



2023/2024 Annual Report

PLANTING SEEDS FOR CHANGE





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Our Mission

We are a feminist, anti-oppressive, decolonizing Sexual Violence Support 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 non-binary people. We advocate for social and systemic change through education, outreach and activism.

Our Vision

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

Our 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.

Inclusive

We honour and centre different ways of being and knowing.

Survivor Centred

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

Visionary

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

Non-Judgemental

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

Message from Leadership

Rooted For Growth

As we reflect on the past year, we are reminded of our commitment from last year to “plant the seeds for change.” This year, our theme, “Rooted for Growth,” guides us to explore the importance of a solid foundation in our ongoing mission to support and advocate for survivors. It’s a reminder that growth is not only about reaching new heights but also about nurturing the deep roots that sustain our work.

This year has been one of remarkable paradoxes. We have faced inflation, multiple ongoing genocides, and collective grief—events that have deeply affected our communities and shaped our work. Amidst these external pressures, we have witnessed an extraordinary outpouring of solidarity and action, demonstrating the strength and resilience of our community. This solidarity has been particularly crucial as we navigated the aftermath of a devastating break-in at our newly under-construction space. This incident had a

devastating impact on all aspects of the organization and our community. But it also offered a moment of profound learning and growth. It challenged us to be accountable, to reflect deeply on our practices, and to embrace the grace and compassion extended to us by our community.

The end of COVID funding presented another significant challenge, prompting us to adapt our fundraising strategies in response to the increased demands for our services. This shift has required innovative thinking and a steadfast commitment to our ethics around how we want to be in relationship with our stakeholders. Despite these financial pressures, we have remained dedicated to ensuring that our services continue to meet the rising needs of survivors, to approaching our work with an abundance mindset, and to constantly reflect our core values of relationality, being visionary, and being grounded in community.

This year, we have invested in the creation of a community hub of care—a space designed to enhance our ability to provide comprehensive, survivor-centered support. This hub is more than just a physical space; it represents our commitment to fostering a nurturing environment where survivors can find the care, respect, dignity and healing they deserve.

Our ongoing work to establish Vancouver’s first integrated post-sexual assault health clinic stands as a testament to our dedication to providing holistic and accessible care. This clinic will serve as a reminder that we can dream the future into reality and we know that it will be a model of integrated support in the lower mainland, offering survivors a seamless path to healing and justice.

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We have also focused on rooting ourselves in our new name and what it signifies. This process has been affirming and transformative, reinforcing our commitment to our core mission and values. It has been a journey of deepening our understanding of what it means to show up for survivors—in our programs, in our advocacy, and within our community.

To be rooted means more than just being anchored in our mission; it means staying connected to our values and to the community we serve. It means

understanding that growth is intertwined with a strong foundation. It requires us to remain deeply connected in our commitment to justice, equity, and compassion, even as we navigate the evolving landscape of needs and challenges.

As we look to the future, we recognize that our ability to grow and evolve is fundamentally linked to our commitment to being rooted in our principles of being visionary, survivor centered, accountable and non judgemental. Our growth is

nurtured by the strength of our foundation and the collective support of our community.

We are deeply grateful for your continued support and solidarity. Together, we will remain “Rooted for Growth,” building on our foundation to create lasting change and provide intersectional, anti- oppressive, decolonizing, feminist support and advocacy for survivors.

- Salal Board and Leadership Team

Next year we will be:

- Focusing on health equity for survivors of sexual violence
- Creating our strategic plan to guide us for the next three years
- Continuing to evolve our programming to reflect the survivors we serve
- Connecting and engaging our communities to deepen our connection and relationships





A New Home for Survivors

This year has been a pivotal one for Salal Sexual Violence Support Centre as we unveil our new healing hub, a space designed to support and empower survivors for generations to come.

Ensuring Longevity and Resilience

We understand the importance of stability, especially in the face of economic challenges that can affect non-profit organizations. Our new healing hub has been built with resilience in mind, ensuring that our programs and services will continue to be available to survivors, no matter what external challenges may arise. This space is not just a building—it is a commitment to the long-term healing and support of those we serve.

A Space Crafted for Healing

The physical environment plays a crucial role in the healing process, and our new hub has been thoughtfully designed with trauma-informed principles. Every aspect of the space is intended to minimize triggers and foster a sense of security and empowerment.



Here's how our new hub will support survivors:

Sensory Room for Survivors and Staff: This room offers a tranquil space where survivors and staff can use all five senses to decompress. It is a place of calm, where the healing process can continue uninterrupted.

Police Reporting Room: Understanding the difficulties involved in reporting violence, we have created a private space—outside of a police station—where survivors can report incidents in a supportive and non-intimidating environment.

Multi-Purpose Room: This flexible space is designed for a variety of uses, including trainings, workshops, events, and ceremonies. It's a place where community members can gather, learn, and heal together.

Single Stall, All-Gender Washrooms: These facilities ensure that everyone can take care of their needs without fear or judgment. They are a reflection of our commitment to inclusivity and respect for all gender identities.

24-Hour Crisis & Information Line Pods: We have dedicated two pods specifically to manage the 6,000 calls we receive each year. These pods provide immediate support to those in crisis, ensuring that help is always available.

Indigenous Healing Spaces: Our Indigenous healing spaces are designed to connect Indigenous survivors with culturally appropriate care and medicine, honoring their traditions and identities.

4,000 Square Feet of Hybrid Work Space: This expansive area supports both in-person and remote work, allowing us to offer flexible and accessible services to survivors while also facilitating collaboration among staff.

