



2022/2023
Annual Report

PLANTING SEEDS FOR CHANGE

Table of Contents

Mission, Vision, and Values Statements.....	3
Message from Leadership.....	4
Victim Services Program.....	6
Social Change Program.....	8
Counselling Program.....	10
Fundraising Program.....	12
Volunteer Program.....	14
Operations at a Glance.....	15
Welcome to Salal.....	16
Salal Statistics	18
Fiscal Numbers.....	19

Mission Statement

We are a feminist, anti-oppressive, decolonizing sexual assault centre operating on unceded Coast Salish Territories. We provide support services to survivors of sexualized violence with shared experiences of gender oppression: women, Two-Spirit, trans and/or nonbinary people. We advocate for social and systemic change through education, outreach, and activism.

Vision Statement

A world where people of all genders are valued and live free from sexualized violence.



Values

We are feminists who acknowledge and name systems of oppression and the impact of colonialism on Indigenous and other marginalized communities.

ACCOUNTABLE

We respond to calls for action from the communities we serve and recognize our opportunities for growth.

NON-JUDGEMENTAL

We create spaces for survivors to define their needs without judgement.

SURVIVOR CENTRED

We honour that survivors are experts of their experiences and have the right to choose.

INCLUSIVE

We honour and centre different ways of being and knowing.

VISIONARY

We are leaders at the forefront of service provision and social change.

Message from Leadership

PLANTING SEEDS FOR CHANGE

Change often creates much excitement and anticipation, and it can also create discomfort and a feeling of being untethered. As we navigate change, it is vital to tend to all that arises. For our organization, the past three years have been full of change. Some driven by external events we had no control over - the COVID-19 pandemic - and some driven by our ongoing commitment to meet the needs of community - changes in services, service delivery, Human Resources, and fundraising strategies. Most recently, this year, we undertook a robust change of our organization's name and brand.

On our 40th anniversary, March 8th of 2023, we shared with the world the culmination of a years-long process of renaming and rebranding. While this was a monumental change for our organization, it was also the most grounding of all of the change we have lived through over the last several years.

Our new name and brand reflects our commitments to urgency without fear, being rooted in our community as an anchor for survivors, and sets our intentions for living in and being of service with abundance for survivors, community, and our team.

We often remind ourselves at Salal that the "process is the point," a gift of perspective handed down to us by many feminist leaders. The process from May 2022 to March 2023, to find our new name, allowed for so many opportunities to reflect, consult, reaffirm, and grow our commitment to our values and their application in our daily work and organizational strategies. The evidence of this can be found in some of our most exciting highlights from this past year:

EXPANDED ACCESS

Over the 2022-2023 fiscal year, we expanded access to our public education content and social change conversations by becoming an affiliate partner on Twitch, harnessing the ability to stream our content publicly and for free.

INCREASED ACCESSIBILITY

With the desire to make our space more accessible to more survivors, we were successful in our application for a nominal lease from the City of Vancouver. Our new home for survivors is in downtown Vancouver, and we took the time to redesign the space with a survivor-centered and trauma informed lens. We are excited to move into the space in early 2024.

A PERMANENT HYBRID WORKPLACE

We continued to build infrastructure and capacity for remote working and service delivery, as we became a permanent hybrid workplace. We acknowledged the need for accessibility and flexibility for staff and survivors while also recognizing the need for connection and collaboration within our systems.

THOUGHTFUL REBRAND

We honoured our Founders during our renaming and rebranding process by hosting a virtual roundtable to discuss the work of the organization since its inception, to reflect on what's changed and what hasn't, and to thank them for setting us up for success all those years ago. Their leadership and legacy in our community is so inspiring.

CULTURAL HEALING

We continued to align our offerings for healing that does not center western ways, and built on the success and wisdom of by-and-for spaces by offering our first land-based and yoga retreats for Black, Indigenous, and People of Colour (BIPOC) survivors.

24-HOUR CRISIS & INFORMATION LINE

Building on the legacy of 40 years of our 24-Hour Crisis & Information Line, we applied for, and were granted the opportunity to be part of the National Action Plan to End Gender Based Violence, and were awarded funding to increase capacity as BC's Gender-Based Violence Crisis Line.

You'll hear more about the nuances of these highlights within the program reports. We are so moved by the commitment and dedication by survivors to their healing and navigation of systems, and by the dedication of our team who are the anchor and roots for survivors when things feel overwhelming, untethered, or hopeless. We are grateful to community members and survivors who participated in the rebrand consultation, and showed us care by seeing themselves and their voice in what makes our organization part of our collective experience of community. We look forward to all the cultivation and tending of Salal SVSC in this year ahead and are excited about what is on the horizon.



