



BRAVE STEP

**IMPACT**

**REPORT**

*2022*

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# Welcome!

Time and again, we hear from those we serve how meaningful it is to have us walk alongside them.

The impact of those relationships is critical and yet difficult to quantify.

This report attempts to do this as we reflect on 2022, a year of growth and opportunity that will carry over into 2023 with your continued help.

Thank you for being with us on this journey.

Caleb Holloway  
Board President, 2020-2022

Dr. Lisa Littlejohn Hill  
Board President, 2023



" Through our trauma-focused services, community outreach and a personal touch, we are shaping a strong, supportive community for which we are immensely proud."

# Empowering Lives since 2014



## MISSION

Brave Step empowers individuals who have been impacted by sexual violence. To shape a strong, supportive community, we:

- Provide personalized services that help adults impacted by sexual violence claim the life they deserve;
  - Foster brave public conversations about sexual violence; and
  - Cultivate courageous changemakers.
- 



## VISION

- Inspire and empower adults to take action within their lives and shape a strong, supportive community for current and future generations.
- 



## GUIDING PRINCIPLES

- Brave is empowering our bravest to reach new heights through personal healing and growth.
- Brave is being survivor and loved one centered at the core of every program, project and decision.
- Brave is demonstrating compassion and building trust at each interaction.
- Brave is embodying integrity when the stakes are high, advocating for those impacted and honoring them with our actions.
- Brave is delivering multi-disciplinary services that are responsive and flexible to the need while maintaining a personal touch.

# Board of Directors



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# Staff



**ERICA BUTLER, MA, LMFT**

Loved Ones Program Manager

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**TIMARAH CHISOLM, MA**

Survivor Outreach Coordinator

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**CRYSTAL EMERICK**

Founder and Executive Director

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**YENTING LIU, MSW, LCSW**

Adult Survivor Care Program Manager

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Special thanks to our 2022 interns:

Casey Denbow, UNC Charlotte

Chloe Hall, UNC Charlotte

Olivia Haven, UNC Charlotte (MSW program)

Anaya Patel, Davidson College

# 2022 Results at a Glance

Program	Services	Data
Adult Survivor Care	Individual Counseling Group Therapy Peer Support Groups Empowerment Finding One's Voice	78 new individuals  121 served
Loved Ones	Psychoeducation program	27 Loved Ones
Changemaker	The Brave Pact Trauma Resources Trainings Psychoeducation	320 Changemakers

Since 2014, Brave Step has served 407 survivors and loved ones and educated 908 Changemakers.



# Adult Survivor Care

To help survivors claim the life they deserve, Brave Step uses a multi-faceted healing model that includes individual counseling, group therapy, peer-led support groups, empowerment programs, and ways to find one's voice.

385



Individual counseling sessions in 2022 = more than 23,000 minutes

212



Attended events and programs in 2022

26.4%



Participated in two or more programs

17



Programs offered in 2022

70.4%



Utilized a sliding scale for individual counseling

**"Brave Step gives me a confidence ... what I have learned, the ideas that I formed and opinions I've formed as a result of the way Brave Step helps me look at myself. It's been so monumental."**

Brave Survivor

# Adult Survivor Care

Brave Step serves as a trusted partner and steadfast guide for adult survivors of sexual violence on their personal journey to wellbeing, empowerment and claiming the life they deserve.

## Highlight 1

In August 2022, Brave Step partnered with UNC Charlotte's Psychological Science & Health Psychology Ph.D. Program to revise the adult survivor care logic model and measurement strategy. Validated measures were identified for each outcome (trauma coping self-efficacy, social and occupational functioning, PTSD and other symptomatology, sense of community, and empowerment). Implementation began in January 2023.

## Highlight 2

In 2022, a partnership with the Cabarrus College of Health Sciences Occupational Therapy Program delivered trauma-informed life skills courses to survivors.

