

# NOVA ANNUAL REPORT 2023

LATEST INFORMATION AND UPDATES  
ABOUT THE NATIONAL ORGANIZATION  
FOR VICTIM ADVOCACY



# A MESSAGE FROM LEADERSHIP



*Dear Friends and Colleagues,*

*It is with great pride that we share with you the highlights of our collective work in 2023. Our work has always been grounded in our mission to champion dignity and compassion for those harmed by crime and crisis. These fundamental victims' rights shaped NOVA in our early days, and continue to guide our goals. Today, we see each of you--victim advocates, crisis responders and our allied professionals--as key to fulfilling our mission and expanding access, choices and trauma-informed advocacy for all victims and survivors.*

*Our future is yours and we are committed to leading, advancing and supporting our diverse and growing victim advocacy community. In 2023, NOVA's work included establishing pillars of advocacy and expanding credentialing for victim assistance professionals; developing trauma-informed training, technical assistance, communities of practices and peer-to-peer support; and advocating for public policy efforts to improve victims' rights and services, including the urgent need for stable funding for the Victims of Crime Act (VOCA). During National Crime Victims' Rights Week (NCVRW), NOVA proudly partnered with the U.S. Department of Justice Office for Victims of Crime (OVC) to launch NOVA's Victim Advocacy Corps (VAC), a dynamic program which will grow and empower the next generation of victim advocates.*

*As we embark on 2024 and embrace the shift from Assistance to Advocacy, NOVA is challenging ourselves to do more. We are seeking to create new pathways for individuals with lived experience and aspiring advocates to join our community by removing financial barriers to accessing trainings, mentorship and professional credentialing. Such support will include the launch of NOVA's #50FutureAdvocates Scholarship Program; a dynamic scholarship program celebrating NOVA's 50th Anniversary and inspiring our future.*

*All of this work would not be possible without you. We are deeply grateful to our remarkable staff, partners and our victim advocacy community who guide and shape our work. Your commitment, compassion and unwavering support has enabled us to continue to advance our mission, inspired by the survivors we serve. Thank you for being a part of our NOVA community and we look forward to continuing this journey together!*

*Warmest regards,*

*Claire Ponder Salib*

**CLAIRE PONDER SALIB, MSW, CA**  
EXECUTIVE DIRECTOR

*Dr. Mamie Futrell*

**MAMIE FUTRELL, DSW, LCSW**  
BOARD PRESIDENT

SCAN TO LEARN MORE



# NOVA MEMBERSHIP

Our community is incredible. NOVA is privileged to provide advocates, crisis responders, and allied professionals with the tools, training, credentialing, and connection needed to support themselves and those they serve. In 2023, NOVA elevated its membership programming. In addition to attending monthly **National Advocacy Leadership Center (NALC)** webinars, members participated in NOVA's newly launched initiatives:

- Networking & Communities of Practice
- Topical Discussion Groups
- Lunch & Learn Series
- “Conversations with Claire” Sessions

“*It's always nice to be able to vent about issues we've had, laugh about stories and be in the presence of people who are just as passionate about this work.*”



## NOVA'S PILLARS OF ADVOCACY

The mission of the advocacy profession is to empower survivors of crime through ethical practice and the promotion of safety, healing, justice and victims' rights. Like all professions rooted in service and community, there are core values which guide and unite the practicing professionals drawn to this work. In collaboration with our community of advocates, NOVA established 6 core values that root our profession and guide our work with intention.

**KNOWLEDGE**  
**COMPASSION**

**INTEGRITY**  
**EMPOWERMENT**

**COLLABORATION**  
**RESPECT**



# NATIONAL CRIME VICTIMS' RIGHTS WEEK

**SURVIVOR VOICES: ELEVATE. ENGAGE. EFFECT CHANGE.**

Every April, NOVA observes National Crime Victims' Rights Week (NCVRW) to honor survivors of crime and advocate for their rights.

## WHAT TOPICS DID WE HIGHLIGHT?

RESTORATIVE JUSTICE; SEXUAL ASSAULT IN THE MILITARY; SEXUAL ABUSE WITHIN THE PRISON SYSTEM; LEGISLATION REFORM TO END CAMPUS SEXUAL VIOLENCE; VICTIM ADVOCACY ETHICS; NAVIGATING GRIEF AND LOSS; ACCESSIBLE AND INCLUSIVE ADVOCACY



NOVA 2023 observation put *Advocacy in Action* by hosting free webinars and events, including our Virtual 5K! The 5K brought together hundreds of advocates from around the country to raise awareness for victims' rights and show pride for the advocacy profession.