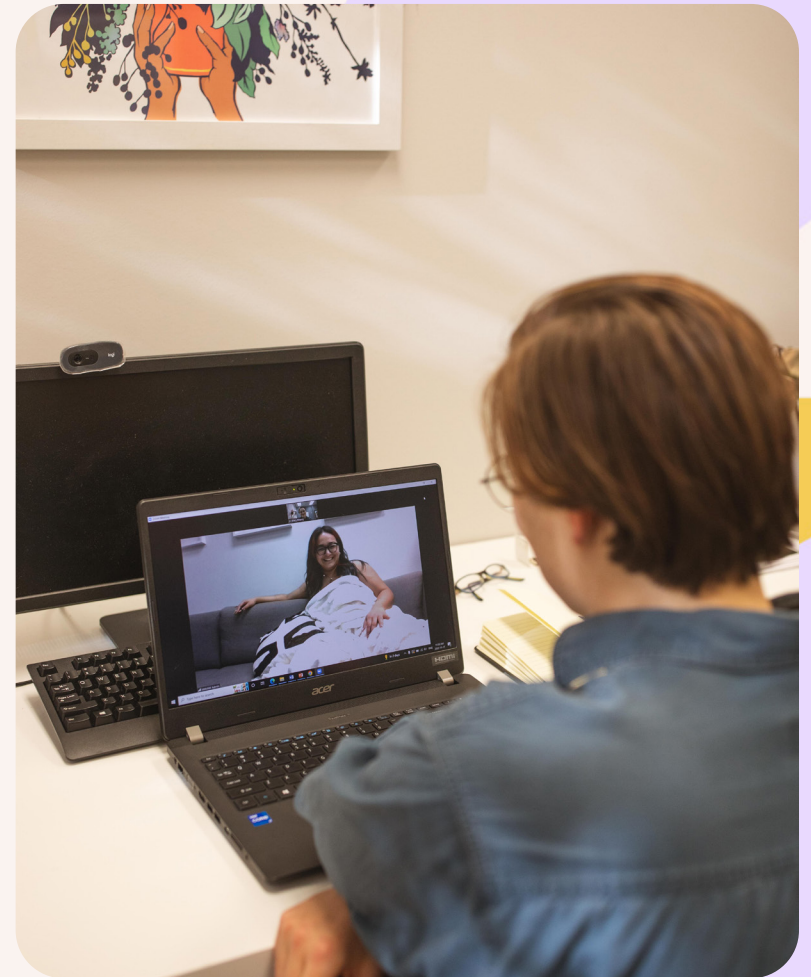
As we reflect on this past year, we are proud of the progress we have made in creating a space that embodies our commitment to trauma-informed care. This new hub is already making a difference in the lives of survivors, providing them with a safe, supportive environment where they can begin or continue their healing journey.





Counseling Program Report

Over the past year, our counseling team has profoundly deepened its commitment to community care by embracing diverse internal practices, engaging in meaningful community work, and staying true to our authentic counseling methods. Within our team, we have fostered a supportive and collaborative environment through various innovative practices, enhancing our ability to serve our clients effectively. Externally, we have actively connected with the community through ceremonies, protests, and partnerships, offering healing methods that honor diverse cultural and social backgrounds. This engagement not only supports individuals but also advocates for justice and systemic change. Throughout these efforts, we have remained rooted in our dedication to feminist, anti-oppressive, and culturally relevant values, ensuring that our counseling spaces are safe, inclusive, and empowering for all.



As a team, we have centered ourselves in fostering connection and trust.

Over the past year, we have organized several in-person team events to strengthen our bonds. Recently, the leadership team explored the concept of “soft tissue trust,” which emphasizes supporting connections outside of crises or issues, allowing individuals to feel grounded in their relationships with both management and peers. This approach has led to profound working relationships, as our team has embraced the creation of this soft tissue trust. We connect one-on-one, offer support for program changes, share ideas, and refine therapeutic practices together. We also celebrate each other’s professional and personal growth. We have found that this deep connection is the foundation of our ability to work effectively with survivors and remain grounded not only in the community we serve but also in our relationships with one another.



In our community, we have deeply committed ourselves to healing together through traditional and grounded community practices.

Our Indigenous program coordinator, led by our Elder Sharon Brass, organized a beautiful water ceremony. This traditional women's ceremony, once banned and outlawed, was revived and held in our community. During the sharing circle, many elders shared their stories evoked by the water ceremony, highlighting the profound importance of these ceremonies for both healing and reconciliation.

People of all genders emphasized the significance of holding ceremonies honouring the female side of life; recognizing their vital role in our collective healing.



We also hosted a traditional pipe ceremony, intended to offer peace and uphold tradition.

This event brought together many community members, creating a cultural space for connection and healing. Additionally, our organization has been actively supporting the community at vigils, protests, pow wows, and wellness events. We provide emotional support during times of grief and loss, while also engaging in cultural and artistic endeavors.

These ceremonies were described by another organizations participant “as a beautiful way for urban Indigenous people to come together in ceremony. Being a mixture of many different cultures all valuing community and shared healing, both ceremonies were an important part of coming together. Engaging in our traditions together is incredibly healing.”

Honouring Survivors Pipe Ceremony

EVERYONE WELCOME

Come connect and heal in community remembering those who have been lost but not forgotten. Support the survivors who are here, their families and loved ones.

- Moontime Seating Area with teachings
- Feast and giveaway after!

