



EMPOWERING WOMEN IN TIMES
OF CHALLENGE AND CHANGE

2021
Annual Report

“I felt held, cared for, and welcomed.”

–TWI Client

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Who We Are

Mission

The mission of The Women's Initiative is to provide women with effective counseling, social support, and education so they can transform life challenges into positive change and growth.

Vision

All women in our community will have access to innovative, effective, evidence-based mental health care.

Values

We believe every woman has a capacity for healing that, once supported, results in better mental and physical health for her, her family, and our community. We believe it is critical to address each woman's unique emotional, physical, spiritual, and cultural needs and strengths. We are committed to providing compassionate care that maintains the highest standard of excellence in an environment that is welcoming, safe, and supportive.





Dear Friends,

Looking back at 2021 and the continued impacts of the pandemic and racial injustice, we are proud to share this annual report, which reflects the loyalty of our supporters and resilience of our organization. During a time of disruption, uncertainty, and pain, The Women's Initiative remained steadfast in our mission and core programs. We stayed nimble through this difficult year, evolving our program into a robust hybrid model of care, all while staying focused on the wellbeing of our staff and volunteers, and increasing the number of hours of care for the community.

We continued to offer many paths to healing for women who otherwise cannot access care: mind-body offerings, social support, education, and individual and group counseling. With the pandemic's ongoing effect, we provided telehealth (phone and video) counseling; virtual and outdoor group offerings; and as local COVID-19 rates declined, increased and expanded in-person counseling and group offerings.

In 2021, our counseling program continued to flourish as we provided a record number of sessions for the second year in a row — **a total of 7,769, a 16% increase over 2020** — all while focusing on quality and equity, providing truly transformative experiences for many of our clients. As one client shared: "My approach to relationships and my own self-work has drastically improved ... I honestly don't know where I would be without The Women's Initiative."

In a time like none other in our lifetime, one thing is clear: We need each other for connection and healing. Our extraordinary staff, and you, our incredible supporters, have lifted our community during these exceptionally challenging times. Thank you for giving so generously in support of our mission. Every day, The Women's Initiative strives to create a safe, welcoming space with an emphasis on culturally responsive care, and we couldn't do it with you.

Sincerely,

Marge Connelly, Board Chair

Elizabeth Irvin, LCSW, Executive Director

2021 at a Glance

7,769 Number of counseling sessions provided

2,249 Individuals served through all our core programs

70% Percentage of clients who have been victims of crime, including domestic abuse and sexual violence

89% Percentage of clients who attained coping skills for their situation

\$1.9M Funds raised through compassionate community support

50% Percentage increase of social media page visits from 2020, signifying greater community engagement during a time of isolation and acute mental health need



2021: Perseverance as Resilience

At The Women's Initiative, breaking barriers to care has always been the core of our organization. During a time of unparalleled burnout and exhaustion, we understood how critical it was to offer safe spaces for the grief and despair so many were experiencing.

What could we do, and how did we help others cope amid such overwhelm? By remaining constant. The Women's Initiative continued to provide our vital mental health services through our hybrid model of care throughout the pandemic.

Highlights from a year of transformation and adaptation:

- Telehealth (phone and video) counseling and virtual group offerings
- Limited COVID-19-safe, in-person counseling and outdoor group offerings
- Walk-in clinics four days a week
- All services free or at low cost
- Care available in multiple languages from a diverse team of therapists
- Offices in multiple locations
- Partnerships with community organizations, including Sentara Starr Hill Health Center and Mary Williams Community Senior Center
- New programs, such as Sister Circle's BIPOC writing group, Bienestar's Art and Joy, and the LGBTQ+ social hour

Strength From Within

“I’ve found strength in myself that I thought was lost forever ... A natural strength that doesn’t need to be projected to feel safe. ... I always tell people about The Women’s Initiative and how you helped me when I couldn’t help myself. All I needed to do was dial a number, and you took care of the rest. And when dialing a number is daunting and scary for someone depressed, anxious, and traumatized ... that is a huge gift.”

—TWI Client

Program Impact

In 2021, we provided **2,249** women with vital mental health services, including...