Victim Services Program

The Victim Services program at Salal has undergone plenty of change over the past year. With all of the changes that our team has experienced, it has been vital for our programming to stay grounded so that we can continue to support survivors. An important piece of grounding work that we continue to do as a team is foster connection. A priority for us on the Victim Services team is to ensure that we are connecting with each other either virtually or in person. Our team has connected through doing work in the office together, as well as connecting with other members of the organization and community, allowing us to stay focused on supporting survivors. We have also stayed grounded in continuing to acknowledge the structural harms that impact survivors, specifically those of marginalized identities. In providing an intersectional feminist analysis to the work that we do with survivors, we continue to ground ourselves in understanding the ways that oppression operates within our society and how sexual violence is perceived within the broader social context.

Our program staff continue to reflect on the way that we support survivors and the complexities of needs that our team has seen over the past year. It's very clear that the effects of COVID-19, environmental degradation, shifts in social policy, and inflation have deeply impacted those who we serve. Our team of Victim Services Workers, SART workers, and volunteers have had to remain adaptable in the face of a changing social and environmental landscape. It has become evident over the last year that our support is needed more than ever, and so we must continue to challenge societal shifts that perpetuate a culture of violence.



"I am so grateful for Salal's Crisis Line. I live in a remote community with next to no social services, and I felt so alone after I was assaulted. I may live far away, but I know I can call Salal anytime."

- Nicole, Salal SVSC Client

Our team has seen a significant increase in survivors requesting our services. Our levels of access for the hospital, 24-Hour Crisis and Information Line, and victim services support have almost returned to pre-pandemic levels. This notable shift has led us to reflect upon the necessity for a wider breadth of services and deepening our existing practice. Our team has also remained grounded with this increase in access to ensure that we can continue to support survivors by meeting them where they are at.

Supporting survivors who experience institutional oppression remains a challenge. Notably, housing has been a significant barrier for many of the survivors we support. Regaining stability has been a challenge, but we continue to advocate for the rights of survivors who must perpetually navigate systems that are designed to harm them. When navigating the criminal legal system, we are still seeing the impacts of slow down due to COVID-19, resulting in survivor's court cases being delayed. It is vital that we continue to advocate for survivors during these frustrating and re-traumatizing moments. It is clear that we must continue to advocate for trauma-informed and survivor-centered practice within dominant systems, while imagining what other forms of justice and healing can look like outside of the current systems in place that continue to marginalize survivors.

As a team, we are celebrating the growth of our team. This is not only referring to the amount of team members, but the ways that we have grown in our practice to better support survivors. Our team has engaged in a multitude of training and outreach opportunities that have served to deepen our practice.

We are most proud of staying grounded amidst a year of substantial change. Trying to remain flexible during a time when the world is seemingly going back to "normal" has been challenging, but we are proud of the work we have continued to do with survivors in the face of violence and oppression. We will continue to advocate for the needs of survivors to be centered within and outside of systems.