## Highlight 3

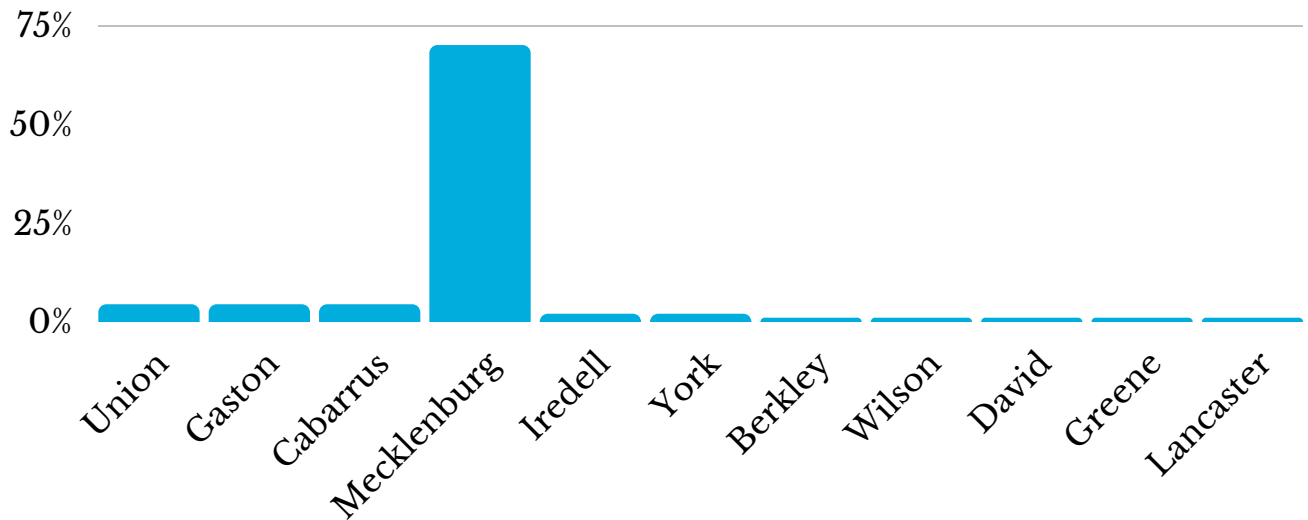
After a multi-year hiatus from in-person group therapy, Brave Step held its first one again in 2022. Additionally, Brave Step offered individual therapy to detainees at the Cabarrus County Detention Center.

## Highlight 4

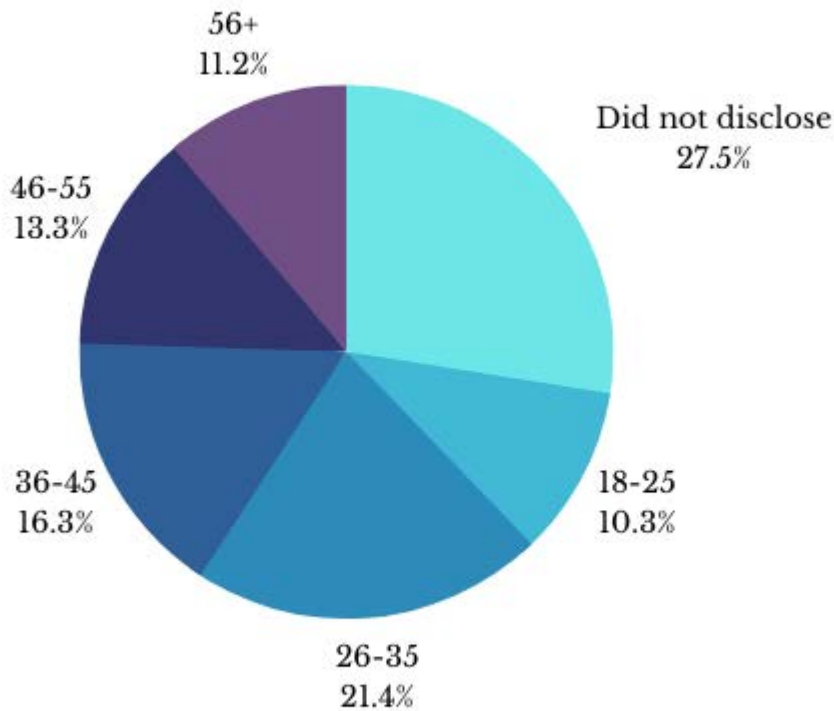
Thanks to the Sexual Assault Services Program state grant, Brave Step offered more trauma therapy and trauma-informed programs for people of color. Twenty-two survivors who are a person of color accessed individual therapy. We also held two survivor outreach events for the Hispanic community.

