



THREE YEAR STRATEGIC PLAN
2022-2025



1982

Tides of Change (ToC) was founded in 1982 as the **Tillamook Crisis and Resource Center**. A small group of concerned women who, having helped several of their friends in violent situations, recognized a growing need in Tillamook County for crisis intervention services for victims of domestic violence. The effort began with a drop-in center in a small one-room office located above a local business downtown. In 1987 the it became the **Women's Crisis Center**.

1998

In 1998, the Women's Crisis Center moved into the current location on Second Street, named its first executive director and expanded its staff, volunteers and services. The scope of services broadened to include victims of sexual violence, dating abuse, stalking, human trafficking as well as domestic violence. Services grew to include a 24-hour crisis hotline, crisis intervention, a drop-in center, assistance with food, transportation and clothing, and other emergency services.

2006

In 2006 a retail thrift shop was added to the operation in an adjacent building with a storefront on Main Street. The Wildflower provided a small income stream and received some funding as a vocational training program, and part of a financial education and savings program for survivors who could work there, learn about money management and build a job history for their resume.



BEGINNINGS | progress

Services had also expanded to include peer counseling, support groups, information and referral, assistance with legal and medical resources, accompaniment to court and hospital advocacy and much more. Given the wide range of services and the addition of extensive community education and outreach, the Women’s Crisis Center changed its name to the **Tillamook County Women’s Resource Center** in 2008.

2008

In 2008, TCWRC coordinated a community block grant and foundation funded project to purchase and open an emergency shelter for survivors fleeing intimate partner violence. The 4,800 square foot building includes six bedrooms, four bathrooms, and has the capacity to house multiple survivors and their children - a total of six households at any one time. It is the only domestic violence shelter in the County and is designed to help clients recover from trauma and begin to rebuild their lives. In 2020, the shelter became pet-friendly.

ToC has been an important and vital service in the community for decades. In 2017 grant funding for the Wildflower was reduced to a point that the Board made the difficult decision to close the program.

2017

In an effort to expand services to all survivors including survivors of all genders and all ages the agency changed its name from Tillamook County Women’s Resource Center to **Tides of Change** in 2019.

2019

OUR SERVICES

Tides of Change provides nonjudgmental support to everyone we serve. Our role is to provide as many options as possible and support individual choices.

Advocacy Services

Survivor needs are unique. The advocate's role is to provide as many options as possible and support individual choices.

Advocacy services include:

- 24-hour crisis intervention and support
- Safety planning
- Information and referrals
- System navigation and advocacy
- Accompaniment services
- Health advocacy
- Protection order assistance
- Long term support for complex trauma
- Emergency food, clothing, and transportation

Shelter Services

Pacific House Shelter is a confidential emergency shelter for survivors of intimate partner violence, stalking, trafficking, or sexual violence who have acute safety needs and are actively fleeing violence. The Shelter houses survivors of all genders, their children, and their pets.

Pacific Shelter services include:

- Housing for six households
- 90-day emergency stay
- Advocacy and case management for assistance with stabilization from violence and for beginning the journey of healing from trauma

esperanza. seguridad. apoyo

MAREAS DE CAMBIO



- SERVICIOS GRATUITOS Y CONFIDENCIALES
- PLANIFICACIÓN DE SEGURIDAD
- INFORMACIÓN Y REFERENCIAS
- NAVEGACIÓN DE SISTEMAS Y ABOGACÍA
- SERVICIOS DE ACOMPAÑAMIENTO
- CONSEJERÍA Y GRUPOS DE APOYO
- ASISTENCIA CON ORDENES DE PROTECCIÓN
- INTERVENCIÓN DE CRISIS LAS 24 HORAS Y SERVICIOS
- ALBERGUE DE EMERGENCIA