Victim Services

1410 DAYTIME CALLS

50 HOURS
SUPPORTING
POLICE REPORTS

191 NEW INTAKES

103 HOURS SPENT
AT COURT

100 HOSPITAL
ACCOMPANIMENTS

260 SALAL CONNECT
INTERACTIONS

24 HOURS SPENT
SUPPORTING
CROWN
INTERVIEWS

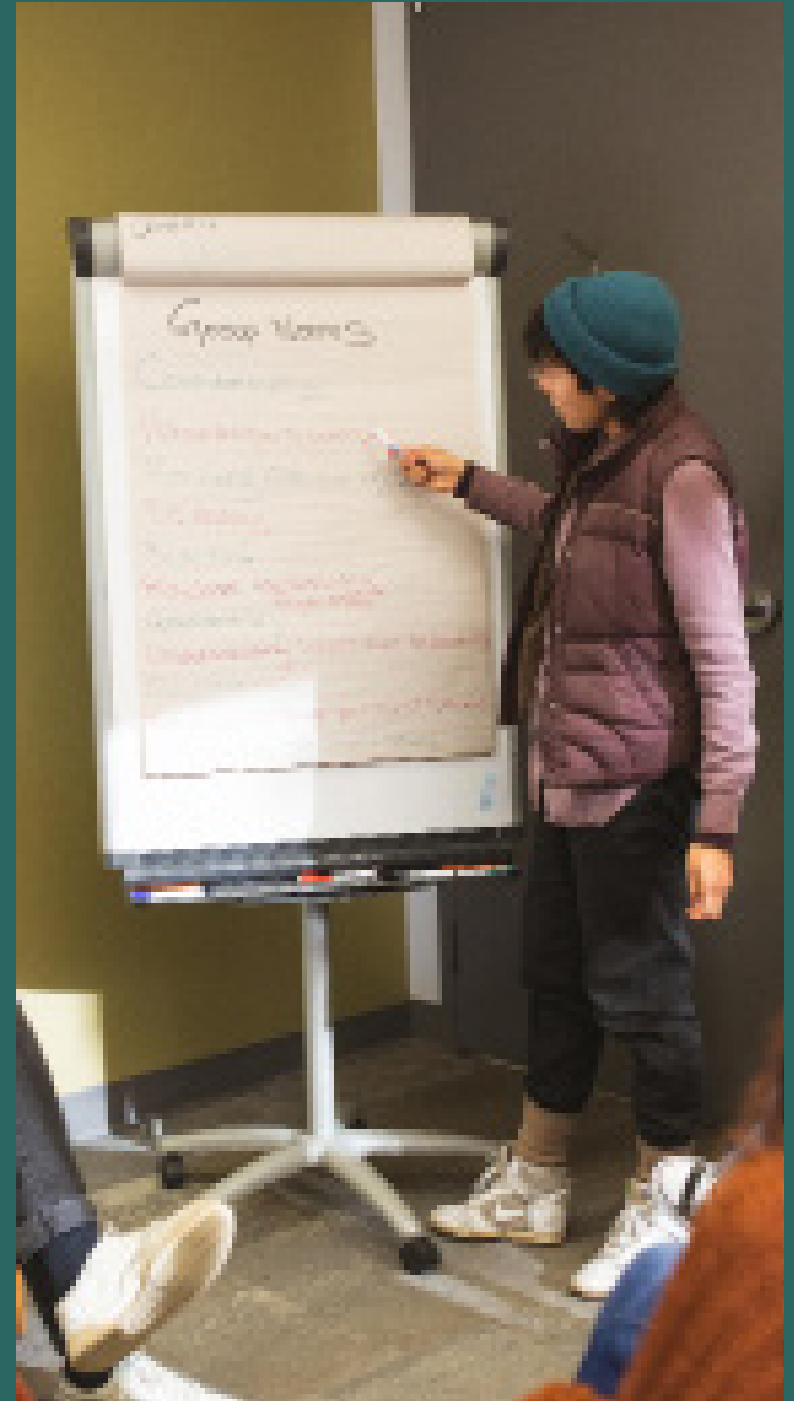


Social Change Program

Look around almost anywhere in the Pacific Northwest and you'll see salal plants; out of office windows, along bike lanes, and growing up fences in residential neighborhoods. Go anywhere outside of the city, and when you're far enough away to stop hearing the traffic sounds, you are likely surrounded by a thick blanket of salal. This is how we like to imagine Salal's presence in community. We like to imagine feminists as resiliently rooting everywhere we can, until it's impossible to imagine the landscape without us.

In our educational outreach program, the oldest and most fundamental part of our social change work, we often get to stand alongside participants as they see the links between systems of oppression and sexualized violence, as well as the network and history of feminist support that is as tenacious and ubiquitous as our plant namesake. Our educational outreach program offers us the chance to share back what we've learned from working with survivors over four decades. This year, Salal offered 39 workshops and tabled at 10 community events, reaching around 2,000 people, all of whom were invited to understand the systems of oppression which lead to sexualized violence, and survivors' resiliency within them.

Across all of our social change programs, Salal is looking at the ways in which white, cis feminism has been centered in the antiviolence sector, and we are re-thinking what it means to offer support to survivors outside of that framework.



Our Meaningful Inclusion project, where we are developing a promising practice guide on providing support to trans and gender diverse survivors, also highlights the need for advocacy in our sector. Trans and gender diverse voices have been missing from feminist antiviolence due to transmisogyny and transphobia within feminism, and as a result, there are few services available that were designed with trans people in mind. This project has taught us that our responsibility to trans people doesn't stop at our own doorstep and needs to include proactively resisting transmisogyny in our sector and our movement. We are moving into the fourth year out of five for this project, and our blueprint is beginning to take shape with feedback from our partners and community.

Similarly, this year we deepened our commitment to supporting sex workers by completing a community consultation and needs assessment to give us next steps to increase sex workers' access to Salal. We spoke with sex workers and our sex worker-led partner organizations, and finalized a set of recommendations applicable across programming, advocacy, and strategic direction. An important request from the sex worker community was for Salal to advocate for sex workers in feminist spaces, where there is still rampant stigma.

Last year we piloted our Reimagining Justice project, in partnership with Just Outcomes consulting, where survivors are exploring justice and accountability outside of a carceral approach. We have learned that our intersectional feminist analysis lays an important groundwork for alternative justice, which centres survivors and recognizes the nuance of how many survivors learn to use sexualized violence themselves. This year, the RJ project is refining the structure of the program, and working across both the antiviolence sector and the restorative justice sector to deepen our skills. We have created a national coalition of antiviolence and RJ practitioners to help strengthen skills across sectors, and to host important conversations about the successes and challenges of this work.