877 in Individual and Group Counseling

171 in Social Support

193 in Mind-Body

554 in Education

454 in Outreach

“It’s difficult to put into words how strongly I feel about the importance of going to therapy and having this resource available to women. In the middle of what felt like a horrible storm of events, TWI provided a sanctuary that gave me stability, reassurance, and the tools I needed to weather my storm.”

—2021 Client



WELCOMING, COMPASSIONATE, EFFECTIVE CARE

Healing from even the most difficult circumstances is possible at The Women's Initiative. Our model ensures that this effective mental health care is accessible to members of our community most impacted by systemic oppression.

Client outcomes in our mental health counseling program:

73% experienced improved social interactions

76% experienced improved interpersonal relationships

85% increased their sense of overall well-being

79% experienced a significant decrease or elimination of symptoms

89% attained coping skills relative to their situation

Who We Serve

46% percentage of clients who are people of color

23% percentage of clients who identify as lesbian, gay, bisexual, trans, and/or queer

The majority of our clients live at or below 200% of the poverty line.

Common Diagnoses We Treat

Depression • Anxiety • Adjustment disorders • Post-traumatic stress disorders



Our Team

BOARD OF DIRECTORS

- Marge Connelly, *Chair*
- Beverly Colwell Adams, PhD, *Vice Chair*
- Marcela Foshay, *Secretary / Treasurer*
- Jeanne Alhusen, PhD, CRNP, RN
- Vivian M. Rodríguez Archilla, PhD
- Drew Beresford
- Amelia S. Black, DNP, RN, NEA-BC
- Susan Cabell Mains
- Nicole L. Fischer, PhD, ABPP
- Valerie Gregory
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- Bebe Heiner, LPC, *Emeritus*
- J. Dawn Heneberry
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- Monica Luna
- Louise McNamee, *Emeritus*
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- Charlotte J. Patterson, PhD
- Gloria Rockhold
- Carolyn Schuyler, LCSW
- Leonda Williams-Keniston, PhD
- George Worthington

CLINICAL STAFF

Kassandra "Kassy" Baltazar Alarcón, MSW
Ashley Barlow, LPC
Kara Castle, LCSW
Elizabeth Cobb, LCSW
Judith Curry-El, PhD
Alyson Davis, MFT
Shelley Faulkner, MA, Ed.S.
Elise Gibson, LCSW
Kishara Joy Griffin, MSW
Juanika Howard, LPC
Elizabeth Irvin, LCSW
Miranda Pax, MSW
Ingrid Ramos, LPC
Laura "Lo" Somel, MSW
Audrey Stefenson, MA
Shelly Wood, LCSW
Emily Zeanah Shelton, LCSW

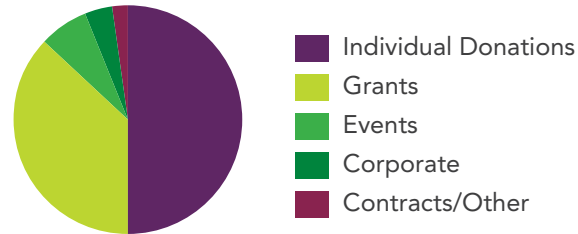
ADMINISTRATIVE STAFF

Dana Eagle
Lisa Gaudet
Amy Lane
Alma Molina
Karina Monroy
Elizabeth Piper
Camille Weaver Smith
Laura Snyder Brown

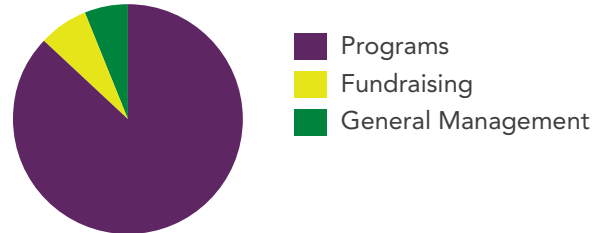
Financial Overview for 2021

2021 showed us the immense power of community in the face of adversity. Your support was critical during these challenging times.

Total Income: \$2,006,707



Total Expenses: \$1,976,029



Broad-based community support makes our work possible. In 2021, 87¢ of every dollar donated went directly to serving clients.