# Adult Survivor Care

## Counties Served in 2022



## Age

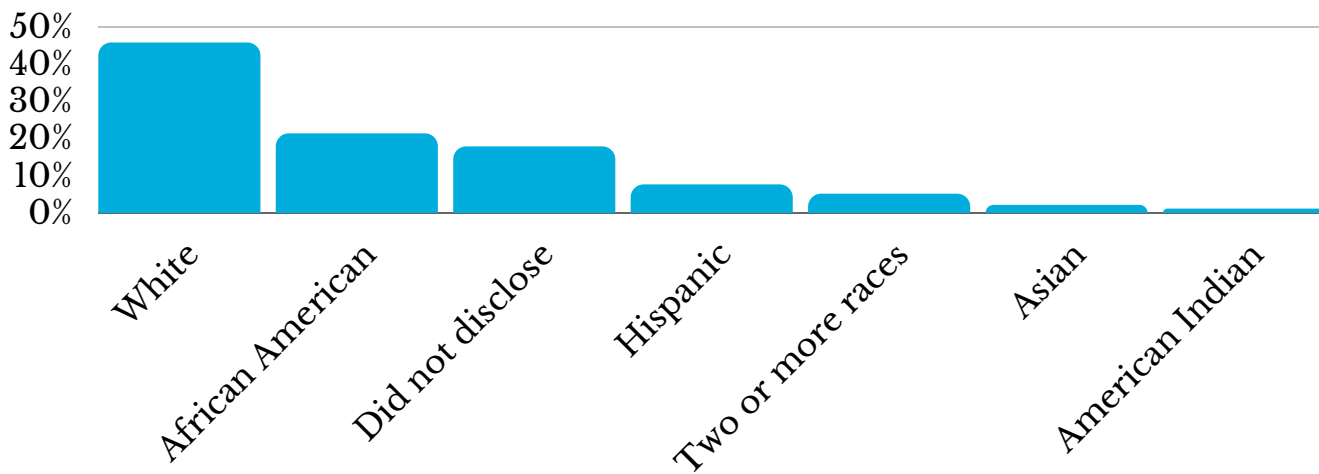


## Gender Identity

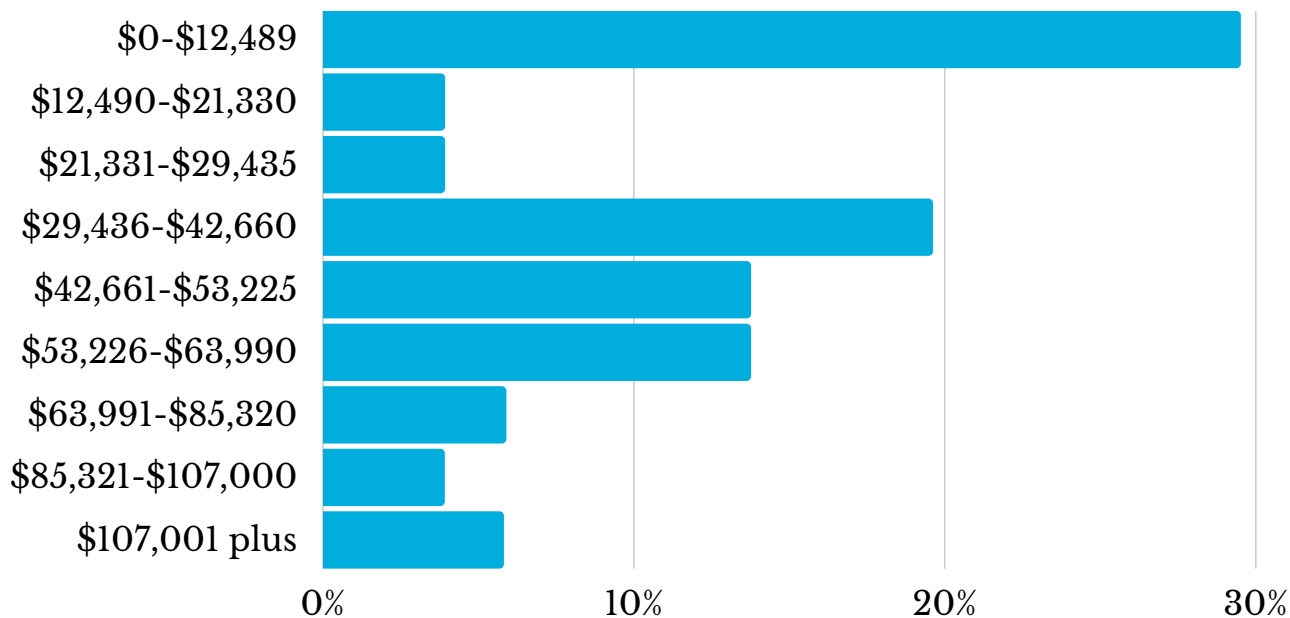
**100%**  
of those served in  
2022 identified as  
a female.