Survivors are at the root of everything we do at Salal, and our social change work gives us the opportunity to share back what we've learned from working alongside them. We are continuing to better align with survivors who have at times been left out of the



“I really appreciated your presentation on sexualized violence and it was so useful for me to have current language to speak with my students on such an important topic”.

- Vancouver School Board Teacher



Counselling Program

This year as a team, we've stayed rooted in our values and worked hard to be a safe and non-judgmental space for survivors to express their feelings, concerns, and experiences related to survivorhood. Our systemic lens on sexualized violence offers survivors the opportunity to engage in their experiences in a multitude of ways, including psychoeducation about the common emotional and psychological responses to crises like the COVID-19 pandemic, which helps them understand that their feelings of anxiety, fear, and uncertainty are normal reactions to an abnormal situation. This year, we used our internal practices of team collaboration and learning to be better equipped to support survivors. We did this with our Deepening our Practice workshops as well as peer supervision. Each gives the counsellors a deeper understanding and perspective of what survivors might be facing.

The area that you can see the greatest increase in our program is the 1-1 sessions and support groups. Our counsellors have continued to provide a variety of groups, all of which are based on original curriculum ideas developed by our team. We've also continued with our Remembering Our Ancestors workshop series, our groups in the community, and are still partnered with Yoga Outreach to offer a trauma-informed yoga-focused support group. The 16-Steps to Discovery and Empowerment group was introduced this last year to support survivors moving through different phases of dependency. In total, we were able to facilitate 277 support group sessions and 2,253 individual sessions. This is an incredible increase from the 101 group sessions and 1,304 individual sessions held last year. The counseling team has worked diligently to increase growth this year across all avenues of support.



It continues to take less than a month between when a survivor does an intake, and when we are able to offer a service. We have also included in-person sessions, for 1-1- counselling, for folks needing in-person for a multitude of reasons. Counsellors have also been inviting survivors to have their closing sessions in person, which has allowed the survivor and counsellor to intentionally share space and honor the work done throughout the 25 sessions. Connecting as a team has played a big part in this success. Sharing ideas and practices in this way has led to greater depth of our survivor support. We have centred much of our work around 1-1 counselling, supporting folks living with multiple intersections of oppression. The team came together to find creative support, solutions, and referrals for multiple survivors living in active violence and heightened levels of insecurity. This involved collaborating with clients to develop healthy coping strategies that suit their individual needs, as well as guiding survivors towards resilience and how to build their capacity to adapt and move through adversity. It took a tremendous amount of growth, resilience, and vision for each counsellor, and our team as a whole, to successfully take this on and create this impact.

Sadly, this year we have had five very young Indigenous women and Two-Spirit people initially go missing and later be found deceased in the Lower Mainland. Salal has supported with materials during the search and also with the vigils that were held to honour the lives lost and demands for information and justice. Salal attended the committee meetings for the Indigenous Women's Council, which helped our program stay up-to-date in regards to resources, information, and concerns shared that directly affect our clients. We participated in the planning and attended the Women's Memorial March. Once again, we had the opportunity of participating in the Mother Days Pow Wow. Salal attended as a member on the POW Wow committee and sponsored the Two-Spirit dance to honour all the ways that Two-Spirit people hold sacred teachings in community and have always been a part of our movements. We also continued our Remembering our Ancestors support group from October to February. This is a support group that focuses on preservation of life, culture, and arts.

This year we received 169 new intakes, which is only 10 more survivors than last year, but still a sustained amount compared against previous years, which were 60-80. It is clear to us that the need for our services is increasing and is likely due to the ongoing systemic violence and growing awareness of the importance of our work. We continue to work diligently to face these challenges by staying rooted in our values and being adaptable in our practices. We are all honored and grateful to do this work.



Counselling Program

169 REFERRALS
(8.33% INCREASE)

2253 SESSIONS

27 SUPPORT
GROUPS

16 Steps to Empowerment and Discovery
 Returning to Blueprint
 UnBound
 Creative Resistance
 Remembering our Ancestors
 Accountability for All
 BIPOC Yoga Group
 Embodied Consent
 Drop-In Group

169 TOTAL
INTAKES

45 IN 23 IW 101 GC

Time frame: April 1st, 2022 to March 31st, 2023



Fundraising Program

As we reflect on the past fiscal year, we are filled with gratitude for the unwavering support of our garden of Salal donors. Your contributions have not only been instrumental in enabling Salal SVSC to increase access to our transformative programming for survivors, but helped us plant some exciting and much needed seeds of change that will blossom in the years to come.

This year's theme of "Planting Seeds for Change" resonates deeply with our work. Just as seeds require nurturing and care to grow, survivors require a supportive community and resources to heal and thrive. Your contributions have played a vital role in sowing these seeds of change, enabling us to provide survivors with the support they need to cultivate a healing path forward.