SATURDAY, MARCH 16TH | 12-4PM

Vancouver Aboriginal Friendship Centre
1607 E Hastings St

REGISTER TODAY

salalsvsc.ca/indigenous-support-programs
Or Call: 236-885-6041

Salal
SEXUAL VIOLENCE SUPPORT CENTRE
salalsvsc.ca

Scan this QR code with
your mobile device to
register now!
Space is limited



As an organization, we have established ourselves as leaders, partners, and a safe space for healing and joy. We understand that healing is not linear or singular; it is expansive and enriched through our connections with one another. Our commitment to community healing reflects our belief that together, we can create spaces of profound transformation and support.



During the past year, we have remained dedicated to our core strengths, continuing to offer services to survivors rooted in our values.

We conducted **3 land-based healing groups** and hosted **2 in-person BIPOC yoga groups** focusing on healing through self-empowerment and love, utilizing yoga and somatic healing practices.

Our program this year had **145 new intakes** for one-on-one counseling and support groups.

Our waitlist for counseling is **232 people**.

We recognize the dedication of our survivors, with **52 attending 15 or more sessions**, highlighting their commitment to their healing journey.

We offered **150 support groups** covering various topics, both in-person and virtually.

We provided 1,855 one-on-one counseling sessions, utilizing various therapeutic approaches such as Narrative Therapy, Solution-Focused Therapy, Energy Healing, Parts Work, Ancestral Healing, Cultural Healing, Inner Child work, and Reframing.

Feedback from these sessions has shown that they have empowered survivors and fostered self-awareness.

We are proud of these accomplishments and remain committed to supporting survivors in their healing and empowerment.



Survivors describe to our counselors that our sessions are life affirming spaces where they are able to be themselves:

“Working with my counselor has allowed me to recognize that my desired safety and bodily autonomy is real. I always felt like allowing people in my physical space even when I was uncomfortable was normal. Salal has changed that for me.”

After going through the full counseling cycle a survivor described Salal's impact on them, saying:

“The sessions and community time with Salal gave me the confidence to know I have the strength to handle the next chapter of my journey.”



Our space has allowed people to gain their full potential. A survivor we have been working with across programs has now reached her 15th month of sobriety, coming to us from being in a lot of physical danger. She often describes her sessions as “a safe and nonjudgmental place to be herself, and examine things she is too scared to talk about but knows it’s important to work through.” She is also in the process of getting herself back into school. Her healing path has been an honor to witness.





Indigenous Program Report

Our Indigenous Program has been deeply involved in various methods of healing and growth, reestablishing our commitment to community values in the wake of the COVID-19 pandemic. Recently, we have provided crucial support for vigils, including standing in solidarity with the Butterflies in Spirit at the Pickton Farm. We attended these gatherings not only as community members but also as support workers, offering assistance to families grappling with the potential release of Pickton.

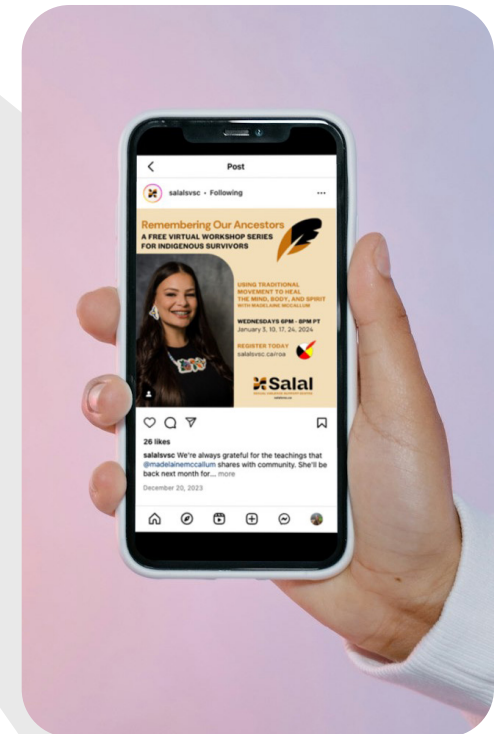
Our presence was strongly felt at the Memorial March in the Downtown Eastside (DTES), where we joined the community in remembrance and solidarity. Additionally, we took part in a Wellness Day organized by Indigenous Women Rise, contributing support workers and volunteers to help make the event a success. Our staff who connected at these events described them as “parts of our community support that we do at Salal that makes us feel like we are a part of a broader community. Sometimes this work can be isolating but events like the Wellness day reminds us that we are a whole community working together.”



We continued our engagement by participating in the Mothers Day Powwow, where we were proud to sponsor prizes for the Two-Spirit Dance. Our ongoing “Remembering Our Ancestors” initiative, now in its third year, has connected individuals with facilitators from across Turtle Island. This series combines traditional healing and art to support survivors, and we have expanded its reach by sharing the events on social media, inviting the broader community to join us.

Furthermore, we partnered with the Aboriginal Mothers Centre to host a medicine-picking event, where we harvested and processed devil’s club, turning it into valuable medicine.

In all, our community engagement through the Indigenous Program has been profoundly meaningful as we continue to deepen our roots in the Vancouver area, providing vital support to survivors in diverse and impactful ways.



We are currently also organizing an Elders Retreat in partnership with the City of Vancouver. We have come together with other organizations who have Elders doing work in the community. The retreat is to offer wellness and gratitude for all that they do for the community.

There are 13 local organizations who have Elders in the community doing the work and being funded by the City of Vancouver. The Indigenous Program is taking on the lead for convening community and organization of this retreat. We are excited to be having an on-the-land retreat in the Fall of 2024.





