



MOSAIC

Healing Communities | Ending Sexual Violence

VERMONT

Annual Report
July 1, 2020 - June 30, 2021

Mission



Mosaic Vermont's mission is to heal communities and end sexual violence.

A Letter from Mosaic Vermont Executive Director Anne Ward

Community Care, Tremendous Resilience, Persistent Advocacy

Over the past few years we have seen prominent messaging about the importance of taking care of oneself. "Self care" encompasses activities to reduce stress and care for one's body and spirit, such as healthy eating, exercise, mindfulness, bodywork, and finding time to do things that bring you joy. Here at Mosaic, we recognize the value of self care, and we also want to emphasize our collective need to engage in "community care." Community care means support from your friends, family, and greater community.

This year, many of our community's vast inequities were laid bare. The COVID-19 pandemic challenged us all in brand new ways. We learned new definitions of resilience, community, and more about what it looks like to do community care.

Community care, in this case the practice of collaboratively supporting people who have experienced sexual violence, is critical to our ability to end violence and begin to heal. Raising a voice to ask for help, the pivotal first step, is often the hardest. Let's continue to make it possible to take this first step by creating a community where help is visible and easily accessed.

Mosaic has the deepest gratitude for all of the members of our Washington County community who rolled up their sleeves and dug in to help in thousands of creative ways during this challenging year. **Your love and your labor are the work of violence prevention.**

Anne Ward, M.Ed.



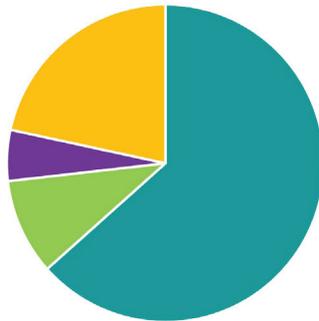
A handwritten signature in black ink that reads "Anne Ward".



Service Area and Land Acknowledgement

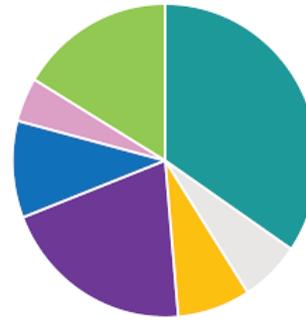
Mosaic serves individuals and communities across Washington County, Vermont. Because seeking physical distance is frequently key to safety and survival, we sometimes serve those who are either moving to our community or have left our community and need transition services. Mosaic’s service users are not required to disclose their location and this past year approximately 20% did not.

Service Users by Area



■ Washington County ■ Vermont/Outside Washington County ■ Out of State ■ Unknown Location

Washington County Service Users by Town



■ Barre City ■ Barre Town ■ Berlin ■ Montpelier ■ Northfield ■ Plainfield ■ All Other Towns

Ndakinna is Abenaki for “our land,” and at Mosaic, we recognize that the land we live and work on is the traditional homeland of the Abenaki peoples. We understand that the state of Vermont, and the United States as we know them, were founded in a more than five hundred year process of violent colonization and land theft. As an organization committed to ending sexual violence and building safer communities, we believe it is crucial to acknowledge the history of the place we work and recognize that our long term work of ending sexual violence is inextricably connected to justice for Indigenous people. We know that acknowledging the history of genocide and land theft is not enough. Healing this foundational wound will be a long term, collective process that requires truth telling, reconciliation with the past, and the rematriation of land, wealth, and power to the indigenous communities it was stolen from. We aim to be humble, and continue to learn, as an organization and as individuals, how to support Abenaki tribal sovereignty and decolonization as elements of our work.



Vision



Mosaic Vermont envisions a world with resilient communities, free of sexual/gender-based violence, where all people are supported in healing from harm.

Values

We at Mosaic hold values that inform our approach.

Access for All People:

because bodily safety is a human right.

Recognizing Harm:

as unique to a person's individual experience of it.

Healing:

centered on self identification.

Community and Collaboration:

nurtures every group's existing tools to heal sexual violence and trauma.

Justice:

wears many faces, but all should minimize harm.

Liberation:

means there is no justice for all without an end to sexual violence.

Consent & Pleasure:

creates a culture around sexuality emphasising communication, joy and wellbeing.