The last 365 days showed us the importance of being a rooted organization that can handle change. As our communities and governments enter a new way of existing in this stage of COVID-19, government emergency funding for the pandemic has ended. We are once again faced with shifting our fundraising strategy in order to ensure that every survivor who calls us can access the information, emotional support, and services that they seek to heal. Our future looks like not only fundraising for in-person services, or filling gaps to facilitate virtual service delivery, but a hybrid service-delivery model. We continue to advocate for survivors at all levels of government, calling on our elected officials to commit to sustainable investments in sexual assault support services. Navigating the constant change and unpredictability has tested our resiliency, but it is the dedication of our community that has helped strengthen our roots to not only prepare to weather what comes next, but grow to new heights.



Our two signature events, Streaming for Survivors, our charity stream, and SOLD, our third annual virtual auction, were seeds that we planted two years ago, and are now watching bloom. Streaming for Survivors welcomed more than 50 streamers from Europe, Oceania, and North America who not only raised more than USD \$95,000, but took a stand against sexualized violence in digital spaces. SOLD raised a record-breaking \$24,023 and welcomed more than 100 auction donors and 350 community members in friendly, competitive online bidding. How lucky are we to be able to watch these events grow and change to impact even more lives year over year?

In addition to planting seeds, we are also tending to the revitalization of community relationships. Alongside The Indian Residential School Survivors Society (IRSS), Salal has been awarded federal funding to operate 24-Hour Gender-Based Violence (GBV) Crisis Lines to support survivors across British Columbia. Working in partnership, we will operate a gender-based violence crisis line that is rooted in trauma-informed principles and that is accessible to all survivors, regardless of identity.

Our growth continues as we prepare to plant our roots into a new home for survivors. In late 2023, Salal will be moving into a new space within the core of downtown Vancouver. Every square inch of this space is designed with survivors of sexualized violence in mind. This new space features individual and group counselling rooms, sound-proof pods to answer the +5,000 calls to our 24-Hour Crisis & Information Line, a reporting room for survivors who wish to disclose the violence that they experienced to police, co-working spaces for our staff, and even a meditation room to support survivors and staff to ground themselves before and after they access services. With the opening of this new home, we hope to blossom into a community hub where survivors, and those who love survivors can come together to promote healing, empowerment, and lasting change.

Perhaps the most exciting thing growing below the surface is Salal's first ever, 5-year, comprehensive fundraising campaign, "Rooted for Growth". Launching in late 2023, this campaign will aim to raise \$15-million over five years. These investments will enhance our services and supports for survivors, create one-of-a kind space and place for healing, and strengthen our capacity to serve for years to come. We can't wait to collaborate with you - thank you for growing with us.

"Congratulations on four decades of supporting survivors and shifting society, Salal. I am so proud to be a monthly donor and to watch you grow stronger each and every year!"

- Linda F. Monthly Donor



Volunteer Program

SUPPORTING SURVIVORS, 365 DAYS A YEAR

Feminist Isabel Allende once said:

“It is a wonderful truth that things we want most in life - a sense of purpose, happiness and hope - are most easily attained by giving them to others.”

We believe that this quote illustrates the current nature of the volunteer program and it's participants who are adapting and using the channels of the organization (the crisis line, support groups and the program's community) in the aftermath of the pandemic. They give visibility, hope, and support to survivors while they gain community, friendship, and experience.

Once again, in the last year, the participants of our volunteer program had to quickly adapt to new dynamics. This time it was within a context of transition towards a post-pandemic world. Many volunteers began their commitment to Salal at a time when all of their activities (university, work, families and childrens' schedules, etc.) were carried out remotely, which increased their free time and flexibility to pick up shifts on the crisis line, join support groups, and attend meetings with the organization. Today, our participants have returned back to in-person commitments and are navigating new challenges in their

responsibilities and schedules, but have continue to prioritize and hold space for survivors by supporting our 24-hour crisis and support line, support groups with our counseling team, doing research and collaborating with the fund development team, and being out in community with the outreach program.

Simultaneously, survivors have been struggling to adapt to this transitional period. We've witnessed the grief that came after almost two years of constant struggle to adapt to the effects that the pandemic, particularly among groups of survivors from marginalized populations (isolation, increased violence at home, lack of privacy, lack of mental health support resources, etc.). In parallel, we have been privileged to observe the Volunteer Program as a space of divergence, where survivors can continue to find human connection and the understanding and support they deserve, regardless of societal and political circumstances. Furthermore, our monthly staff meetings and volunteer training sessions continue to be platforms of discussion where participants can share their insights and questions in community to continue to learn from each other and grow through Salal's organizational experience.