Victim Services Program Report

The past year has been transformative for our team. In 2023, we introduced the expansion of our crisis line, which has deepened our existing and essential support for survivors. We expanded our team to include three crisis line specialists and a crisis line coordinator. This expansion also included our crisis line becoming the official gender-based violence crisis line for the province of BC. This shift has widened our reach and allowed for survivors who may not have accessed our supports in the past to connect with us.

We have also been able to expand the service hours for intakes and Salal Connect through this growth, which has provided greater accessibility to our program than we've ever had. This change has illuminated the gaps in service delivery in remote areas, as well as deepened our commitment to survivor-led support. Through this extension of our crisis line service and the connections we have made with survivors and community partners, we know that community-based, feminist-led sexual assault services are essential and life-saving care for survivors of all marginalized genders.



While our team has grown significantly in the past year, we have remained committed to providing services that are at the heart of our program.

Over the past year we have continued to support survivors in navigating the criminal legal system, as well as the medical system.

Hospital Accompaniments
103 (310 Hours)

Court Accompaniments
19 (114 Hours)

Police Accompaniments
10 (40 Hours)

We continue to witness the incredible journeys of survivors as they navigate systems that often don't deliver justice. We continue to hold space for the grief and anger that can arise when navigating these systems. We continue to take on the heavy lifting of advocating for survivors within these colonial systems which embodies our survivor-centered ethics. Through feedback we've received from survivors and justice personnel, victim services workers have made a huge impact in survivors' experience of navigating the system. We also know that having these supports enables survivors to show up as their best selves when navigating arduous processes within systems that were not designed for them.



One of the primary goals of our team over the past year was to increase connection and the sharing of knowledge. To support this goal, we implemented a new structure for our team meetings, which included two monthly meetings dedicated to case study analysis and deepening our practice. This new structure gave our team members opportunities to connect over challenges and successes in their direct work with clients, as well as sharing knowledge about different topics that our team was passionate about and connecting them back to the topic of sexualized violence and supporting survivors. This also provided opportunities for team members to steward meetings and to engage with larger themes in unique ways.



In rooting ourselves deeper in our commitment to wrap-around service delivery, and in the opening of our Healing Hub this year, we have begun consulting with the Vancouver Police Department (VPD) with respect to developing agreements so that opening our dedicated reporting room in our new space will be a reality in the coming months. This prospect is exciting for our team and for the survivors we serve, as we know that attending the police station to provide necessary evidence is a barrier for our clients. A challenge that our team continues to navigate is long wait times and inconsistency with meeting police at VPD station. The concept of a space that is dedicated solely to survivors further embodies our values, and we know that making this process more manageable is key for survivors to access justice.

Another aspect of our wrap-around service delivery that we are excited to begin developing is our Integrated Sexual Assault Clinic. As with navigating the justice system, the healthcare system imposes many barriers for our clients, especially those of marginalized identities. The pillars of cultural and gender affirming care in the operation of this clinic will aim to mitigate these barriers and harms that have been perpetrated within colonial medical institutions. While we are in the early stages of development for these supports, we know that they will change the landscape of care that survivors are able to access.





Provincial Crisis Line Report

Our 24-hour provincial crisis line has seen tremendous growth in the past year due to funding from the National Action Plan to End Gender Based Violence. We received a total of **5,289 crisis line calls**. With the funding from the NAP we were able to add three crisis line specialists and a dedicated coordinator.

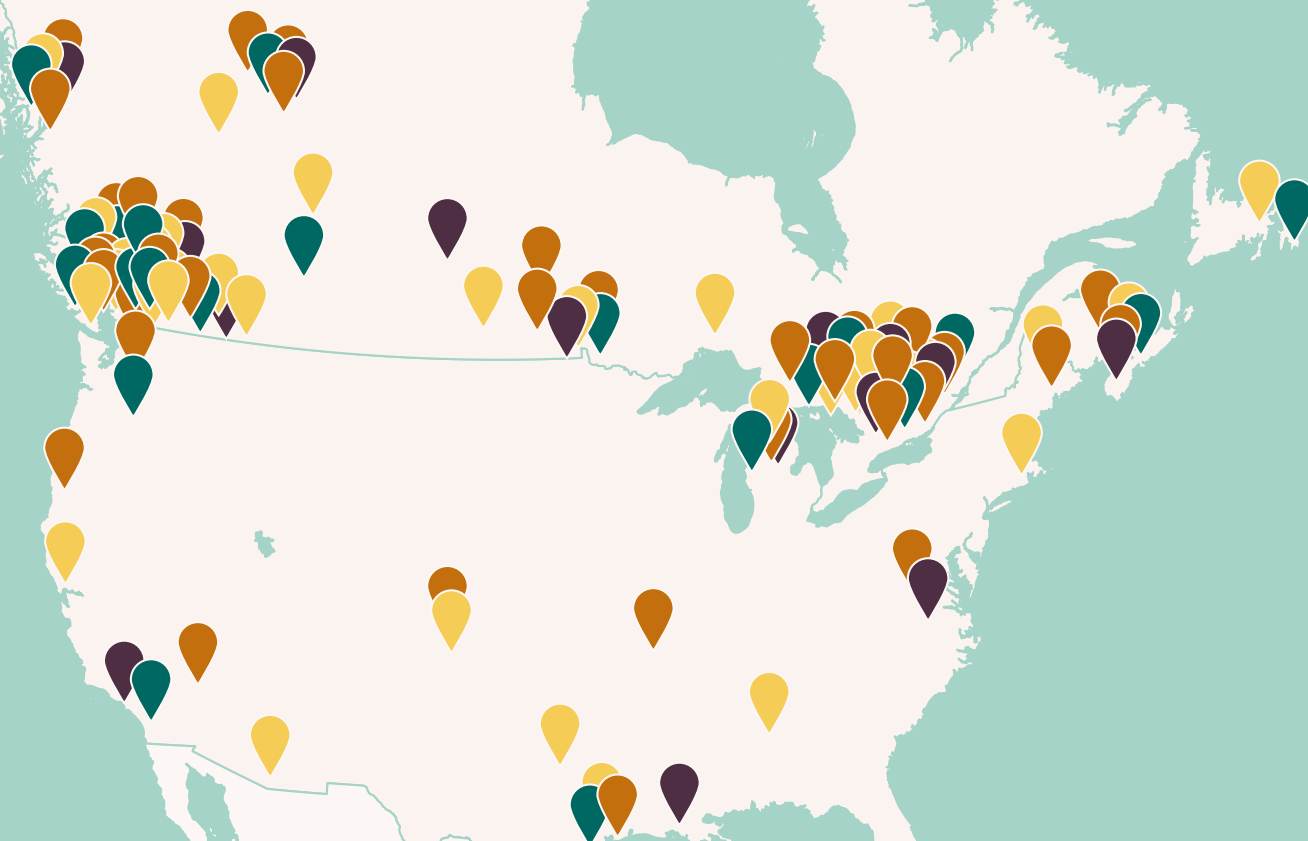
With the increased staff capacity, our team was empowered to deliver essential services to survivors- including emotional support, safety planning, information, and resource referrals, making the crisis line an indispensable resource for folks experiencing isolation and distress due to sexualized violence. This expansion bolstered our capacity to cater to an increased amount of after-hours crisis line calls by rigorously trained specialists.