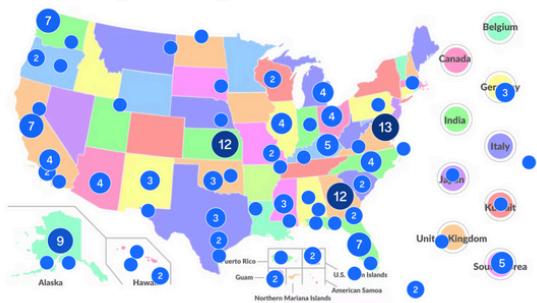


# THE POWER OF CONNECTION

NOVA’s 49th Annual Training went south to New Orleans, Louisiana in 2023! Over 2,100 advocates and allied professionals from around the world came together to embody the **Power of Connection** for four days of learning, collaboration, and growth.



Where are you joining us from?



**And it didn't stop there!** One month later, our 2023 Virtual Training Event connected nearly 600 people over a week of live, online training, wellness sessions, networking, and more. This accessible alternative to our in-person event means we can expand our community and reach to more advocates around the world.



**A SPECIAL THANK YOU TO OUR #NOVA49 SPONSORS!**



# 4 DAYS, 1000S OF CONNECTIONS

**2,150**

In-Person  
Attendees

**556**

Virtual  
Attendees

**90**

Workshops

**39**

Exhibitors

# New Frontiers

## ADVOCACY IN ANTARCTICA

NOVA had the exciting opportunity and honor to work with the National Science Foundation in setting up and delivering their advocacy services for the U.S. Antarctic Program (USAP) at McMurdo Station. Our experienced victim advocates traveled to Antarctica to provide support services and program development for the NSF Sexual Assault and Harassment Prevention and Response (SAHPR) Office.



**"This was the experience of a lifetime – the culmination of my career as a Victim Advocate!"**

**-Cheryl Banks, Victim Advocate**



**“Serving the USAP community as a SAHPR Advocate was an honor and highlight of my career in advocacy. The community at McMurdo Station not only welcomed advocacy with open arms but demonstrated incredible levels of solidarity in improving the conditions for the entire community.”**

**- Colleen Phelan, Victim Advocate**



NEW

NATIONAL ORGANIZATION FOR  
VICTIM ADVOCACY

YEAR 2023



WATCH OUR VIDEO!



# VICTIM ADVOCACY CORP

The NOVA Victim Advocacy Corps officially launched on April 24, 2023, at the University of New Mexico in Albuquerque. The event showcased a panel discussion featuring youth-survivor advocates alongside project partners. In partnership with the Department of Justice's Office for Victims of Crime (OVC), the program aims to cultivate the next generation of victim services leaders. Through collaboration with college campuses, youth survivor-advocates, and researchers, the VAC offers a paid, nine-month field placement to 18 students across the country in local victim service agencies.

This year, our research partner Rainbow Research facilitated listening sessions with students, survivors, victim service professionals, and service corps personnel.



Campus partners include Aaniiih Nakoda College (Harlem, MT); Coahoma Community College (Clarksdale, MS); Gallaudet University (Washington, D.C.); Regis University (Denver, CO); The University of New Mexico (Albuquerque, NM); and The University of Texas at El Paso (El Paso, TX).







# VICTIM ADVOCACY TRAINING

## EMPOWERING ADVOCATES, CREATING CHANGE

### VIRTUAL TRAINING

- Child & Family Advocacy Academy
- NOVA Victim Assistance Academy
- National Advocacy Leadership Center Webinars
- Introduction to Trauma-Informed Victim Advocacy
- Trauma-Informed Safety Planning
- Quarterly Advocacy Ethics Webinars and Video Series
- DoD Domestic Abuse Victim Advocate Conference
- Women Offshore Trauma-Informed Responses
- Advocacy Ethics for the Army Resilience Directorate



“Truly amazing training. All the speakers were top notch, not only in terms of expertise but also in terms of energy and presentation style. This is one of the most engaging and interesting trainings I’ve been to in a long time.”

### IN-PERSON, ACROSS THE COUNTRY & ABROAD:

- National Oceanic and Atmospheric Administration’s Workplace Violence Prevention and Response Program
- IMCOM Europe Family Advocacy Program (FAP) Conference in Germany
- Kansas Coalition Against Sexual and Domestic Violence
- DOJ Southern States Victim Assistance Training Conference
- Maryland States Attorney’s Conference
- Arizona Coalition to End Sexual and Domestic Violence
- Fort Liberty Advocacy Ethics Training in North Carolina
- Nogales Law Enforcement Training in Arizona

NEW

NATIONAL ORGANIZATION FOR  
VICTIM ADVOCACY

YEAR 2023



## DOMESTIC ABUSE VICTIM ADVOCATE PROGRAM

In 2023, NOVA was awarded a groundbreaking contract through the DoD Military Community Advocacy (MCA) Office to enhance the Coordinated Community Response (CCR) to Domestic Abuse Prevention and Response within the Military, marking a significant step forward in ensuring the safety and well-being of military personnel and their families.

