

FY 25

**Mosaic
Program
Report**



Dear Mosaic Community,

This past year was marked by both connection and challenge. We felt the growing demand for our services, the appreciation of our community, and the weight of what it means to do this work in a world that is changing quickly and not always kindly.

Mosaic's work starts close to home. It's about showing up for your neighbors, your loved ones, and your community members when harm happens right here, where we live, work, and care for one another. Every day, we support healing, build skills for safer relationships, and work toward a future with less violence.

This year, in the background and often in the headlines, were sweeping federal changes that challenged the very foundations of what we do and why we do it. We faced a constant hum of uncertainty: not knowing whether our funding would be renewed, whether new grant restrictions would contradict our core values, or whether the communities we serve would continue to be acknowledged by law and policy as people worthy of protection and respect. Shifts in the definitions of harm, gender, and safety made us ask hard questions about how we'd keep showing up, and what we might be forced to leave behind. We spent long hours researching, planning, bracing, and holding space for one another while also supporting clients who were doing the same. While many of the most concrete changes are still coming, this year was a lesson in endurance, in alignment, and in preparing for impact without losing our purpose.

Amidst this, we asked ourselves hard and necessary questions: Who are we now? What do we stand for? How do we keep each other safe enough to keep going?

Despite it all, we continued. We showed up. We adapted, supported, advocated, created, and held each other through it. And we're proud of what we accomplished—not just in spite of these challenges, but because we met them together.

What follows is a glimpse into the work of the past year: the advocacy, the healing, the partnerships, the workshops, the art, the organizing, and more. Every piece of it was done with care, courage, and community at the center. Thank you for being part of this work.

Here's to another year,

Anne Ward



Program Report

We're thrilled to share our Annual Program Report with you—a glimpse into the work, growth, and impact of the past year as we continue our mission to heal communities and end sexual harm. This report is our chance to pause, reflect, and celebrate the progress, challenges, and moments that have shaped our journey.

It's about more than stats and outcomes—it's about the people, stories, and connections that fuel our work every day. Here you'll find highlights from programs that brought us together, snapshots of resilience, and the victories—big and small—that remind us why this work matters.

As you explore these pages, we hope you'll feel the passion, energy, and commitment that drove every step we took. Thank you for being an essential part of this journey with us!

Mosaic Programs



Advocacy



Healing



Connection



**Education
& Training**



**Youth
Empowerment**

Advocacy

Advocacy is a constantly changing landscape. This year, as advocates, we met survivors wherever they needed us, whether on the helpline, during SANE exams at the hospital, in courtrooms, at our office, or alongside school guidance counselors. A crucial part of our work involved standing with survivors within systems that can often feel overwhelming or inaccessible, and helping to navigate these spaces with empathy and clarity.

In a year marked by broader waves of anxiety and upheaval, our advocates stood ready, not only responding to individual harm but also providing support for the complex trauma stirred by the challenges around us. We held space for silence when words were hard to find and offered support to navigate both immediate and far-reaching impacts.

In a world that too often withholds compassion and presence, we remained steadfast in offering survivors exactly that. This year, our work was a reminder that advocacy is not just about responding to harm, but about walking alongside people as they reclaim their power and face whatever comes next with strength and resilience.



Response

Direct Service

Our advocates provided over

2000 direct responses

to people who had experienced and been affected by sexual harm

More than

257 individuals received services.

58 were children

Complex Responses

This year advocates navigated complex situations in schools and workplaces. We worked closely with survivors, their supporters, and institutions to ensure safety, accountability, and healing. Whether in Title IX meetings, HR offices, or behind-the-scenes problem-solving, our advocates helped untangle difficult dynamics and supported everyone involved in moving forward while centering survivor needs.

Community Ripples

Responding to public incidents and complex cases, we saw how the effects of harm ripple far through communities. We worked with groups—friends, coworkers, families, and communities—who were navigating the aftermath together. By tending to both individual needs and shared grief, we made space for healing that is mutual, meaningful, and rooted individual needs.

Advocacy in Uncertainty

This year, amid shifts in public discourse, policy, and cultural attitudes, our advocates saw survivors confronting new experiences of judgment, dismissal, or feeling unsafe simply for seeking help. We remained committed to providing steady support to survivors whose identities were increasingly marginalized and scrutinized

Through every conversation, safety plan, and system navigation, we stayed grounded in our role: offering affirmation, advocacy, and care, especially when it was hardest to ask for.