Accountability:

to expose the deep roots of sexual and gender-based violence at every level of society.



About Our Team

Directors List

Jamie Moorby-Chair
 Sarah Cannon-Vice Chair
 Bethany Pombar-Treasurer
 Debbie Sanguinetti-Secretary
 Dillon Burns
 Conor Casey

Funding

Total Budget: \$459,167

Some Numbers:

Over 5,400 response-to-harm services provided to 345 individuals.

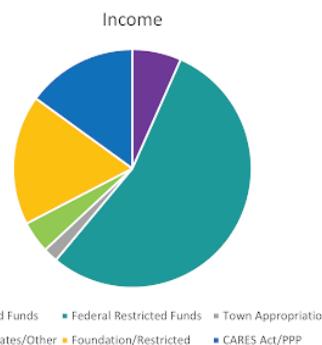
21% children and youth

More than 500 prevention and outreach contacts

Staffing: 5 equivalent full time employees (8 humans)

Staff List

Anne Ward M.Ed., Executive Director
 Mary Mackie, Director of Advocacy
 Jan Lloyd, Director of Outreach
 Lescha Carpenter, Shelter Coordinator
 Tiffany Cubbon, Programs Assistant
 Lenna Wertenbaker, Advocate
 Adin Buchanan, Prevention Advocate
 Cynthia Marsha, Advocate
 *In support of our 24/7 response services, some staff work between 2-15 hours per week.



Huge thanks to all who supported our work in healing and prevention this year! We are grateful to the Vermont Center for Crime Victim Services for their ongoing work to support our response services. A very special thanks goes to the Give Way to Freedom Foundation, who supports our shelter and sex trafficking response and prevention work.



Focus Areas



Sexual assault

Sexual harassment

Stalking

Interpersonal/domestic violence with sexual violence component

Sex trafficking

Rape

Other experiences of sexual trauma

Adults who experienced child sexual abuse

Incest

Child sexual abuse

What We Do

Advocate for programs, policies, and systems that not only recognize, but protect and support people who have experienced sexual violence; decrease sexual violence; and support all people to thrive.

Respond when violence occurs by offering understanding, advocacy, and support in meeting needs to all those impacted by harm.

Connect individuals, groups, and organizations to collaborate so all people can have the opportunity to meet their needs and begin the process of healing.

Educate on the cultural foundations of sexual violence and strategies for community empowerment and violence prevention.

Mobilize people living in Washington County to take action to end sexual violence.

Healing from harm



Mosaic Vermont's Direct Community Response

- More than 5,453 direct responses to harm were provided.
- 20% were provided in person.
- 345 individuals were served due to incidents of sexual violence.
- 73 were children
- 34 people received support from an advocate at a forensic medical exam.
- 45 children received support during forensic interviews.
- Advocates fielded 572 questions regarding housing and shelter.
- 86 contacts came from parents requesting child related services.

Mosaic advocates create safer space and opportunity to heal for all community members impacted by sexual harm. The work of advocates is often anonymous due to the highly personal and traumatic events affecting those for whom Mosaic staff support.

Advocacy At Work: Lavie's Story with Mosaic

All names and identifying information in "Advocacy At Work" stories have been changed to protect privacy, and stories are shared only with full permission.

Lavie's story illustrates some of the work that Mosaic is so honored to do with our community. Mosaic advocates create safe space and opportunity to heal for all community members impacted by sexual harm.

Lavie and her daughter came to the United States from another county seeking refuge from a life of community and familial violence. She came to us at Mosaic from another state pursuing a life free from the violence that had followed her. Our work with Lavie was intensive. When she came to our shelter, we met with her every day, which at first meant conversations with interpreters. We spent time learning her story and creating space for her to decide her next steps.

Lavie has a permanent injury from her trauma that has created barriers not only for her wellbeing, but also her ability to heal and focus on other aspects of her life.

Our approach to individualized advocacy was put to the test as our advocates took on new challenges of deeply navigating and advocating for Lavie through the medical system.

Lavie worked so hard for the seven months that she stayed in Mosaic's shelter and, while there were difficult roadblocks and more housing applications than you can imagine, much of this time was spent being in beautiful relationship together. From offering to share with us her favorite recipe of tiny fish from a store in Burlington, to the infectious laughter and joy she and her daughter sparked, we are so grateful that Lavie has let us be a part of her journey toward permanent housing in our community.