# Adult Survivor Care

## Race & Ethnicity



## Socioeconomic



# A Story of Strength & Resilience

I feel so blessed to have gotten help through Brave Step. I was acutely aware of how my past trauma was disturbing my life and affecting the lives of my children and grandchildren. I was apologizing all the time for everything, full of guilt and shame and angry with everyone and everything.

Intensive weekly individual therapy sessions were critical to my recovery. Initially, I was terrified. After each session, I noticed how much better I felt physically and how much lighter I felt in spirit. I saw how life was getting easier. I was calmer; it was easier to make decisions, to be the loving confident person I always wanted to be. I also joined short courses offered by Brave Step from Habitual Roots, music therapy, biofeedback and Red Truck writing. During each of the classes, I learned many skills. Each has improved my life and has enabled me to put into place healthy habits.

I met other survivors, became more compassionate and felt part of a larger community. I have seen how they have learned to thrive and move beyond their pain.

I now use music to calm me when distressed, to celebrate my victories and inspire me in difficult times. I have learned about the power of the subconscious and how to harness it. I exercise regularly and eat healthy foods now because I learned from Brave Step at a gut level that I am worthy of my care and attention. I learned how to stand up for myself without rage and being calmly present when others are in distress.

Sincerely, a thriving survivor

# Loved Ones

Brave Step believes that loved ones of sexual violence survivors can play a crucial role in helping survivors claim the life they deserve if effectively armed with knowledge, skills and support from others in similar experiences.

In 2022, Brave Step continued testing its evidence-based program designed specifically for loved one and allies of a survivor, learning and improving along the way.