2,634 CALLS RECEIVED
BY VOLUNTEERS

35 VOLUNTEERS
PARTICIPATED

5,935 HOURS SPENT ON CALL
BY VOLUNTEERS

Survivor Lead. Survivor Driven.

Investing in survivors as staff and volunteers, building the infrastructure and systems to support and thrive.

EQUITY SYSTEMS

An increase in staff retention and internal growth has led to volunteers becoming staff, and existing staff choosing to stay and explore new positions of growth.

HYBRID WORKPLACE

Investments in our new space and our systems were made to ensure reliable methods to work both remotely and in office, giving staff the flexibility they need to provide excellent service to the community.

HEALTH & SAFETY IN THE WORKPLACE

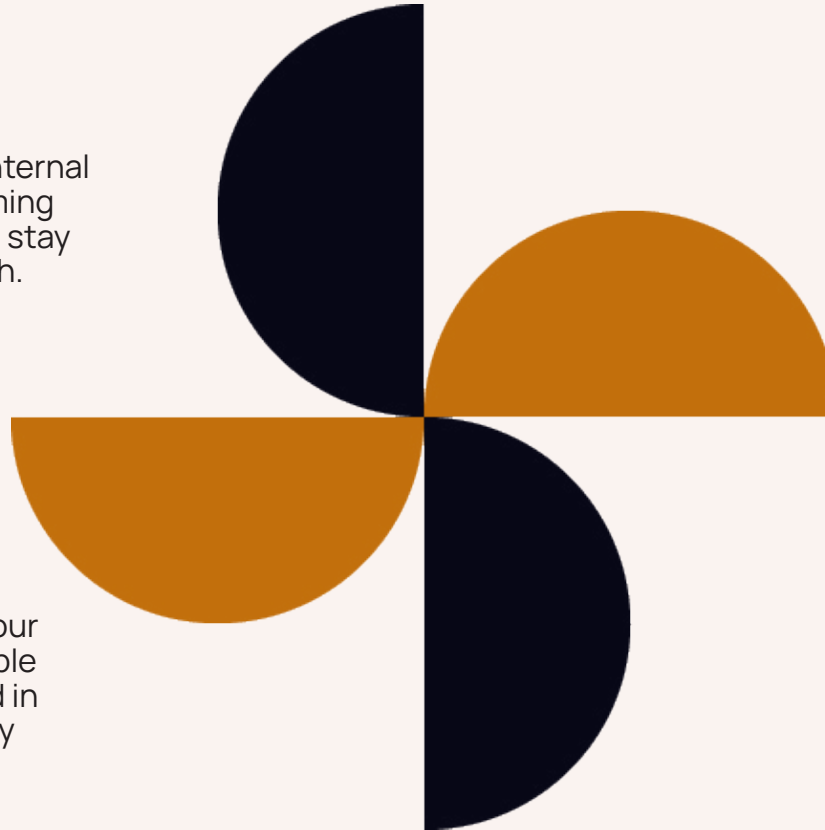
Working through the collective trauma of COVID-19 and continuing systemic challenges, we are moving towards removing barriers and allowing our community to choose how they want to show-up and when.

IMPROVING TECHNOLOGY

By improving the security and reliability in our technology, we have been able to enhance access to services and meet survivors where they are at.

BUILDING THE CONNECTIVE TISSUE

Building capacity for growth will be a theme for the next several years. Our goal is to align our staffing levels with growth opportunities, investing in the survivors and community at Salal.



Welcome to



Salal

SEXUAL VIOLENCE SUPPORT CENTRE

On April 1st, 2023, WAVAW Rape Crisis Centre officially completed our transition to Salal Sexual Violence Support Centre. We've been deeply rooted in community for the last 40 years as WAVAW Rape Crisis Centre, and we want to make sure our community continues to feel supported under our new name.

Our new name reflects our evolution as an organization and was chosen in consideration of survivor feedback that we have received over the past several years, and with a desire to deepen our decolonizing work. Our decision to rebrand is not only the culmination of 40 years of learning, but is also aspirational, as we seek to actualize our vision of a world where people of all genders can live free of sexualized violence. As we step into our new identity as Salal Sexual Violence Support Centre, we honour the voices who helped us realize that the name "WAVAW" does not align with our current values, and hope that evolving our name to Salal Sexual Violence Support Centre offers the opportunity for more survivors from equity denied groups, and those who are, or have been erased from the feminist anti-violence movement, to see themselves as part of our community.

Over the past four years, the organization has been doing intentional work to align our values of feminism, anti-oppression, intersectionality, and de-colonization into all aspects of our work, both internally and externally. This work has seen explicit new and emerging commitments to Two-Spirit, Trans, and Gender Diverse communities, and a deepening renewal and revival to the organization's commitment to Black and Indigenous survivors, as well as sex-working communities. The opportunity to look back and reflect has also allowed the organization to consider whether the name that defined the work of this organization in 1983, still resonates with the communities the organization seeks to support.

