

# BOARD MEMBER INFO PACKET



**SASS**

Sexual Assault  
Support Services

Servicios de Apoyo  
Contra el Abuso Sexual

Supporting Survivors and  
Advocating for Change

# GETTING TO KNOW SASS

In 1991, SASS was founded by a coalition of community members united in their shared commitment to serving survivors of sexual violence. That first year, SASS was located in a 3-room office with 2 staff members and 10 volunteers; as of 2024, we have 10 full-time staff, 8-10 on-call staff, and 5-8 interns and volunteers (with more in training). During our 33 years as an agency, SASS has continuously adapted in response to the needs of the community we serve. Over those years, SASS has had dozens of programs: support groups, rural outreach, outreach to unhoused people, education, prevention, self defense, and more.

SASS has been instrumental in passing legislature that guarantees survivors the right to advocacy and enshrines advocate privilege in statute. Though the agency has grown and changed many times over the years, each era at SASS has been animated by the same goal: creating a safer community for all.

## CURRENT PROGRAMS

24/7 Crisis & Support Line  
Crisis Text & Chat Line (T-F, 9am-5pm)  
24/7 Emergency Medical Advocacy  
Emergency hoteling  
Legal advocacy & law enforcement and court accompaniment  
Latine community programming  
Transitional housing support  
Support groups & survivor workshops  
Professional training & education  
Youth outreach & prevention  
Volunteer & internship opportunities

## OUR VISION

is of a world that supports bodily autonomy, dignity, and freedom of choice for all people, and a culture that centers consent, equality, and liberation.

SASS is committed to building a community of care that:

- values all people,
- honors all ways of being,
- demonstrates radical acceptance,
- practices harm reduction,
- mitigates trauma, and
- engages with the multi-systems work needed to reduce the prevalence of violence.

## OUR MISSION

is to create opportunities for survivors of sexual violence and their supporters to find healing, justice, and liberation. We support people who have experienced sexual violence in any form, including intimate partner violence, family violence, sexual harassment, stalking, trafficking, and more.

Systemic oppression is a root cause of sexual violence and sexual violence is a tool of oppressive systems. SASS acknowledges that we live within oppressive systems and that those systems impact all of us. SASS's role in dismantling those systems starts with supporting and centering survivors and collaborating with partners who are also working towards collective liberation.