NOVA's newly formed DAVA team will work closely with DoD leadership to design and implement comprehensive training and technical assistance (TTA) programs for over 300 DoD Domestic Abuse Victim Advocates (DAVAs).

Through training, credentialing, and the development of innovative assessment tools, the NOVA DAVA team hopes to equip DAVAs with the necessary skills, knowledge, and resources to effectively address the unique challenges that arise in domestic abuse cases in the military community.





## CRISIS RESPONSE PROGRAM

Crisis response is a key element in fulfilling NOVA's mission to champion dignity and compassion for those harmed by crime and crisis. The NOVA Crisis Response Team (CRT) Training® has nearly forty years of evidence-informed and field-tested best practices in crisis management. NOVA incorporates extensive skill and experience in training a vast network of **over 10,000 responders** in a broad range of needs that stem from criminal, man-made and natural crisis victimization.

### CRT YEAR IN REVIEW

Total responders trained in CRT= **1,069**

Crises Responded to:  
**Maui Wildfires & Lewiston, ME**



NOVA's CRT Training gives all of our well-intended support the structure to be impactful.

-Viviana Tuolumne, CA

### TWO LEVELS OF TRAINING:

- **NOVA's Basic Level Community Crisis Response Team Training™**, a comprehensive program for essential techniques and protocols for crisis intervention.
- **NOVA Advanced Level Community Crisis Response Team Training™**, designed to cultivate leadership qualities and expand upon core NOVA CCRT protocols.



## NATIONAL ADVOCATE CREDENTIALING PROGRAM® (NACP)

Since 2003, the National Advocate Credentialing Program® (NACP) has been a trailblazer in the world of victim advocacy. It was the first program of its kind, offering crime victim advocates across the country a chance to get certified voluntarily, all in the name of bringing consistency and professionalism to the field. While NACP mostly focuses on civilian advocates, it also allows for dual certification, bridging the gap between NOVA's different credentialing programs like NACP and D-SAACP.

**NACP has received over 10,000 applications and approved over 9,000 since its inception.**

As our sector keeps evolving, more and more advocates are seeking to get certified through NACP. At the same time, we're working hard to find more ways to better support them in this changing landscape!

**In 2023, NOVA saw an increase in the number of applicants that were mandated to be NACP credentialed for their roles, marking a trend of increased standardization in training and ethical requirements across victim services.**





## DOD SEXUAL ASSAULT ADVOCATE CERTIFICATION PROGRAM (D-SAACP)

**THE D-SAACP PROGRAM  
APPROVED OVER 11,000  
APPLICANTS IN 2023.**

NOVA collaborates with the Department of Defense Sexual Assault Prevention and Response Office (SAPRO) to administer the DoD Sexual Assault Advocate Certification Program (D-SAACP) to certify military sexual assault advocates who are trained and committed to providing a high-quality response.

This program seeks to establish uniformity in sexual assault response procedures for victims within the Department of Defense while also enhancing the professionalism of Sexual Assault Prevention and Response Program Managers (PMs), Sexual Assault Response Coordinators (SARCs), and Sexual Assault Prevention and Response Victim Advocates (SAPR VAs) in their roles providing victim advocacy services. A board of D-SAACP subject matter experts meet monthly to review applications!





## TRAINING & TECHNICAL ASSISTANCE (TTA)

The NOVA Campus Training and Technical Assistance (TTA) Program seeks to ignite change in higher institutions to foster a trauma-informed, inclusive, and culturally responsive approach to tackling gender-based violence through the following initiatives:

- **Coordinated Community Response (CCR):** Using the Collective Impact framework, the TTA program trains CCR teams on college campuses on how to unite efforts in preventing and responding to domestic violence, dating violence, sexual violence, and stalking.
- **Supporting Culturally Specific Campus Communities:** Helping higher education institutions build and strengthen their support systems to ensure that all communities on campus—especially underserved and historically marginalized ones—have access to culturally responsive and inclusive services.
- **Curriculum Coordination and Language Justice & Accessibility:** The program supports the OVW Campus Program by guiding the agenda development process for the OVW Training and Technical Assistance Institutes (TTIs).