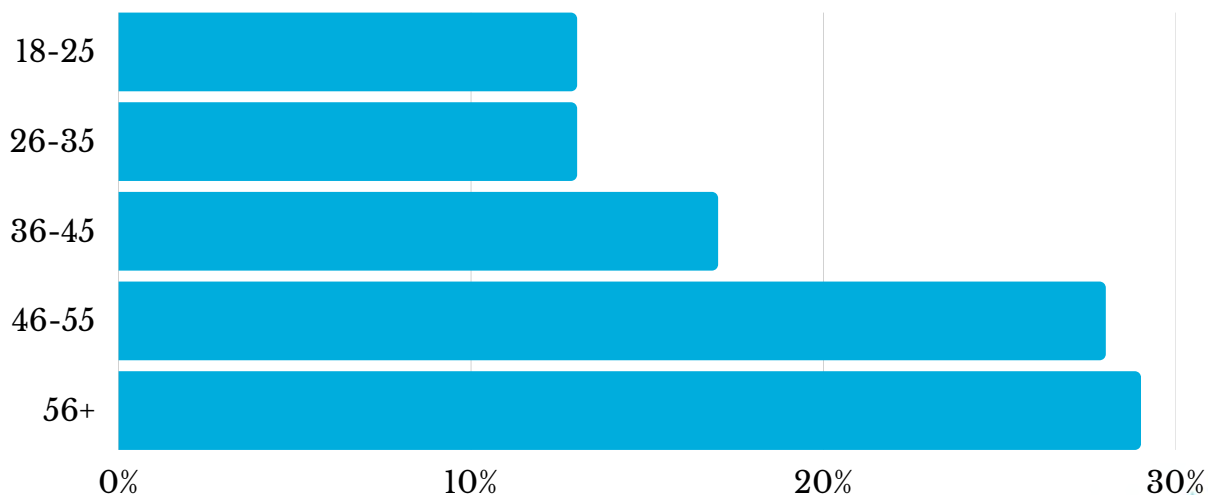


27 loved ones and allies served in 2022



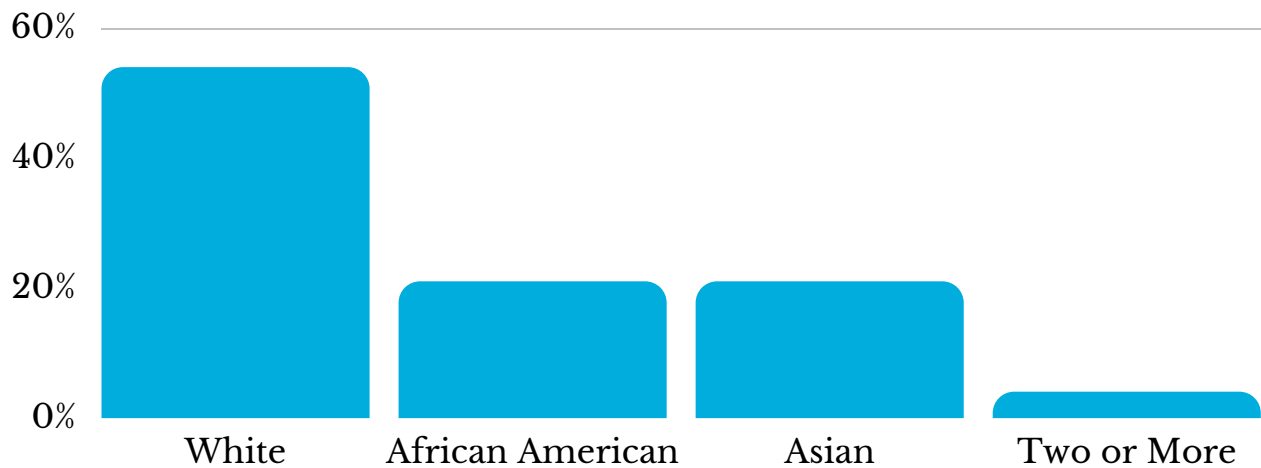
5 therapists trained on the curricula

## Age of Participants

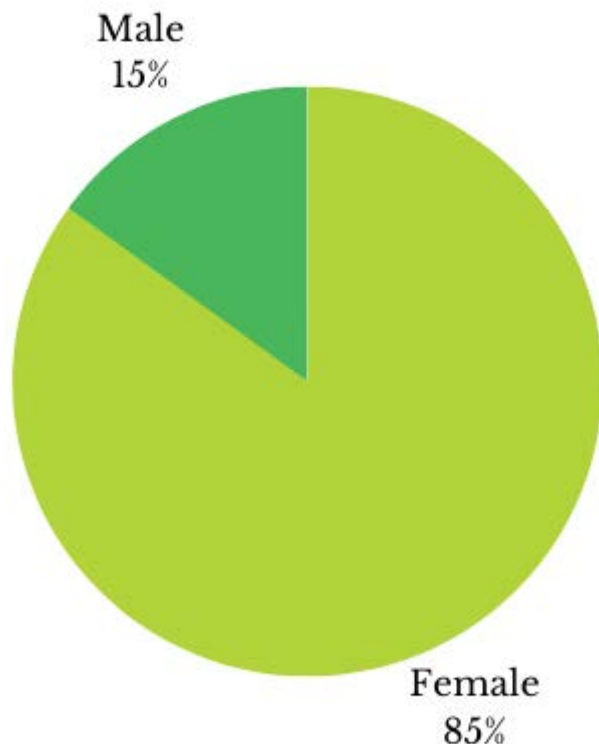


# Loved Ones

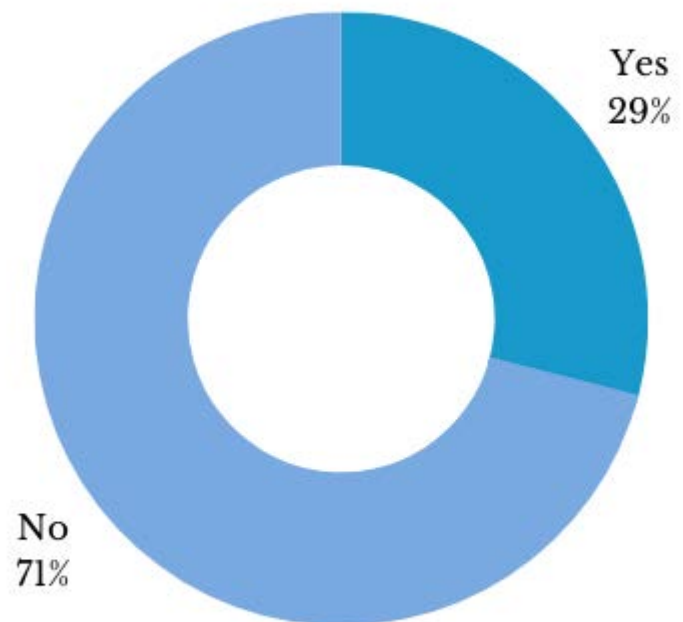
## Race



## Gender Identity

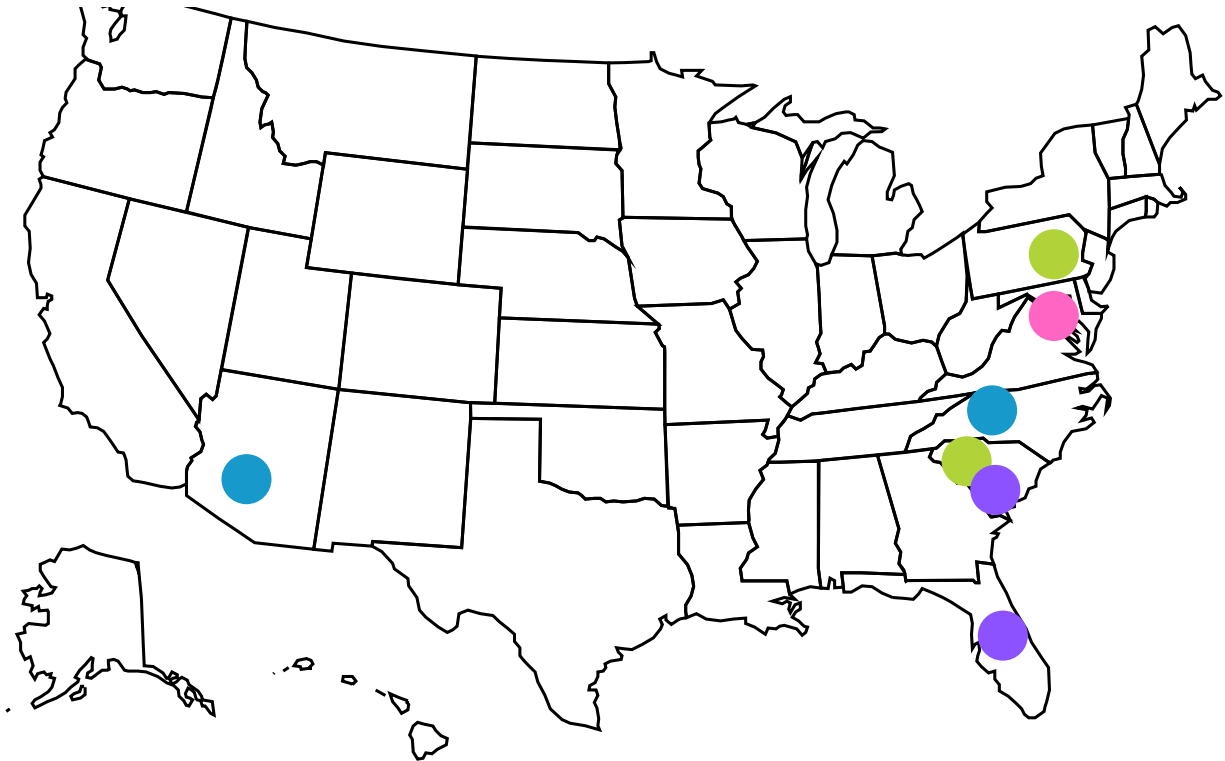


## Loved ones who also are survivors



# Loved Ones

## Geography



To date, the Loved Ones program has served individuals from six different states and 11 cities or towns.

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**The best part was, "The warm atmosphere, sincerity toward each other and the group, and the patience to allow each other to express feelings to deflate the balloon of pain."**

Loved One  
Participant



# Changemaker

Fostering brave public conversations about sexual violence is at the heart of what we do. It is our responsibility to inform the community on the impact of sexual violence, preventative measures to take and how we can collectively fight this pervasive and devastating issue.

8/20	—————	Changemakers from 8 states and 20 cities participated in a training.
258	—————	Brave Pacts signed
10.22	—————	The date we introduced our online community, <a href="#"><u>Brave Space</u></a> .
908	—————	Total Changemakers
3,182	—————	Total steps taken to help prevent future sexual violence
100%	—————	Felt more equipped or informed to help prevent sexual violence following a training.

# Changemaker

Volunteers are essential to our success.