Healing

With flexible, community-driven funding, we were able to be creative, collaborative, and responsive—not just in service of our mission, but in ways that nourished our team, too.

We didn't just ask what someone had survived—we asked how we could support them now and how we could walk alongside them. Our healing work allows us to approach people with a holistic lens, not just a crisis response, and invite them into spaces where healing can be shared. While trauma is heavy, healing doesn't have to be. Some of our most joyful, creative, and energizing moments came through this part of our work where we got to listen closely to our community and respond with offerings that felt nourishing, playful, and deeply human.

Through somatic workshops, we supported people in reconnecting with their bodies and learning to regulate their nervous systems, no matter how long ago harm occurred. In our art-based healing groups, we painted, wrote, laughed, cried, and made space for emotions that don't always have room to breathe. These spaces allowed people to heal on their own terms, through expression, connection, and joy.

By reimagining what healing can look like, we offered experiences that were individual, relational, and communal, reminding us that healing can be powerful and lighthearted, messy and joyful, all at once.



Response



Art and Somatic Workshops

CSA Healing Art Support Group a series for adult survivors of child sexual abuse. Each session invited participants to reconnect with themselves and one another through color, texture, and shared reflection.

Somatic Group a group series for students, helping young people learn simple, body-based tools to regulate their nervous systems and better understand their bodies.

Mosaic X Writers for Recovery Workshops a series that explored addiction, healing, and recovery, offering participants a supportive space to reflect on their experiences through writing.

Somatic Support Group focused on body regulation during times of crisis. Combining conversation and practice, we offered participants tools to ground themselves and build a sense of safety from within.

Rainbow Harvest Fest returned for a second year to bring queer joy to the forefront with hands-on activities, somatic workshops, and creative offerings. Designed to foster connection and celebration, the event created a vibrant, restorative space where people could engage their bodies, express themselves, and feel part of something larger.

Take Back the Night the youth-led event returned as a powerful evening of resilience and solidarity. Rain kept us from marching, but it didn't dampen the spirit. With a strong turnout and powerful speakers, survivors, allies, and community members gathered to reclaim public space as a place for healing, protest, and connection.

Clinical Program

We launched a clinical program. For the first time, we had a therapist on staff! As both a therapist and an advocate, she brought deep understanding and alignment with our values, offering trauma-informed clinical interventions tailored to support each client. In our first year, the program served 16 people and worked with survivors ranging in age from 16 to 76.

Connection

At Mosaic, we know that our work doesn't happen in isolation; prevention and healing both rely on real relationships. This year, we leaned into connection not just as a value, but as a practice. We showed up for our community and welcomed them in, building trust, sharing joy, and strengthening the connections that make anti-violence work possible and create space for everyone to be part of it.

We teamed up with other organizations, supported their events, and opened our doors for gatherings that brought people together in celebration, solidarity, and care. Whether we were hosting a fundraiser, setting up a table, or planning our own events, we focused on creating spaces where people felt seen, welcomed, and valued—not just as members of our community, but as co-creators of a world with less harm. Each relationship adds strength to the web of support our work depends on. These relationships are the foundation of communities that can hold each other with care beyond our presence.

This work is about more than showing up; it's about belonging. By deepening our relationships and finding joy in the moments we share, we continued to build a community where support is mutual, healing is collective, and no one has to do this work alone.

Response/Culture Change



more than **75**
community
partners

collaborated with us by showing up at events, partnering on a project/event, or helping provide services.

68
Local
Businesses

supported us this year by sponsoring, hosting our events, or donating to us.



The Vagina Monologues

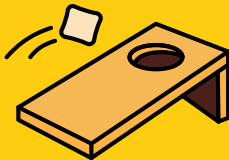
Back by popular demand, we teamed up with Lost Nation Theater to bring *The Vagina Monologues* back to the stage for an evening of bold, unapologetic storytelling. This year's performance cultivated celebration, reflection, and connection as actors explored themes of bodies, violence, and resilience.



It's Almost Cocktail Hour

With creative alcohol-free drinks, good music, and even better conversation, the event offered a fun environment to reimagine what celebration can look like without centering alcohol. Thanks to local producers who donated beverages, we highlighted how substance use prevention can be joyful, accessible, and delicious.

Cornhole Tournament



We held a tournament to bring community members together for a day of friendly competition. By blending classic games with intentional community-building, the event created the perfect excuse to kick back and show off some skills (or hilarious misses).