We are proud to be an organization that has invested in learning, unlearning, and expanding toward greater inclusion.

Our rebrand committee brainstormed hundreds of words and phrases that embodied our values and the priorities of survivors. All current staff and board were then invited to participate in a comprehensive name evaluation process, through which we evaluated shortlisted names against 11 criteria, including comprehensive research about name availability, risks and opportunities. Salal scored the highest, which the committee subsequently endorsed as the preferred name. Our board of directors voted to adopt the new name at a board meeting on January 18, 2023.

Salal offers the beauty of different interpretations

On these lands, it refers to the plant.

In other languages, it describes waterfalls and the action of lifting up.

Salal
SEXUAL VIOLENCE SUPPORT CENTRE

We hope these different meanings allow survivors and the community to see themselves in our new name, planting the seeds for people to feel seen and held.

Part of healing—both individually and communally—is rebuilding our relationships with ourselves, each other, our community, and the land we call home. The earth teaches us vital lessons about resilience, transformation, interconnection, strength, and nurturance. This is why we have chosen a plant as inspiration for our new name: Salal Sexual Violence Support Centre.

This plant is deeply rooted, adaptable, and striking. It has maintained its place here on the Pacific Northwest coast for thousands of years. Coast Salish peoples use this plant for healing, sustenance, art, and joy; it continues to surround us with opportunities for inspiration and care.

We draw inspiration from the salal plant, to be an organization that is resilient in the face of rape culture and systemic oppression. We want survivors to see Salal Sexual Violence Support Centre as a place for healing, transformative experiences, and emotional sustenance. This place offers a breadth of services to meet survivors' wide-ranging needs through every part of their journey— an organization that will remain anchored as we help create a different world - one free from sexual violence.

Salal 2022–2023 at a Glance

1,410
Daytime Calls



2,634
After Hours Calls

50 Hours supporting survivors reporting their assault to the police

Accompanied

100

Survivors seeking medical attention at the hospital



191 New intakes to the victim services program

103 Hours spent at the court house supporting survivors



Crisis line volunteers were on call for

5,935
hours

260

Salal Connect interactions

49

Educational outreach activities & workshops



Salal benefitted from the amazing talents of

35

active volunteers

DESPITE REDUCING OUR INDIVIDUAL COUNSELLING WAITLIST BY 1 FULL YEAR LAST FISCAL, SURVIVORS ARE NOW ONCE AGAIN FACING A DEVASTATING REALITY OF A 2.5-YEAR WAITLIST. SALAL IS DOING 7-10 INTAKES PER WEEK, CLOSE TO DOUBLE THE AMOUNT WE ENCOUNTERED LAST YEAR.

169 New referrals to the counselling program

2,253 One-to-one counselling sessions offered

277 Support group sessions facilitated

130 Crisis stabilization sessions

7,617 Donations 2,600 Donors

83 Digital fundraising events

371 Monthly donors

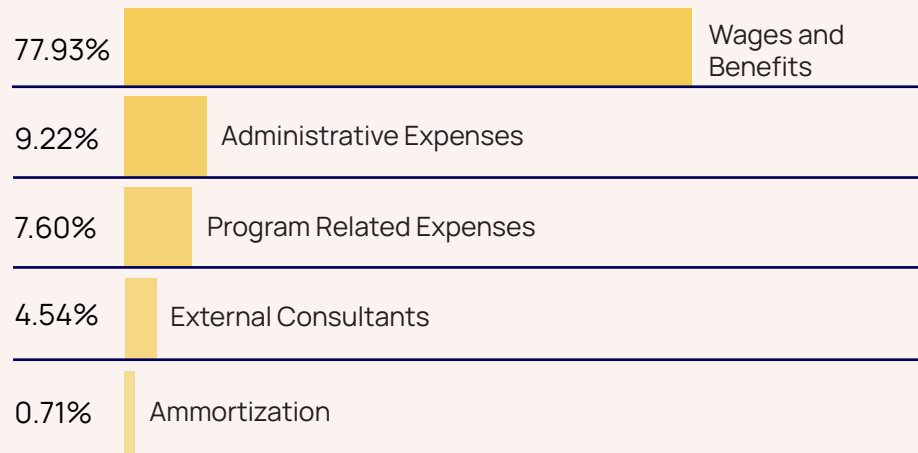
1,267 First time donors

Supporting Survivors, Shifting Society.