162.5 hours of  
volunteer time in  
2022.



According to the Do Good Institute, the value of donated time equals \$29.95 per hour which equates to \$4,964 in value. Thank you, volunteers!



More than 60 hours were contributed for peer-focused groups.



Long-time volunteer Sharon Jordan was the recipient of the North Carolina Governor's Volunteer Award.

# Changemaker

## 2022 Changemaker Award Recipients



Unsung Hero  
Jessica Ives



Provider Plus  
Katie Overcash,  
LCSW & RYT200



Above and Beyond  
Charlie Elberson



Above and Beyond  
Dr. Michael Yonkovig



Relentless Warrior  
Jan Keny, LCMHC

# Financials

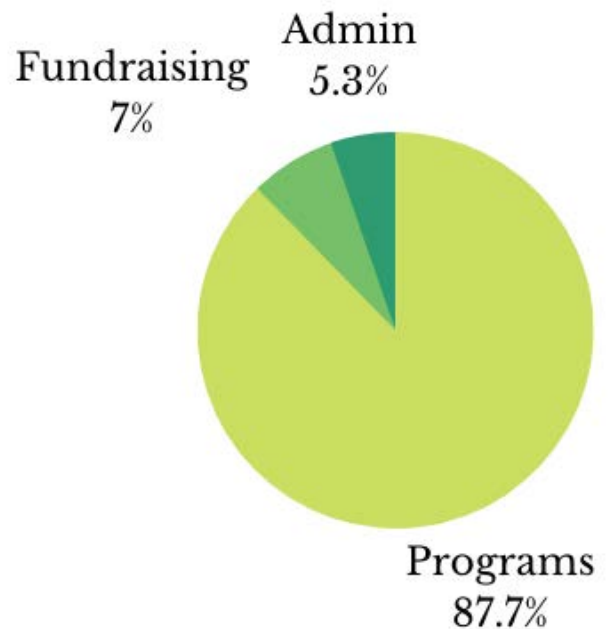
Brave Step is a careful steward of the generous dollars that fuel our mission. In 2022, the mission was amplified through contributed time, expertise, organizational needs and treasured dollars.

## Total Income for 2022

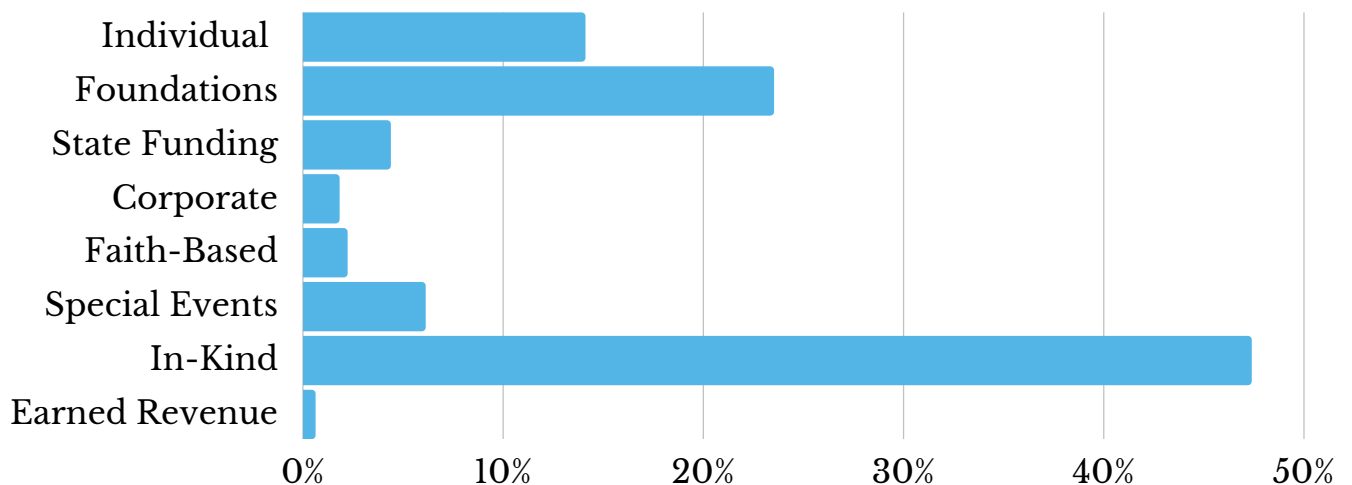
**\$291,561.70**

Income for the calendar year including in-kind support.