Crisis Line Map

Salal's Crisis Line receives calls from across the continent. We are grateful to be a resource for so many survivors.

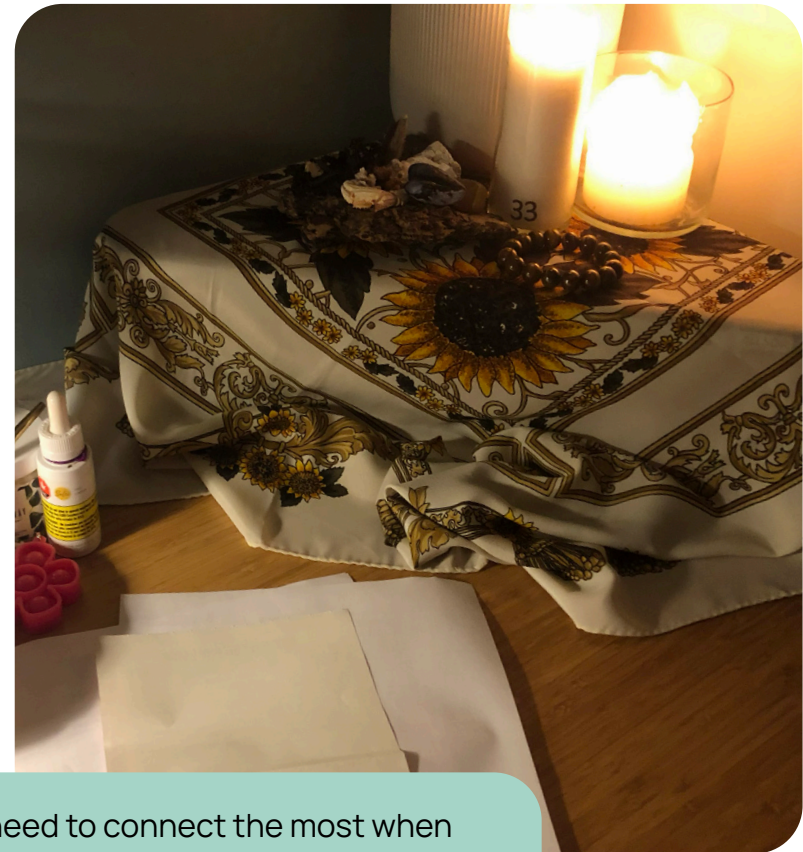
Our 24-hour provincial crisis line received a total of **5,289 calls**



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Staff answering the line are rigorously trained in trauma-informed care, our specialists are equipped to hold space for a broad spectrum of emotions, including anger, sadness, hopelessness, panic, confusion, frustration, guilt, and shame.

Aligned with our organizational mission, the crisis line and Salal Connect chat service remain dedicated to empowering survivors by offering emotional support, information, and a platform to challenge harmful myths perpetuated by oppressive colonial and patriarchal systems that often become internalized after sexual violence.



"Folks need to connect the most when everything slows down at night."

-Tara, Crisis Line Specialist



For the past year, as a team, we met twice a month to consult with each other and share both challenging and fulfilling experiences of being a frontline worker—

wrestling with the paradox often alive in our work — all at the same time we can experience hopes and dreams as well as burnout, vicarious trauma, and have boundaries. By creating an environment of vulnerability, we aimed to enhance our collective capacity to offer compassionate care to survivors of sexualized violence.

As one survivor expressed to our team member:

“Thank you especially for your kindness, warmth, calm, and empathetic way of relating. You made something very difficult feel a lot easier, and I felt very supported.”