Salal 2022/2023 Fiscal Year

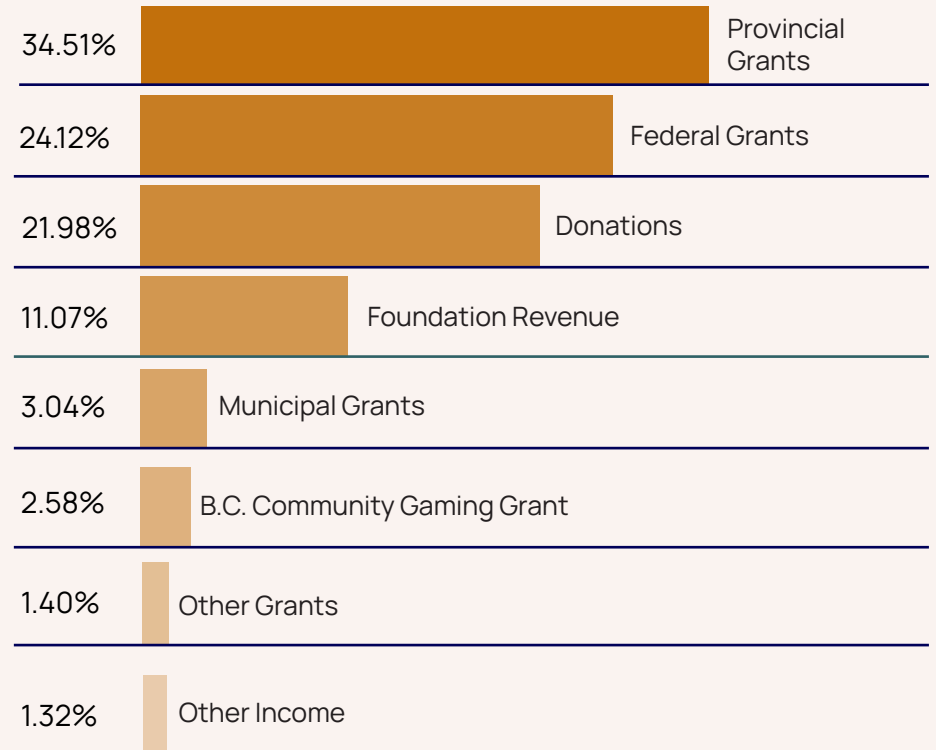
SUMMARY OF EXPENSES

Total Expenses: \$2,864,889



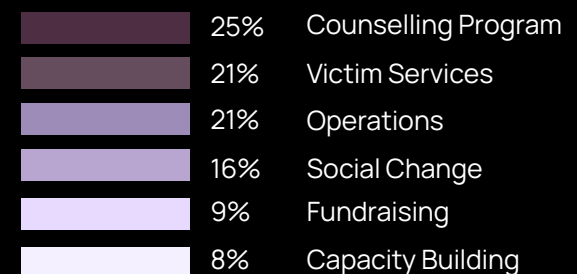
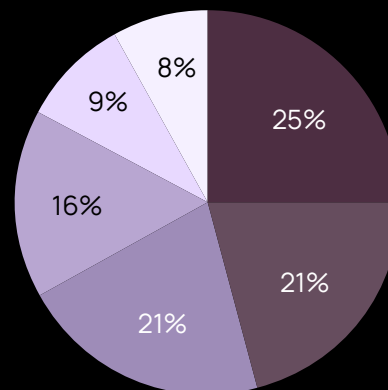
SUMMARY OF REVENUE

Total Revenue: \$2,556,126



EXPENSES BY PROGRAM – TOTAL

Expenses: \$2,864,889



Leadership Team

Dalya Israel (she/her)
Executive Director

Felix Gilliland (they/them)
Manager of Social Change

Sylvana Hof (she/her)
Manager of Operations

Zahra Lalji (she/her)
Manager of Counselling Program
& Clinical Supervision (On leave as of March,
2023)

Karen Alcantera (she/her)
Manager of Counselling Program
& Clinical Supervision (As of March, 2023)

Emily Oswald (she/her)
Manager of Fund Development

Ashley Teja (she/her)
Manager of Victim Services and Volunteer
Program

Board of Directors

Trina Prince (they/them)
Board Chair

Jillian Arkles (they/she)
Vice Chair

Sophie Medwell (she/her)
Treasurer

Margery Pazdor (she/her)
Secretary/Treasurer

Priscilla Omulo (she/her)
Member at Large

Emely Baker (she/they)
Member at Large

barbara findlay (she/her)
Member at Large

Yundi Wang (she/her)
Member at Large

Alla Shishkov (she/her)
Member at Large

Soni Thindal (she/her)
Member at Large

24 HOUR CRISIS &
INFORMATION LINE

604-255-6344

or

1-877-392-7583

MAILING ADDRESS

2405 Pine Street
P.O. Box 46851
Vancouver, BC
V6J 5M4, Canada

OFFICE

(Mon-Fri, 9-5)
604-255-6228
admin@wavaw.ca

WWW.SALALSVSC.CA