Lavie's story is a testament to the incredible strength, perseverance, and resilience that people bring every day to the work of healing from harm.



Trafficking and Shelter

This past year Mosaic continued to offer shelter to people of all genders and families who were experiencing homelessness due to sexual violence. In most cases, people seeking shelter had experienced sex trafficking. Mosaic's service model emphasized trafficking intervention, education, and prevention. Thanks to the incredible support and funding from the Give Way to Freedom Foundation, our space offered survivors of complex trauma an opportunity to rest, assess, and begin to rebuild.

15 people
8 children/youth and 7 adults
2 males, 13 females
1124 total bed nights
Avg length of stay in days=62

Advocacy At Work: A trafficked person's journey through Mosaic services

When we met Jane, she had been in and out of the carceral system for much of her life, and it was a familiar place for her. "[She] was afraid to leave not knowing where to go," or how to stay safe from harmful people from her past. Mosaic provided her with a safe space to rest and assess what her life could look like free from harm.

While Jane was living in Mosaic's shelter, we supported her through many interconnected challenges. Jane struggled to take care of herself and also keep up with the expectations of the criminal legal system, her substance use treatment, her job, her housing search, and maintaining her safety. Our primary goal with Jane was to cultivate a judgement-free and respect-based relationship, centered on the belief that she knows what is best for herself. Mosaic provided the space for Jane to work on and struggle through what she needed to without giving up on her; we believed in her until she was ready to believe in herself.

We had the privilege of cheering Jane on as she found her sense of self and joy in the world again. It was not an easy journey for Jane; we saw her exhibit unimaginable strength and resilience facing the death of her child, her release from Department of Corrections supervision for the first time in more than a decade, and being revictimized.

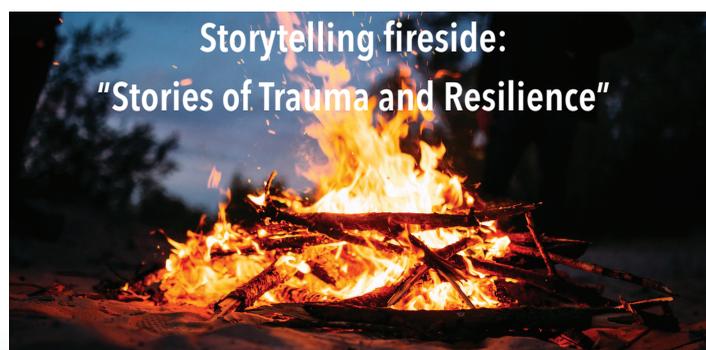
When Jane left Mosaic, she moved into her own apartment and gave birth to a healthy baby. She says she continues to grow and work and make a family and change [her] life completely around. "I still struggle today but [Mosaic has] always been by my side, always. Even to this day they help me. Just knowing they are there through the good, bad, and the ugly they don't give up on you; they always have you look to the future."

We are so excited for what the future holds for Jane.

Community Partnerships and Outreach



The pandemic greatly influenced how we were able to engage and network with our community. We made the most of this time and continued to build our relationships through offering remote and outdoor opportunities for connection that we might never have thought of in ordinary circumstances. We cultivated relationships with multiple partners such as Buch Spieler Records, Bear Pond Books, Leonine Public Affairs, Embodied VT, and Central Vermont Playback Theater.



Highlights:

- Mosaic threw an online Karaoke Party fundraiser which invited folks of all experience levels to perform their favorite songs (some costumed). We awarded prizes for the "Best Act", "Best Costume", and "Most Money Raised for Mosaic." In total, we had 88 audience/participant attendees and raised \$3447.
- With support from Leonine Public Affairs, we strategized our outreach plan to maximize our social media presence with vibrant posts and informative content. We created a bi-monthly e-newsletter, through which we share stories and current issues affecting the work we do, and have generated 225 new contacts.
- In the fall of 2020, Mosaic hosted a free "Fall Community Events Series" featuring Central Vermont Playback Theater, Storytelling, Yoga for Survivors with Embodied VT, and a Book Club reading of "Know My Name" by Chanel Miller. Mosaic will continue to offer free community-building events each fall.
- In the summer of 2021, Mosaic welcomed local first responders, law enforcement, SANE nurses, and DCF workers to an open house during which we toured the shelter and offices, networked, and shared tools to better support people who have experienced sexual harm.