Community Partners

We partner with dozens of agencies and organizations in our community to maximize our ability to reach and serve those who otherwise would not have access to affordable, effective mental health care. These relationships also ensure unduplicated services, warm handoffs during the referral process, and bridges to care for all community members.

Beyond Fitness With Sabrina
Birth Sisters of Charlottesville
Blue Ridge Health District
Brooks Family YMCA
Carver Recreation Center
Central Virginia Clinicians of Color
Network
Charlottesville Free Clinic
Chihamba
Child Health Partnership
City of Promise
Common Ground Healing Arts
Community Mental Health & Wellness
Coalition
Creciendo Juntos
Cville Pride
Cville Walks
Friendship Court

Greater Charlottesville Trauma Informed
Care Network
The Haven
HER Sports
International Rescue Committee (IRC)
Jefferson Area Board of Aging (JABA)
Jefferson School African American
Heritage Center
Latino Health Initiative
Literacy Volunteers of Charlottesville/
Albemarle
Mothering Circle of Charlottesville
Network2Work
Paramount Theater
Partner for Mental Health
PFLAG Blue Ridge
Piedmont Virginia Community College
Planned Parenthood South Atlantic

Postpartum Support Virginia
ReadyKids
Sentara Starr Hill Health Center
Sexual Assault Resource Agency
Shelter for Help in Emergency
Sin Barreras
Southwood
Transgender and Gender
Nonconforming Clinical
Consultation Group
UVA Cancer Center
VCU School of Social Work
Virginia Festival of the Book
Westhaven Nursing Clinic
Wildrock
WriterHouse

Volunteers

VOLUNTEERS DONATED 2,000 HOURS (OR 38+ HOURS PER WEEK) TO TWI IN 2021

Program Volunteers

Tonia Alexander
Phyllis Binder
Kelly Bryant
Georgia Castleman
Wendi Dass
Helen Erwin
Mary Esselman
Emma Ferreira
Mellanee Gilkerson
Kishara Joy Griffin
April Heyward
Molly Hurt
Stephanie Kaiser
Megan Kiernan
Charlotte Knipp

Rachael LeMasters
Monica Luna
Ellen Markowitz
Emily Mathon
Cathryn McCue
Karina Monroy
Ingrid Nelson
Kimia Nikseresht
Gail Smith
Audrey Stefenson
Ponni Velmurugen

Pro Bono Therapists

Katie Allen, LPC
Aisha Hayat, LPC
Christine Platt, PhD

John Rogers, PhD
Kris Shafer, MA
Racheal Smetana, PsyD
Maren Ward, LCSW
Michelle Walsh, LPC
Emilia Williams, MSW
Elaine Zagami, LPC

Girls' Day Out Committee

Katharine Brooks, *Co-Chair*
Barkley Laing, *Co-Chair*
Louise McNamee, *Hostess*
Carolyn Beach
Mary Blanton
Antoinette Brewster
Catherine Brown

Carmen Carver
Kristin Cory
Scheline Crutchfield
Marcela Foshay
Lauren Gartland
Ginger Graham
Bryce Harris
Bebe Heiner
Erika Jack
Anne Jones
Logan MacKethan
Ann Marie Park
Monica Prichard
Christina Teague
Cate West Zahl

Program Facilitators

Ayanna Hall, *Yoga for Black and People of Color*
Amina Stevens, *Introduction to Meditation*
Lillie Williams, *Chihamba West African Dance*

These dedicated resilience program facilitators provided year-round community offerings through TWI to help participants improve their physical well-being, express themselves through the creative arts, and create thriving social connections.

2021 Fundraisers – The Healing Power of Nature

Fun was had by all at the 2021 Girls' Day Out event! We are truly grateful to Louise McNamee for hosting at her beautiful farm. Despite the COVID-19 pandemic weighing heavy, there was an outpouring of support for women's mental health services in our community. Special thanks to the event committee for their help in making this event such a special one.

Girls' Day Out

AUCTION AND SMALL GATHERINGS WITH FRIENDS IN SUPPORT OF TWI

Over 100 guests attended, which raised \$100k+ and shed light on the healing power of nature.