### TTA YEAR IN REVIEW

- Number Trained through NOVA's OVW Grants = 2,823
- Customized Technical Assistance Requests = 225
- Campus Advocacy Training Graduates = 56
- OVW Military-Connected Survivors Project Trainees = 1441

## TRAINING & TECHNICAL ASSISTANCE (TTA) (CONT.)

### LANGUAGE JUSTICE AND ACCESSIBILITY

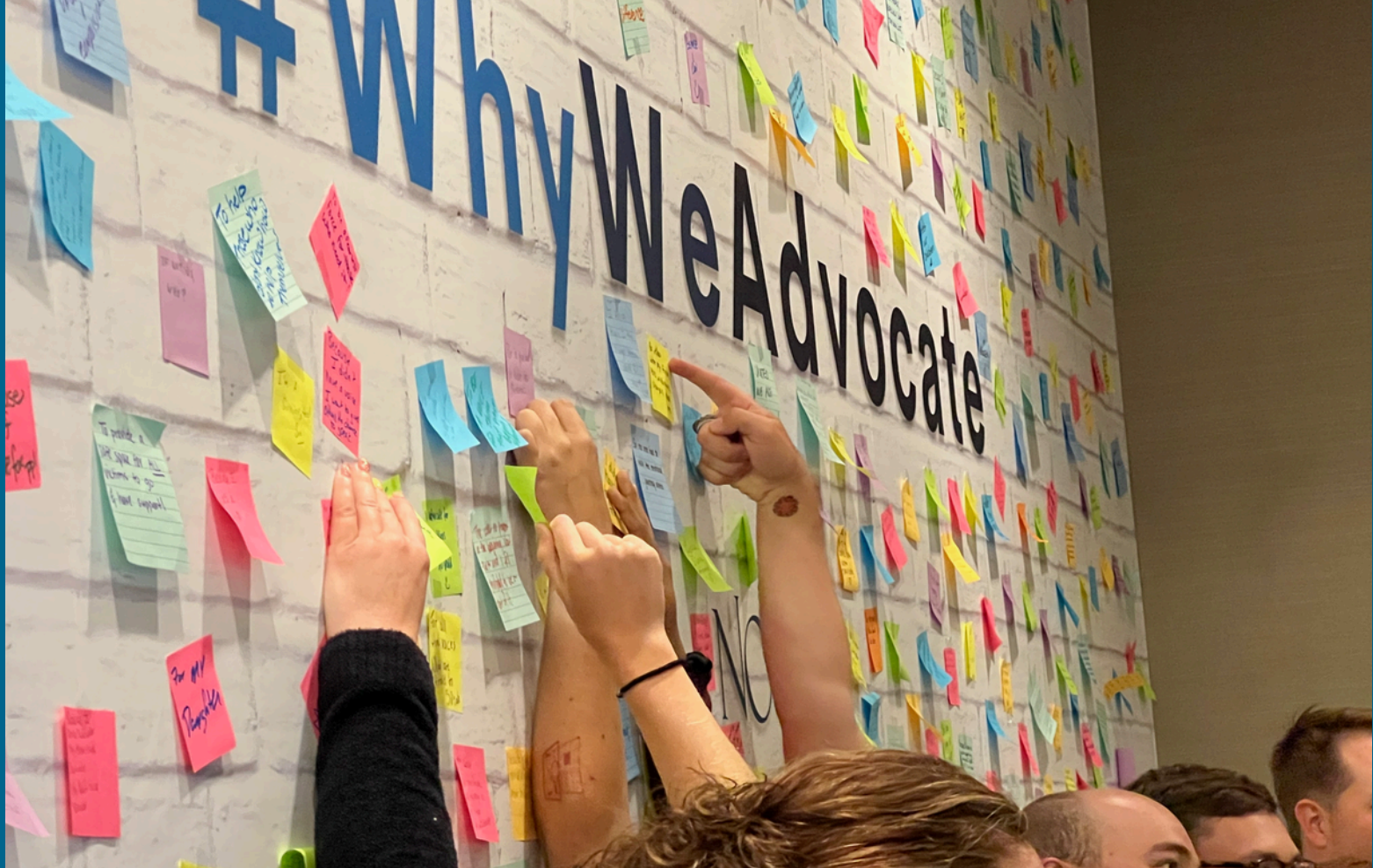


The Language Justice and Accessibility Program Manager works across NOVA's programs to design and support the delivery of fully accessible in-person and virtual training for participants, including managing requests for language access and accessibility accommodations.

NOVA staff are empowered with the tools to champion Language Justice and Accessibility in their own work through Spanish interpretation during important events like National Crime Victims Rights Week or NOVA's Annual Conference or ensuring captioning for all our content to ensure every participant feels included.