503.842.9486

WWW.TIDESOFCHANGENW.ORG

hope. safety. support

TIDES OF CHANGE



FREE & CONFIDENTIAL SERVICES

- SAFETY PLANNING
- INFORMATION & REFERRAL
- SYSTEM NAVIGATION & ADVOCACY
- ACCOMPANIMENT SERVICES
- COUNSELING & SUPPORT GROUPS
- PROTECTION ORDER ASSISTANCE
- 24-HOUR CRISIS INTERVENTION & SERVICES
- EMERGENCY SHELTER

503.842.9486

WWW.TIDESOFCHANGENW.ORG

OUR

Adventist Health

hope. safety. support

TIDES OF CHANGE

esperanza. seguridad. apoyo

MAREAS DE CAMBIO



Health Advocacy Services

Health Advocacy Program

ToC's Health Advocacy Programs build partnerships between advocacy services and healthcare settings, including hospitals, primary care providers, public health, and mental health services. The goal is to increase positive health outcomes and well-being for survivors in Tillamook County. The Health Advocacy Program focuses on increasing patient access to advocacy services in healthcare settings while increasing access to health services through advocacy services. In addition, the program provides training for and consultation with healthcare providers, to increase their knowledge and understanding of domestic and sexual violence.

Counseling & Healing Services

Counseling

Individual counseling services are available for adult and youth survivors of domestic violence, sexual violence, dating violence, stalking, and human trafficking. Individual counseling is also available to child witnesses. All counseling services are free.

Support Groups

Ongoing resiliency support services are available through support groups that are designed for survivors in different stages in their healing process. The groups are appropriate for current and/or past experiences of trauma.

Coordinated Community Response: SART, DVIC, AIR

SART - Sexual Assault Response Team

The purpose of the Tillamook County SART is to prioritize the needs of sexual assault victims by ensuring a compassionate, comprehensive, and timely response to sexual assault that is victim-centered and offender-accountable. It is a multidisciplinary, interagency collaboration that unites its members in a coordinated victim-centered and offender-focused collaborative response approach to the intervention and care for sexual assault survivors.

The SART balances the needs of victims as well as the requirements of the criminal legal system. Team members focus on mitigating the effects of sexual assault on the victims and their loved ones as well as increasing victim and community safety and preventing future victimization.

DVIC - Domestic Violence Intervention Program

The Tillamook County DVIC seeks to decrease domestic violence through a coordinated community response including development and coordination of resources, community education, promotion of abuser accountability, and support for survivors of domestic violence. Objectives are:

- To increase public awareness of the prevalence of DV
- To increase safety for survivors and to hold offenders accountable
- To encourage participation of offenders in DV intervention programs
- To decrease the incidents of DV in the community through development, implementation, and evaluation of coordinated community response;
- To improve and enhance the community's response to incidents of DV, through partnerships among ToC, law enforcement agencies, the DA's office, the communication district, and the VAP.

AIR - Advocacy-Initiated Response

The Advocacy-Initiated Response to DV incidents was developed in partnership with law enforcement agencies in the county to engage victims of intimate partner violence immediately following LE response to an incident of domestic violence. When LE responds to a DV incident, the responding officer collects contact information from the victim that is then provided by the officer to the on-call advocate, with the permission of the victim. The advocate calls the survivor within an hour to provide support and resources, information about ToC services and about the criminal legal system.



OUR PURPOSE

VISION

A thriving community where everyone lives in a safe and nurturing environment where healthy relationships are the norm.

MISSION

To provide hope, safety, and support to those impacted by gender based violence and shift cultural norms through advocacy, education and community collaboration.

VALUES

Inclusion.

Our practice is to provide equal access to opportunities and resources for people who might otherwise be excluded or marginalized.

Trust.

We offer safety and encourage self-confidence as we become full partners to participants and partners.

Confidentiality.

The safety of everyone who reaches for information or support is our priority

Equity.

We recognize that each participant has their own unique needs, we adjust our services to address barriers and adjust to systems bias.

Respect.

We believe, value and accept everyone for who they are as human beings with the same intrinsic worth as everyone else.