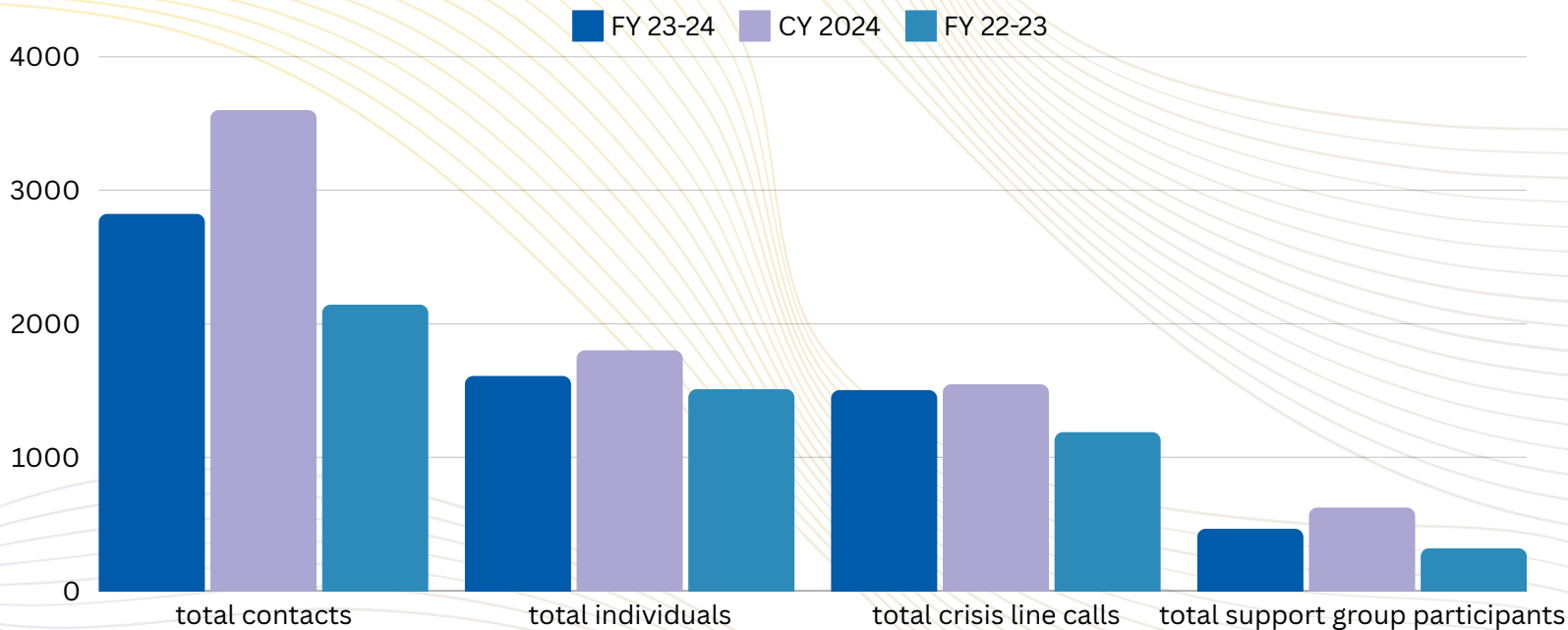
# GETTING TO KNOW SASS

## OUR VALUES

SASS's work is guided by anti-oppression, anti-racism, decolonization, and collective liberation. Our values teach us that:

- **There is no singular way to be a survivor.** Each person is an expert in their own experiences and needs. We know sexual violence takes many forms and occurs in many settings, so each survivor gets to define their own understanding of what they have experienced. We believe survivors and recognize the courage it takes to tell one's story.
- **Every person has the right to make decisions about their own body, free from coercion or violence.** Coercion and violence can be physical, emotional, psychological, financial, and spiritual, and can be perpetrated by individuals and systems.
- **It is our responsibility to do the work it takes to be a welcoming and safe space for people of all genders, races, religions, abilities, and backgrounds.** We stand in solidarity with Black, Indigenous, and People of Color, with trans- and gender-expansive people, with LGBTQIA+ people, with disabled and neurodivergent people, with people who have experienced houselessness and incarceration, with people impacted by war and state-based violence, with people being denied access to reproductive and sexual healthcare, and with survivors everywhere.
- **No one is free until everyone is free.** All individuals, communities, and movements for justice are interconnected.
- **There is no wrong door.** Anyone who finds themselves at SASS is deserving of care and we are committed to connecting people to the support they deserve, wherever that might be.
- **All people deserve radical acceptance for who they are.** Informed by principles of harm reduction and trauma-informed care, SASS accepts everyone without judgment. We reject carceral, punitive, or patriarchal approaches to supporting survivors. No matter what a person chooses to do in their pursuit of justice, healing, and liberation, SASS supports their right to make those choices.