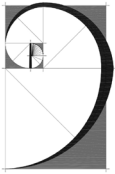
Paintings: "The Garden" by Carolina Coto and "Feeling Alive" by Ellen Hathaway



2021 Girls' Day Out Artists

Isabelle Abbot	Carol Anna Meese
Lyndi Angermeier-Carr	Lisa Neher
Vicki Brown	Edie Read
Carolina Coto	Ana Rendich
Scheline Crutchfield	Donna Robertson
Gray Dodson	Kim Robertson
Jennifer Duncan	Billie Rosenberger
Michelle Gagliano	Krista Townsend
Lauren Moses Gordon	Marisa Vrooman
Ellen Hathaway	Priscilla Whitlock
Logan MacKethan	Molly Wright
Georgia Mason	Cate West Zahl

Our Generous Girls' Day Out Sponsors



David Day
architect



Fall Harvest Events

A VARIETY OF INTIMATE CELEBRATIONS

In 2021, amidst the unpredictable nature of an ongoing pandemic, several volunteers hosted small gatherings to continue to raise awareness and vital life-saving funds for TWI's mission. Events ranged from a small women's luncheon to a family-friendly block party.

Special thanks to our hosts, Amanda Beresford, Kristin Cory, Ashley Cullop, and Bebe Heiner.

Our Generous Fall Harvest Events Sponsor



Our Donors

LEADERS

\$50,000+

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Adivans Relief Fund @ CACF
Dorothy Batten
D.N. Batten Foundation
Bertie Deming Smith
Dept. of Criminal Justice Service – VOCA
Heiner Family Fund @ CACF
Maxwell Fund @ CACF
Sonjia Smith
Emmy Thomson
Elhapa Foundation, Inc.

NURTURERS

\$25,000–\$49,999

City of Charlottesville
Farkas Family Foundation
Manning Family Foundation
Louise McNamee & Peter McHugh
Perry Foundation, Inc.
Sentara Martha Jefferson Hospital
R. Ted Weschler

ADVOCATES

\$10,000–\$24,999

Anonymous
Bama Works Fund of the Dave Matthews Band
@ CACF

Carolyn & David Beach
Mary Anne & Steve Burns
Community Endowment Fund @ CACF
Marge Connelly & Julie Christopher
County of Albemarle
Cynthia Keller Davis & Don Swofford
Andrea & Peter Gavin
Robin Hanes
Margaret Heiner & Oliver Tostmann
Cynthia Henebry & Andrew Schoeneman
Wonder Fund of the Community Foundation
for a greater Richmond
Hilltop Foundation
Anne & Thad Jones
Natasha & Nick Lawler
Karen Moran & Wistar Morris
Oakwood Foundation Charitable Trust
Richard C. Graham Family
Charitable Foundation
Rotgin Family Fund @ CACF
Smyth Foundation Fund @ CACF

PARTNERS

\$5,000–\$9,999

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Amanda & Drew Beresford
Vicki Brown & Ed Botwinick
Jeanie & Harry Burn
Melville Foundation

Ashley & Ben Cullop
The Dammann Fund, Inc.
Elmo Foundation
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The Hartfield Foundation
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J&E Berkley Foundation
Karen Moran & Wistar Morris Family Fund
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WestWind Foundation
Sawmill Trust Company
Susan & Peter Sheeran
Donna & Richard Tadler
Ann & Charlie Thacher
The Thomas C & Mary Ann Hays Family
Charitable Trust
Ashley Waters Gundersen

SUPPORTERS

\$2,500–\$4,999

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Andrew & Kelli Block Family Fund @ CACF
Brown Advisory Charitable Foundation
Carter Bank & Trust
Megan & Joel Carter

Deborah A. Cohn & Charlotte J. Patterson
Dr. Lynn Dengel
Jennie & Richard DeScherer
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Amy Lastinger
L.E.A.W. Family Foundation, Inc.
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Alison & Bernard Webb
Lily West
Frank & Jenn Winslow
The Women's Initiative Designated Fund
@ CACF
George Worthington & Cameron Mowat
Molly Wright