Volunteer Program

At the heart of our volunteer program lies a cornerstone that has been essential in developing skilled and dedicated volunteers: our 12-week training program. Prior to the COVID-19 pandemic, this training was delivered in person, which fostered deep connections and hands-on learning experiences. However, in response to the pandemic, we shifted to a remote training format to ensure safety while continuing our mission. The lessons learned from these transitions guided us in crafting an innovative hybrid training program. This approach merges the flexibility of remote learning with the interactive and communal aspects of in-person engagement.

Our hybrid model accommodates the diverse schedules and commitments of our volunteers while fostering a strong sense of community and collaboration. Volunteers now benefit from the convenience of accessing training materials and sessions online, paired with opportunities for meaningful, face-to-face interactions with peers and facilitators. This blend has received enthusiastic feedback, with volunteers appreciating how it enhances their learning experience and strengthens their connections with the organization, the program and their fellow trainees.



This year, we have also focused on deepening our commitment to providing trauma-informed training and creating safer spaces for all volunteers.

The program has attracted a higher number of participants from diverse communities, including the queer and sex work communities. We've made concerted efforts to shape our program to be a safer and inclusive space, addressing specific needs and building for an affirming experience.

To further enrich the learning experience, we have included staff members in the crisis line debriefings during volunteer meetings. This inclusion allows volunteers to hear diverse perspectives on handling difficult calls, fostering a space for open discussion and collective growth.



Our volunteers have returned to being more involved in various areas of the organization. They are now able to support weekly operations in the office and contribute to the counseling program by participating in drop-in support circles. These circles have provided more opportunities for volunteers to engage in facilitating support groups, expanding their skills and experience.



We couldn't do our work at Salal without the support of our volunteers

We had
30 volunteers
participating this year

Volunteers
received
2065 calls



"I am honoured to volunteer at Salal on the board of directors. As a survivor of SA, I feel a call to support fellow survivors, especially those still recovering and needing trauma-informed support. I love being able to "give back" to my community by investing my time and providing advice. Working with Salal's team and volunteers, I feel warmth in my heart and a sense of fulfillment that I haven't experienced volunteering elsewhere."

- Michaela Konken





Social Change Program Report

At Salal, we are driven by our commitment to shifting society and transforming the conditions that perpetuate sexual violence. Our mission extends beyond frontline support services for survivors of sexualized violence and we challenge systemic issues using outreach, education and activism to uproot the conditions that caused the harm.

Our Educational Outreach Program, one of our oldest and most fundamental programs, is centered around finding different ways to dismantle sexualized violence and we work to shift attitudes, beliefs, and thinking by increasing awareness and knowledge about sexual violence in our community from a feminist, anti-oppressive, decolonizing perspective.



Over the past year, we:

Facilitated
26 workshops

Tabled at
31 community events

Reached approximately
2,500 people

Participated in
10 talkbacks
in arts based spaces

Through these engagements, we aim to create the container for learning and reflection, where participants explore the links between systems of oppression and sexualized violence.



With the opening of our healing hub we are preparing to enhance our educational outreach further. Our hub will serve as a central, rooted location that enables accessible learning and involvement in social change for survivors and community. Our Educational Outreach Program is rooted in our commitment to uncovering, discussing and raising consciousness of how systems of inequity create and allow for the conditions for sexual violence to occur.



As we enter the final year of the Meaningful Inclusion Project, we reflect on our inclusion journey since our initial inclusion project in 2017. With very few sexual assault services designed to be safe and inclusive for trans and gender-diverse survivors, this project has brought transformative change to Salal in increasing accessibility for survivors of marginalized genders. We have conducted workshops on trans inclusion for both low-barrier and feminist services and offered nationwide consultation. Our efforts continue to resist the transphobia and transmisogyny that has dominated the anti-violence sector and is currently rippling through the world. We remain dedicated to being present in the community and providing education and advocacy wherever we can.

With funding from Women and Gender Equality Canada, we are able to share our learning nationally and are in the final stages of developing a promising practices “blueprint” guide to support other organizations in the sector who are beginning their inclusion journey. The anti-violence sector’s roots in white, cis feminism have historically sidelined the voices and lived experiences of trans and gender-diverse survivors. We are extremely grateful for the opportunity to deepen our commitment to trans and gender-diverse survivors and are committed to continuing to center their voices in all of our work beyond the Meaningful Inclusion Project.



From 2020 to 2023, the Reimagining Justice Pilot Project explored transformative justice-informed approaches to accountability and healing for survivors of sexual violence.

Knowing that pursuing justice through the criminal legal system is a re-traumatizing and inaccessible process for the majority of survivors, and particularly trans, sex working and Indigenous survivors; the project explored new options for survivors who wanted to seek justice and accountability.

The project involved a significant evolution, including a name change to better align with our approach, which combined transformative and restorative justice principles within the constraints of a non-profit context. During this time, we formed a national coalition and held a retreat to connect and foster collaboration with other organizations exploring justice outside of the criminal justice system. Our commitment is to root transformative justice principles into every aspect of our work, ensuring that our internal values match what we are working towards in the world.



Looking ahead, we are focusing on the opening of our integrated sexual assault clinic, a trauma-informed, gender and culturally affirming clinic that will be a survivor-centred, health-focused alternative to traditional post-assault medical care, offering wrap-around services within our community hub of care.

By addressing systemic barriers such as racism, transphobia, colonization, and misogyny, our clinic will provide alternatives that are rooted in our values and responsive to the needs of survivors. Our focus on health equity reflects our broader social change mission, ensuring accessible and equitable care for all survivors of sexualized violence.