Youth Empowerment

This year, we entered new territory; it was our first without federal rape prevention funding. Instead of scaling back, we got creative. We deepened partnerships, embraced flexibility, and leaned into the broader movement to end violence in all its forms. Our youth empowerment work remained rooted in affirming young people's leadership, curiosity, and capacity to create change.

Alongside their projects, we offered ongoing mentorship, skill-building workshops, and spaces for reflection to help youth strengthen their voice and deepen their understanding of what prevention can look like in their own lives and communities. Youth led individual and group projects, and facilitated conversations in classrooms and beyond. We partnered with schools, libraries, and community groups to reach youth where they already are. Without the constraints of a single funding stream, we invited youth to explore how violence prevention connects to racial justice, substance use, mental health, and community safety. Their ideas and actions reminded us that prevention doesn't live in a silo; it lives in the bold, everyday choices young people make when they are supported, believed in, and heard.



Culture Change

Take Back the Night Planning Committee where youth learned skills around community organizing, outreach and fundraising, and sexual violence prevention while planning an event for the entire community.

Just Us a group for BIPOC Youth that discussed the intersection of race and violence.

The Conversation a club centered around creating a culture of consent within the school community. Mosaic continued to support, educate, and mentor youth leaders in clubs at Montpelier High School and U32.

Youth Advocacy Program a peer advocacy training that gave youth the skills to advocate for and support one another following experiences of harm.

HerVermont

Mosaic supported HERVermont, a youth-led reproductive justice group, by providing fiscal sponsorship and guidance. This partnership allowed us to empower young advocates and nurture the next generation of leaders in social justice and advocacy.

8
program
participants

50
club
members

Youth leaders participated in Mosaic youth-led programming, such as Take Back the Night, and other out of school opportunities to deepen their knowledge of sexual violence prevention and bring youth voice into the wider community.

Across Washington County, youth participated in educating younger classmates about consent, planning consent-based school dances, and promoting healthy masculinity through clubs at their schools.

Education and Training

Education is central to our work— whether proactively to build skills around consent and healthy relationships with youth, or providing guidance after harm occurs, our workshops create spaces for meaningful learning and growth.

This year, we embraced the joy and humor that come with teaching youth. Through playful activities and open conversations about sex and bodies, we created spaces where young people felt safe asking awkward, important questions—and left feeling more confident and informed. We also worked with caregivers, educators, and workplaces to build understanding of trauma, healthy relationships, and the role everyone plays in shifting culture. Our trainings helped people recognize harm, respond with care, and foster supportive environments where everyone feels safe, seen, and supported—even when harm occurs.

Our trainings aimed to empower adults to infuse joy and curiosity into their work—shifting the focus from simply preventing harm to celebrating consent as the foundation of pleasure, respect, and relationships people enjoy. Whether in classrooms or workplaces, we sparked honest conversations, explored culture, and problem-solved together. By blending joy, honesty, and care, we created spaces where learning thrives and resilience grows—building lasting change through education that connects and empowers.

Culture Change



our programming reached

1900 youth

across Washington County

12 schools

participated in Mosaic prevention programs

Classroom Education

Our youth-focused programs teach essential skills around consent, healthy relationships, boundaries, and sexual health—from early childhood through high school. Programs like *Let's Talk Sex* and *Mattering and Belonging* helped youth to understand their bodies, communicate clearly, and build strong connections.

Community Education

We provided adults with tools to prevent harm and foster healthy conversations through workshops like *CSA Prevention: A Community Conversation*, focused on the role everyone can play in keeping children safe; *Building Bridges Between Generations*, which helps adults talk openly and effectively with young people; and *Go Bag: Preparing for Crisis*, which offers practical guidance and supplies to help people plan for leaving quickly due to violence, disasters, or displacement.

Development and Training

Our tailored training and consultation services helped educators, workplaces, and organizations respond thoughtfully to sexual harassment and disclosures of harm, while also working to prevent them in the future. This year, we partnered closely with educators, offering guidance on how to build skills to better show up for their students.

We supported businesses navigating incidents of sexual harassment, offering thoughtful consultation to address the harm, support those impacted, and move toward safer, more accountable workplace cultures.

Mosaic Vermont's FY25 At a Glance



257

survivors
directly served



900

people participated
in programming



4200

people reached by
our programming