TIDES OF CHANGE STRATEGIC PLAN

2022-2025

With the vision and direction of the Board of Trustees, and with the oversight of the Executive Director, Tides of Change staff will achieve the following goals:

- GOAL 1:** Increase nonprofit mission exposure and awareness
- GOAL 2:** Financial planning to increase, expand and sustain revenue streams
- GOAL 3:** Recruitment and retention of a diverse Board of Directors
- GOAL 4:** Develop an Ambassador Volunteer Program
- GOAL 5:** Create a comprehensive Sexual Assault Program by expanding services to include sexual assault Nurse Examiners



GOAL 1 :

Increase nonprofit mission exposure and awareness

1. Increase outreach and training activities to enhance community engagement
2. Expand the use of social media outlets to increase awareness of gender-based violence
3. Develop educational prevention and youth services in partnership with school systems
4. Continue to cultivate partnerships with local law enforcement and legal services

GOAL 2 :

Financial planning to increase, expand and sustain revenue streams

1. Create and implement a donor plan including corporate partnerships
2. Increase local, city and county funding
3. Develop a fundraising plan
4. Develop reimbursement pathways through healthcare in collaboration with our coordinated care organization.

GOAL 3 :

Recruitment and retention of a diverse board of directors

1. Create a board recruitment plan and protocol
2. Engage in training opportunities to learn how to execute latest strategies
3. Provide increased opportunities for professional development and networking



FOR WOMEN

Votes for Women

**VOTES
FOR
WOMEN!**

GOAL 4 :

Develop an Ambassador Volunteer Program

1. Assess current need and opportunities for volunteers
2. Create a structure to provide oversight and support for volunteers
3. Seek volunteers on areas that would fill current gap and build internal capacity
4. Maintain record of volunteer hours to leverage in-kind for other revenue opportunities.
5. Track and evaluate progress including volunteer feedback

GOAL 5 :

Create a comprehensive Sexual Assault Program by expanding services to include sexual assault Nurse Examiners

1. Create program policies and protocols, and update current SART protocol
2. Recruit, hire and train local nurses to become SANE certified
3. Formalize agreements with local healthcare facilities to provide location and support to SANE response
4. Create and produce media and materials to advertise SA services in Tillamook County.

BOARD OF DIRECTORS

Ross Tomlin, Chair

Larry Owens, Vice-Chair

Gina Seufert, Secretary

Angelica Ortiz, Treasurer

Mary Faith Bell, Board Member

Nancy Contolini, Board Member

FROM THE BOARD OF DIRECTORS

Domestic and sexual violence impacts millions of people in the United States, causes significant harm to the physical and mental health of survivors and their families, and undermines their economic stability and overall well-being. Tillamook County is not unique to this public health issue, and research has shown that 1 in 2 people in our community have been impacted by violence.

Tides of Change has been working for the last 40 years to provide comprehensive crisis and support services to all survivors in Tillamook County. Our community depends on the crisis services Tides of Change provides, and survivors also rely on our post-crisis support and healing services that are essential to long-term stability and healing from trauma.

Looking forward to the next three years, this strategic plan provides our Board of Directors and staff with a clear direction to move forward in otherwise uncertain times. The Tides of Change strategic plan will guide our agency in effectively achieving our mission and goals that will lead to developing a thriving community where everyone lives in a safe and nurturing environment.

Together, our community has grown over the past three years to new heights, finding strength when people feel hope is lost, trusting community leaders to guide us through an uncertain future, and uniting us in newfound partnerships to find paths to resilience for those who continue to experience vulnerability in this pandemic aftermath. We have proven that our community can survive, thrive and rejuvenate in our unified efforts to overcome even the most difficult of obstacles.

At Tides of Change we too are realizing the power of dreaming together and working toward a common goal in partnership with other community organizations to provide increased and more efficient critical services to survivors throughout our community.

February 2023



1902 2nd Street
Tillamook, OR 97141
www.tidesofchange.org
503-842-9486

Strategic plan process and brochure by:

**CAPACITY
BUILDING
PARTNERSHIPS**

5511 S Hood Ave
Portland, OR 97239

www.capacitypartnerships.com
503-470-1669