Prevention

Mosaic’s vision of a world free from sexual violence is, at its heart, a vision in which all people have the resources, freedom, and support to thrive and lead self-determined lives. We are working steadily to create a culture in which people are empowered and have autonomy in their bodies, consent is sexy, folks have the tools and safety to stand up for what they believe in, and healthy relationships and pleasure are abundant. Our prevention programming works with youth and adults to increase our collective capacity to build a world free from violence.

Highlights:

- 46 boys (total for all 3 schools) participated in newly created Healthy Masculinity groups! Healthy Masculinity groups at local schools (MHS, TUS, NMHS) celebrated their first year of group-work with a pizza party at the end of the school year. {image}
- Mosaic trained coaches on “Coaching Boys Into Men” and “Athletes As Leaders” curricula for integrating into athletics programs at Montpelier High School (MHS). 161 students participated in one of these programs.



2020-21 Internships



Healthy Relationships

How to support the youth in your life



Mosaic set in motion culture-shifting prevention programming through a paid youth internship program in several Central Vermont communities. We benefited from the wisdom of Outright VT, who have years of experience working with youth interns. This partnership supported us to increase youth engagement, build internship opportunities, and establish an annual youth retreat: “Building Consent Culture,” in which participants will explore the foundations of sexual violence and prevention activism leadership.

Highlights:

- Creating a sexual violence resource guide for high school students,
- launching an “Askable Adults” training for adults,
- creating a “Healthy Relationships” training for adults and teens,
- and starting a youth activism group: “Youth Space Lab.”

COVID-19 and Mosaic Vermont



The COVID-19 pandemic amplified the challenges and inequities that already existed in our community and create the conditions that generate sexual violence. Mosaic's work was as important as ever, and faced new and unique challenges. In the words of Mosaic's Shelter Coordinator,

"Over the past year, I have witnessed acts of courage and determination from clients who have often suffered for years within a troubled, typically underfunded system. Our clients leveraged their incredible personal strength and made the most of the unexpected influx of covid response resources, which considered that pandemic-related conditions impacted marginalized communities first and hardest. It has been inspirational to hear the voices of youth, of incarcerated and post-incarcerated women, and of trafficking survivors leading us in challenging cultural conversations about equity, power, and an ethical path forward." -Lescha Carpenter



Core Team

Mosaic has the deepest gratitude for the Vermont Community Foundation who provided greatly needed COVID-19 related support this year.



This year we faced an ever-increasing need. We listened to the stories of people who came to us through helpline calls, friends of friends, schools, and more, and got creative about how to help. Our team pulled together to provide safe and accessible services. We rallied to support each other and to make space for the challenges that each of us were facing individually. We loved, we laughed, we cried, we celebrated progress, and we learned more about what is most important to you, to us, and to our community.

Moving forward in a new world, we will honor what we have learned. Thank you for being in community with us.

Vision

Mosaic Vermont envisions a world with resilient communities, free of sexual and gender-based violence, where all people are supported in healing from harm.



Within the next two generations:

- Communities can recognize harm, understand its causes, and support those who have been harmed.
- Gender and sexuality are no longer oppressive constructs.
- Communities recognize the way sexual violence is reproduced and reinforced by other systems of oppression.
- The justice system supports those who cause harm to be held accountable, repair their harm, and change their behavior, without reproducing trauma, violence, and recidivism.
- The justice system and the community listens to and supports survivors by providing them choice and agency in their work toward healing and justice.
- Mainstream entertainment and media are not based upon violence and oppression.
- Children and youth grow up in a world where they expect safety, sexual wellbeing, and pleasure.
- There is a drastic decrease in incidents of sexual harm.
- There is an increase in those who have caused harm coming forward to recognize their harm, accept responsibility, and take restorative measures.
- All members of communities know where to go to access resources, education, services, and skills regarding both prevention and response to harm.
- Cycles of violence and systems of marginalization are disrupted.

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mosaic-vt.org