## Budget Breakdown

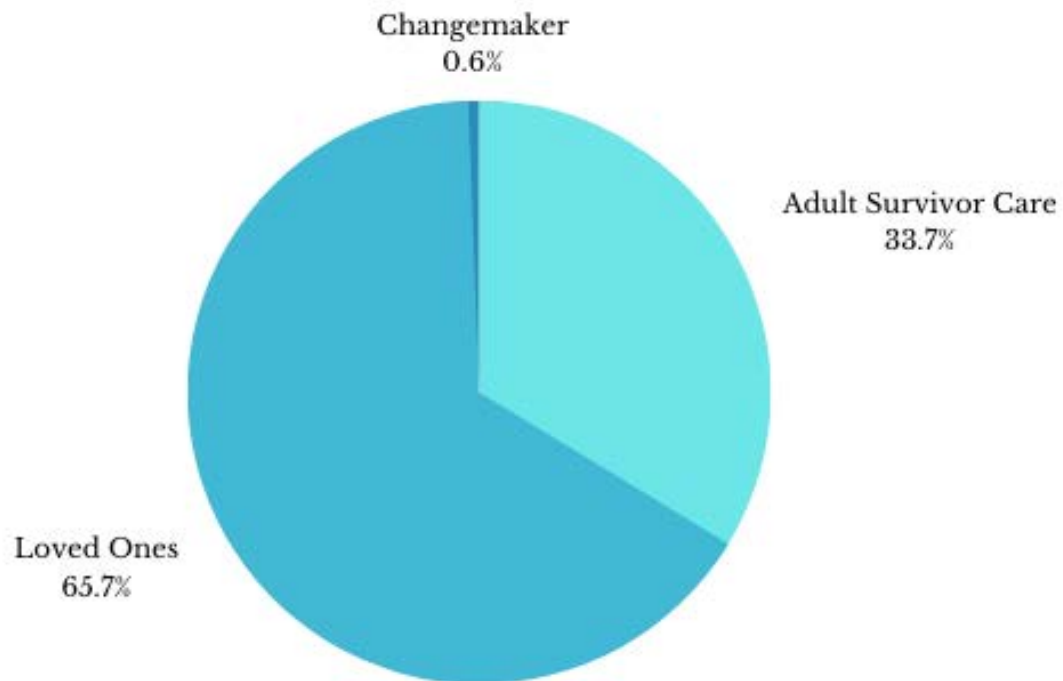


## Funding Sources



# Financials

## Program Allocation



"I am so grateful for Brave Step being there for me. The people who manage it are wonderful. It was easy and welcoming and a total gift and blessing in my life and the lives of many."

Brave Survivor

# 2023 & Beyond

## Where are we going?

2023

- Capacity Building
    - Staff and volunteer expansion
    - Volunteer committee creates engaging & meaningful experiences + stewarding volunteers.
  - Programs
    - Loved Ones prototype continues
    - Continue growing programs & assess impact
    - Implement new outcome measurements
    - Recruit geographically & culturally diverse providers
    - Build active online community
  - Outreach
    - Deepen outreach & impact for communities of color
    - Expand strategic partnerships
    - Leverage affinity groups
- 

2024

- Launch sexual violence trainings for corporate groups & universities
  - Robust case management system
  - Clear, repeatable process for impact measurement
  - Launch Loved Ones
- 

2025

- Test and launch content for veterans (MST)
  - Lay groundwork for regional growth
  - Continued growth and intentionality of earned and contributed revenue strategy
- 

ONGOING

- Invest in communications thought partnership, strategy & contract support
- Review and develop resources to support board members as ambassadors
- In partnership with board committee, work strategically to identify & steward prospects and retain & grow existing donors

# JOIN US

Brave Step's mission of empowerment is one that requires deeply passionate advocates and the time and skill of many. Consider how you can join us as we bravely step forward.



## Need 1

### Leadership Growth

- Self-governed advisory board
- Staffing growth
- Implement board ambassadorship

## Need 2

### Volunteer Program Enhancements

- Initiate volunteer committee
- Improve volunteer engagement and experience
- Leverage volunteers' expertise to meet unmet staffing needs



## Need 3

### Fundraising Expansion

- Implement more earned revenue opportunities
- Refine and execute new donor approach
- Clearer, more evocating messaging and brand positioning

# THANK YOU



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