### OVW MILITARY-CONNECTED SURVIVORS PROGRAM

NOVA leads the OVW's Advocating for Military-Connected Survivors Project in partnership with Soteria Solutions and the National Crime Victim Law Institute, aiming to boost awareness and knowledge among civilian professionals about military-related domestic violence and related issues. Through tailored Training and Technical Assistance, NOVA and partners bolster military-civilian partnerships and CCR teams, ensuring trauma-informed, survivor-centered support. During 2023, the OVW Military Project team hosted 11 presentations and collaborated with 11 partners, four coalitions, and several SMEs and consultants.



## NOVA BY THE NUMBERS IN 2023

**1,069**

Individuals Trained In  
Crisis Response

**2,000**

NOVA Members

**4,315**

Campus Advocates  
Trained by NOVA's  
Training and Technical  
Assistance Team

**247**

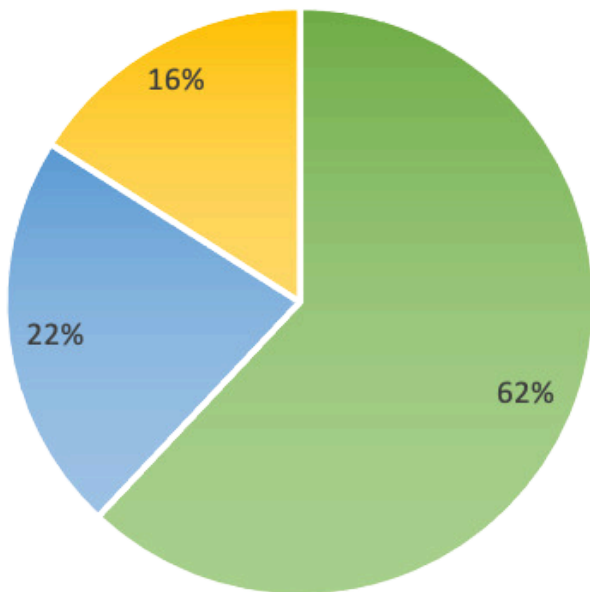
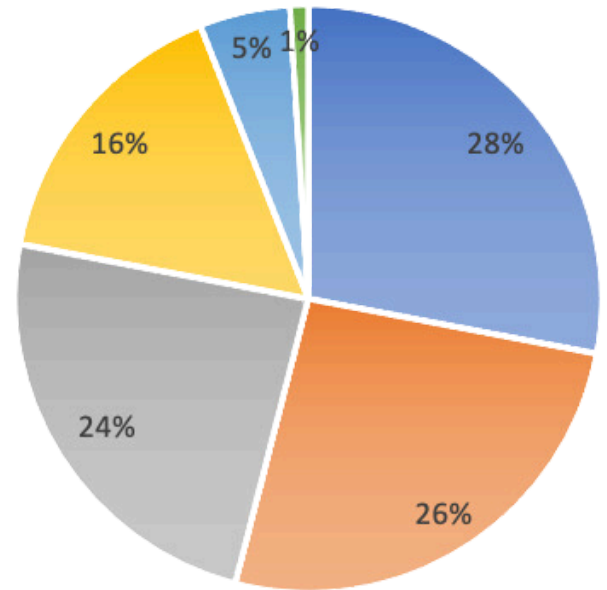
Coordinated  
Community Response  
Training Hours On  
College Campuses



# 2023 FINANCIAL SNAPSHOT

## FY2023 REVENUE

- Annual Training Event 28%
- Certification & Training Contracts 26%
- Training and Credentialing 24%
- Government Grants 16%
- Membership Dues & Donations 5%
- Other 1%



## FY2023 EXPENSES

- Training & Technical Assistance 62%
- Certification & Credentialing 22%
- Membership & Victim Assistance 16%

*NOVA'S ADMINISTRATIVE COSTS ARE LESS THAN 20% AND ALLOCATED PROPORTIONATELY TO THE PROGRAM EXPENSES ABOVE.*

# Thank You To Our 2023 Donors!

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 <https://trynova.org/donate-support/> 

**Add your name to this list of advocates!**  
NOVA is investing in the future of advocacy by providing 50 need-based scholarships to aspiring victim assistance professionals across the country in 2024.

**NOVA 50FOR50 CAMPAIGN**  
**Supporting Advocates.**  
**Amplifying Voices.**



**GIVE HERE**

# Thank You To Our Lifetime Members!

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Sherry Bennett  
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Megan Price  
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Mike Prusinski  
Penny Radford  
Levern Randall  
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Joyce Reed  
Worley Reed  
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