As we continue to ground ourselves in our values and community, we lay a strong foundation for future growth. Responding to the wisdom shared with us from survivors; our projects and programs are deeply rooted in our commitment to social and systemic change. We are committed to continuously evolving as an organization to center these principles and together imagining a future where sexualized violence no longer exists.





Fund Development and Communications Program Report

As we reflect on the past year at Salal, we are filled with immense gratitude for the incredible community that stands with us. This year, more than ever, we have witnessed the profound impact that our donors, funders, and community members have had on our mission to create a world rooted in intersectional, anti-oppressive, and decolonizing feminist principles. Together, we have been able to support survivors of sexual violence in ways that are both transformative and healing.

Thank You for Being Part of Our Community

At the heart of our work is the continued belief in the power of community. Your support has allowed us to continue offering vital services to survivors, ensuring they have access to the care and resources they need. Whether you are a donor, a funder, or a survivor who has trusted us with your journey, we want to express our deepest thanks. Your belief in us and our desire to support survivors and shift society has fueled our growth, and for that, we are profoundly grateful.

Celebrating Growth: The Opening of Our Community Hub

This past fiscal year has been a landmark one for Salal. With your support, **we have successfully raised an astounding \$2,933,419**. This achievement was made possible through the generosity of our Governments—municipal, provincial, and federal—alongside contributions from local and national foundations, and direct donations from our community.

Every dollar raised brings us closer to the realization of our dream for 2023/2024: the opening of a one-of-a-kind community hub of care, meticulously designed with survivors at the center and wrap-around services available onsite.



Community Engagement: Hard Hat Tours and Media Buzz

Throughout the year, we welcomed over 200 donors, community members, and partners to our “Hard Hat Tours.” These tours were more than just a look inside our developing space; they were an opportunity to dream, to discuss, and to envision a future where survivors are supported in a space built specifically for their needs. The enthusiasm and support we received during these tours were inspiring, and the informal discussions that followed helped to deepen our connections with those who are equally as excited for a space curated for survivors..

We also had the privilege of hosting a media preview, with coverage from notable outlets like CBC, Global News, and City News Vancouver. This exposure not only increased our visibility but also introduced Salal to new communities, helping to build trust and expand our reach when survivors need us.



Reflecting on Campaign Successes

Over the past year, we ran several impactful campaigns, including “Allyship is Active,” “Giving Tuesday,” “Holiday Campaign,” and “Streaming for Survivors.” These initiatives were part of our previous five-year strategic plan and served as a testament to the evolution of our donor community. As we move forward, we recognize the importance of aligning our activities with the direction Salal is heading, ensuring that we remain connected with our community and our mission.

Stewarding Relationships: A Focus on Gratitude

This year, we placed a strong emphasis on saying thank you and stewarding the relationships that make our work possible. We know that our success is rooted in the strength of our Salal community, and we are committed to deepening these connections in the years to come. Survivors need to know they are not alone, and it is through your support that we can continue to be a beacon of hope and healing.

“Salal’s vision and values speak directly to my heart, and I am proud to know that my monthly gift makes it a little easier for survivors of sexual violence to access the vital services they need.”

– Raji Mangat

“It is an honor to support Salal’s work. We appreciate the amount of expertise, dedication and mindfulness that Salal applies into their programming and service delivery to ensure every survivor feels heard, affirmed, centered, and valued throughout their healing journey.”

– Izabela Krekora and Colin Penty

“As a passionate advocate for social justice and health equity, I am proud to support an organization like SALAL, which is at the forefront of addressing sexual violence through an anti-oppressive lens. Integrity and trust are at the heart of my giving. I feel confident knowing that my gift is not only supporting survivors but is also working to transform the systemic conditions that perpetuate sexualized violence.”

– Levonne Abshire



Looking Ahead

As we look to the future, we are excited to continue growing, learning, and evolving with you by our side. The work we do at Salal is not possible without your trust, connection and contributions; both through deep meaningful partnerships and financially. We are honored that you choose to stand with us. Together, we are creating a world where survivors are supported, experience dignity, are valued and have an entire organization and community advocating for them.

Thank you for believing in Salal and for being part of this incredible journey. We are rooted for growth, and with your support, the possibilities are endless.

Thank You to Our Generous Donors



MELANIE AULD



BRIAN MURPHY

Salal 2023–2024 at a Glance



Salal benefitted from the amazing talents of:

30 active volunteers **8** board members

Accompanied

103

Survivors seeking medical attention at the hospital



10 Appointments supporting survivors reporting their assault to the police

19 Appointments at the court house supporting survivors



Crisis line volunteers and staff answered

5,289
calls

593

Salal Connect interactions



156

new intakes to the victim services program

67

educational outreach activities & workshops

116 Continued care for survivors from last year

163 Survivors connected to other community supports

5,655 Interactions to support survivors navigating systems of accountability

145 New referrals to the counselling program

1,855 One-to-one counselling sessions offered

150 Support group sessions facilitated

38 Crisis stabilization sessions

5,516

Donations

422

First time donors

1,281

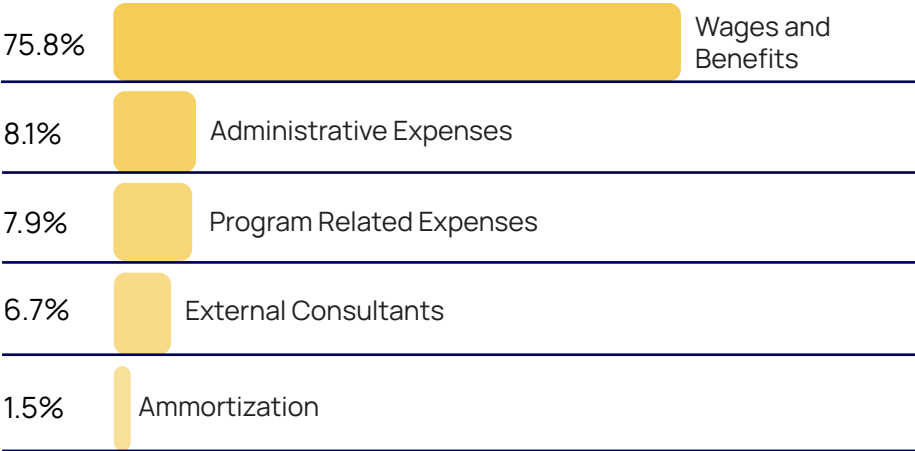
Donors

Supporting Survivors, Shifting Society.

Salal 2023/2024 Financial Report

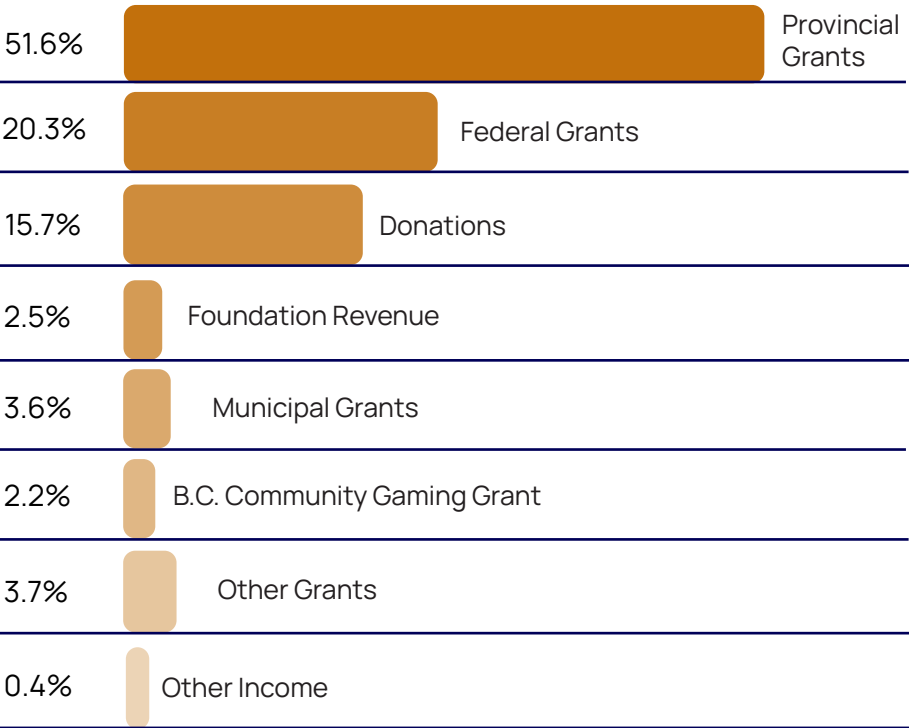
Summary of Expenses

Total Expenses: \$ 2,995,585



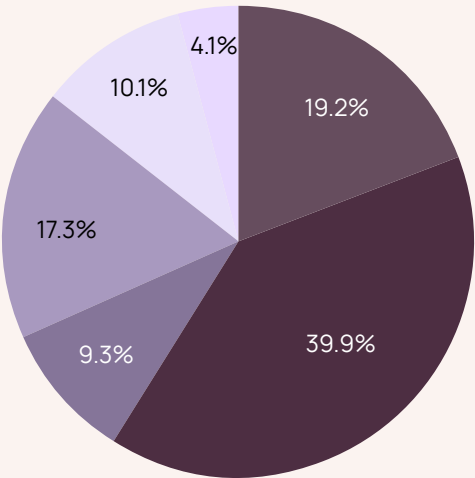
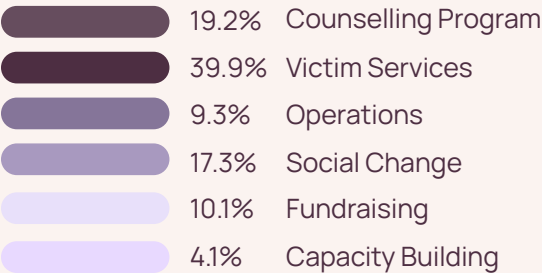
Summary of Revenue

Total Revenue: \$ 2,933,419



Expenses by Program

Total Expenses: \$ 2,995,585



Renovations

Total Expenses: \$ - 558,464

Revenue	\$ 353,722
Expenses	\$ 912,186



Leadership Team

Dalya Israel (she/her)
Executive Director

Felix Gilliland (they/them)
Manager of Social Change *until Nov 2023

Ellie Hughes (she/her)
Manager of Social Change *since Jan 2024

Sylvana Hof (she/her)
Manager of Operations

Karen Alcantera (she/her)
Manager of Counseling Program & Clinical Supervision

Emily Oswald (she/her)
Manager of Fund Development

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

Anna Paryano (she/her)
Manager of Training and Mentorship

Board of Directors

Margery Pazdor (she/her)
Board Chair/Treasurer

Soni Thindal (she/her)
Vice Chair

Palak Handa
Treasurer *until Oct 2023

Alla Shishkov (she/her)
Secretary/Treasurer

barbara findlay (she/her)
Member at Large

Lisa Eccles (she/her)
Member at Large

Michaela Konken
Member at Large

Benedicta Bawo
Member at Large



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