FRIENDS

\$1,000–\$2,499

Anonymous (6)
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Elaine Alpern
Kirsten Ashbaugh
Amelia & Richard Black
Marie Bourgeois & Patrick O'Connor
Antoinette & Benjamin Brewster
The Janet Stone Jones Foundation
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Catherine & Tyler Brown
Susan Cabell Mains & Dana Mains
Nathan Carter
Kristin & Tim Cory
Scheline & William Crutchfield
David Day Architect PLLC
Kathleen Ford & Richard Bonnie
Mary Margaret Frank
Barbara Fried
Pamela Gale
Cara & Peter Goodwin
Charles Heiner
Carol & Blake Hurt
Lara & Tony Ignaczak
Ellen Kanzinger
Kappa Kappa Gamma
Megan & Jim Kingdon

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Laura & Keven Lindemann
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Eileen Wells
Sandy Werner
Woods Rogers PLC

ALLIES

\$1–\$999

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Martin Albert, MD & Peggy Wright, PhD
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Steve Aldridge
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Lori Berry
Nancy Bertram
Carmen & Alan Bewley
Mary & Jay Blanton
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Karen Boeschstein
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Liza & Peter Borches
Drema Bowles
Kathleen G. Bowman

Paddy Bowman
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Lucias & Pam Bracey
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Heather Carlton
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Sean & Ladi Carr
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Sara Casana Granell
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Kiran & Jim Chapman
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Suzanne Cincinnati
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Giant
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Rebecca Gibson-Wilkins
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Sheri Greenberg
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Maggie Guggenheimer
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Colby Hall
Julie Hamberg
Meg & Paul Handlesman
Lauretta & Peter Harbilas
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Bryce & Monty Harris
Ruth Haske
Nicole Hawker
Cali & Richard Hendricks
Dawn Heneberry

Kristin & Christian Henningsen
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Susanna Holt
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Pender Koontz & Whit Graves
Lewis Kothmann
Amy Lane
Jennifer Laporte
Cathy Lawder
Rachael LeMasters
Christina Lemus Leonard
Caitlin Lennon
Camilyn & Peter Leone
Tia Levings
Emily A. Lewis
Karen Lewis
Douglass List
Lotta Lofgren
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Jill Lord
Cynthia Lorenzoni
Alejandro Luna
Monica & Max Luna
Ronaldo Luna

Denise Lunsford
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Rachel Setear
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Anne Slaughter
Jennifer & Bryan Slaughter
Margo Smith & Tom Cogill
Kacie & Will Snellings
Burson & Pete Snyder
Leanne Sowl
Julie Speasmaker
Lindley & Trip Stakem





Starr Hill Brewery
Andrea & Reidar Stiernstrand
Cynthia Stultz
Tobey Stultz
Nancy & David Summers
Susan W. Davenport & W. Edgar Spigle Fund
@ CACF
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Melissa Wiley
Alisa Williams
Dr. Leonda Williams-Keniston
Blair Williamson
Lesleigh Willie
Alana Woerpel
Adele Wood
Elizabeth Woodard
The Wool Factory
Margaret & Richard Zakin
Ashley Zeni
Cornelia P. Zinsser

IN HONOR OF

Kirsten Ashbaugh
Ashley Barlow & Jill McGarry
Dorothy Batten
Elizabeth Cobb
Marge Connelly
Ashley Cullop
Kerry Day
Bebe Heiner
Charles Heiner
Margaret Heiner
Jeanette Gentry Husted
Elizabeth Irvin
Anne Jones
Amy Lane


Andrea Mayfield
Louise McNamee
Vivian Rodrigues-Clay
Rebecca Schultz
Anne Sweazey
The Women’s Initiative Board of Directors
Michelle Theobold
Oliver Tostmann

IN MEMORY OF

Robert J. Kennedy

IN-KIND DONORS

Bebe Heiner
Erika Jack
Pea Island Art Gallery
Sentara Martha Jefferson Hospital



**To find out more about
our program services or to
make a donation visit:
thewomensinitiative.org**



The Women's Initiative
1101 East High Street
Charlottesville, VA 22902

“My therapists helped me to completely change my life. It brings me to tears of joy talking about it. I’m forever grateful for TWI. I’m happier. I have coping mechanisms, and my deepest traumas are subsiding.”

–TWI Client

2021 ANNUAL REPORT ENCLOSED

PRSRT MKT
U.S. POSTAGE
PAID
CHARLOTTESVILLE, VA
PERMIT NO.381