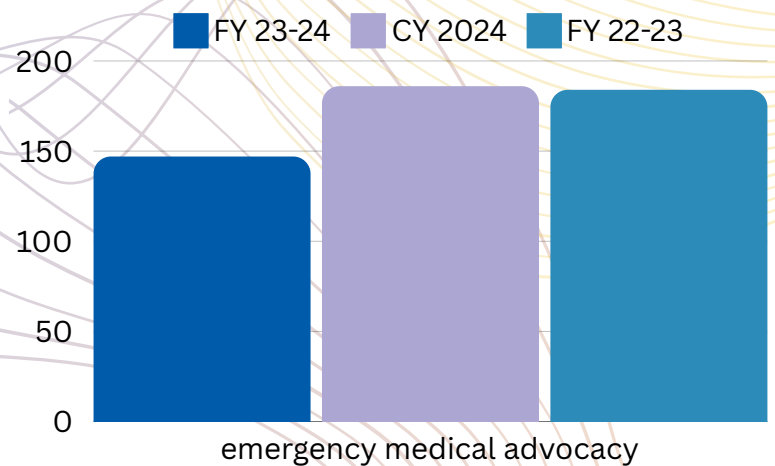
# SASS BY THE NUMBERS



The past few years have been *busy*. In FY '23-'24 (July '23 - June '24), SASS served 1609 individuals (up 7% from FY '22-'23) across a total of 2823 client contacts (up 32%). Looking at the 2024 calendar year, those numbers continued to increase: 1801 individuals (up 25% from '23) across 3601 contacts (up 53%).

On the 24/7 Crisis and Support Line, SASS responded to 1503 calls in FY '23-'24 (up 27%) and 1574 in CY 24 (up 20% from '23). Across both our English and Spanish support groups, FY '23-'24 had 464 unique support group participants in (up 46%), accounting for 718 duplicated contacts (up 33%) and CY '24 had 623 unique participants across 1058 duplicated contacts (up 80%).

The one area where service requests *dropped* in FY '23-'24 was emergency medical advocacy: SASS saw 147 medical advocacy callouts, which is a drop of about 20% from the previous fiscal year. This is attributable to the loss of University District Emergency Room, which closed at the end of Nov '23. However, those numbers rebounded quickly and the 2024 *calendar* year ended with 186 medical advocacy callouts, the highest yearly number in SASS's history.



We continue to see growing need amongst the most vulnerable community members. In CY '24, 10% of the survivors we served disclosed that they were experiencing homelessness. 17% shared that they are LGBTQIA2S+. Only about 58% of our participants shared their gender identity but, of those, 12% were gender expansive (trans, nonbinary, multi-gender, or intersex). About 19% of participants shared their racial or ethnic identity and, of those, 43% were people of color.

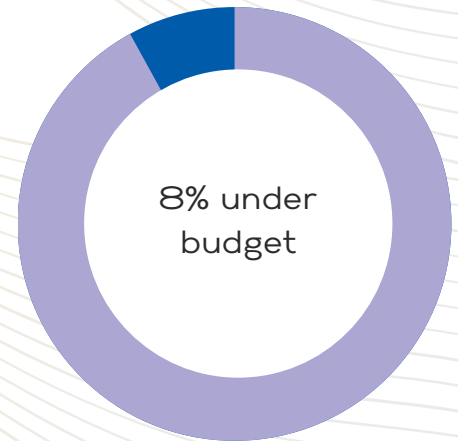
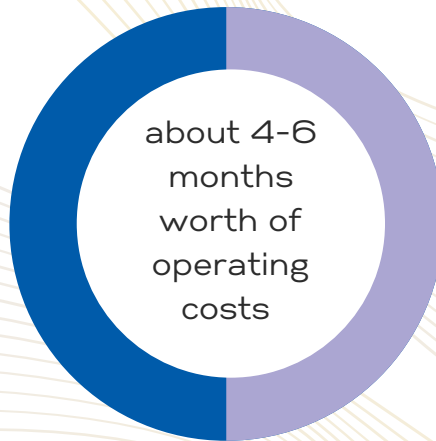
# SASS BY THE NUMBERS

