The Empowered Voice  
Illuminate Colorado  
Insperity  
Maria Droste Counseling Center  
Pathlight Mood & Anxiety Center  
Survivors Network of those Abused by Priests (SNAP)  
Violence Free Colorado

## 24 *Financial Statement*

*2020 Revenue: \$1,064,674\**



*2020 Expenses: \$1,057,498\**



\*Independently Audited

# Thank you

Your generosity means the world to us and to all of the survivors and loved ones you are supporting to speak, heal and thrive every day. We are grateful to our dedicated Board of Directors, Advisory Council Members and generous supporters at all levels.

### Corporate & Community Organizations \$500+

The Anschutz Foundation  
 Behavior Analyst Certification Board  
 The Colorado Trust  
 Domanica Foundation  
 Eating Recovery Center  
 Insuperity  
 Kaiser Permanente Health Care  
 Kenneth King Foundation  
 Plante Moran  
 Schoolcraft Capital, LLC  
 UBS  
 Walmart

Craig Brown  
 Sandy Bucceri  
 Ellen & John Bywaters  
 Linsley & David Cerullo  
 Montgomery Cleworth  
 Laura Dirks & Jim Cole  
 Corry & Phil Doty  
 Kelty & Dr. Patrick Fehling  
 Ricki & Trent Feist  
 Pam & Barry Gatz  
 Wendy Ward Hoffer  
 Merekay Hokenstrom  
 Mark Holdbrooks  
 Gail & Dr. Stuart Kassan  
 The Doug & Pam Kelsall Family Fund

### Government \$500+

1st JD VALE Board  
 2nd JD VALE Board  
 4th JD VALE Board  
 17th JD VALE Board  
 18th JD VALE Board  
 20th JD VALE Board  
 Division of Criminal Justice: Victims of Crime Act (VOCA)  
 Office of the Attorney General, Office of Community Engagement

of the Denver Foundation  
 Ann & Hal Logan  
 Anne & Jim Mack  
 Joni Malavasi  
 Don Mares  
 The Andrew & Dawn Marshall Family Fund of the Denver Foundation  
 Sue Popp

### Individual Donors \$500+

Anonymous Donors  
 Lisa Levin Appel  
 Atler Family Fund of JEWISHcolorado  
 Karen & Jim Benemann  
 Drs. Meg Lemon & Joshua Blum

Brandon Russell  
 Laura & Eric Southward  
 George Sparks  
 Gordon Stenger  
 Nicole Garneau & Stewart Swan  
 Maureen Tarrant  
 Danielle Urban  
 Koren & Michael Vining  
 Marilyn Wiley  
 Lisa Williams  
 Daniel Winckler

# *Gratitude*

“The quality of being thankful; readiness to show appreciation for and to return kindness.”

WINGS 