## 2023-2024 FISCAL YEAR END FINANCIAL SUMMARY

Yearly donation total:  
**\$34,856**

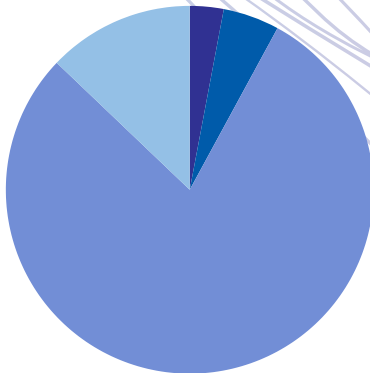
Unrestricted reserves:  
**\$320,000**

Total FY expenses:  
**\$879,687**



## 2024-25 FISCAL YEAR BUDGET

### REVENUE SOURCES



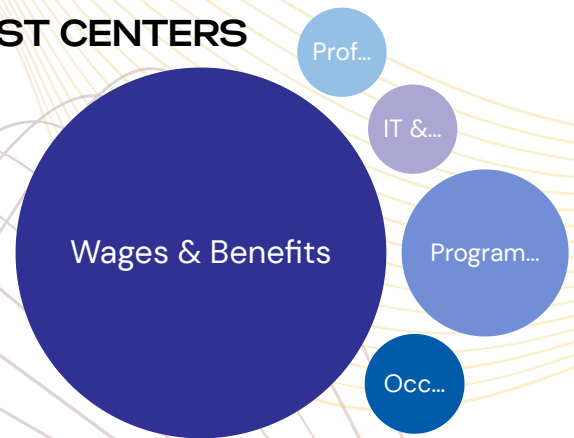
3% Donations: \$35,000

5% Foundation grants: \$64,000

80% Government grants: \$1,035,000

13% Contracts: \$167,300

### COST CENTERS



Wages & Benefits: \$81,500

Occupancy: \$63,600

IT & Communications: \$48,000

Program Costs: \$163,200

Professional Services: \$41,000

# STRATEGIC PLANNING

In FY '23-'24, SASS's staff and Board embarked on a strategic planning process, with support from Steinkopf Strategies. Informed by robust stakeholder engagement, the resulting 2024-2027 Strategic Plan was approved in Summer 2024 and articulates a bold, ambitious vision for the next stage of SASS's journey.

## WHAT STAKEHOLDERS SAID

### STRENGTHS

- Close and supportive team
- Survivor-centered, trauma-informed approach
- Variety of programming that is responsive to community needs
- Collaborative relationships with community partners
- Cultural competency and commitment to serving diverse populations

"Their ability to support survivors is unparalleled in the community."

"They are a critical part of the social safety net in our community."

"Organizations that focus on getting survivors to safety don't have resources to meet basic needs."

### WEAKNESSES & THREATS

- Restricted funding limits opportunities for service provision
- Reliance upon funding sources that aren't values-aligned and/or sustainable

### OPPORTUNITIES

- Increase capacity, particularly for youth-specific services, prevention, and emergency assistance
- Continue to increase wages and staff support measures
- Open a standalone clinic

"My biggest dream [is making] working here as a career truly sustainable."

"Their knowledge [is] amazing and I wish they were embedded in other systems."

## THE STRATEGIC PLAN

### Urgent Priorities

Addressing the housing crisis & supporting basic needs for survivors  
Building Board capacity & community engagement

### Short-Term Strategic Objectives

Expanding statewide advocacy training and services  
Developing more support for male-identified survivors  
Expanding youth-based intervention and prevention programs  
Expanding staffing capacity for sustainable support

### Long-Term Strategic Objectives

Building fund development toward liberatory funding  
Planning for a stand-alone clinic  
Strengthening collaboration to drive systems-level change

# THE SASS BOARD

SASS is a private 501(c)3 nonprofit governed by a Board of Directors consisting of 3-20 members. Terms are 2 years, with no term limits.

## REQUIREMENTS FOR BOARD MEMBERS

- Have a demonstrated interest in the mission and goals of SASS. Agree with the purpose, mission statement, core values, and philosophy of SASS. Be committed to collective liberation and anti-oppression as essential elements of the movement for survivor justice.
- Fulfill Core Advocacy Training requirements within the first 6 months of service (see below).
- Have specific knowledge or interest in at least one of the following areas: fundraising, cultural competency, diversity and accessibility, sexual violence prevention and response, community relations and outreach, program and policy administration, fiscal oversight, event organization, volunteer recruitment, media relations, legal issues relevant to employment and organization, and legislative advocacy.
- Be willing and able to fulfill the duties listed in this job description.

SASS values consensus-based decision making but doesn't shy away from difficult conversations and differing opinions. The Board is committed to bringing diverse voices to the table and values the insights of survivors, allies, and community partners. Lived experience is highly valued and there are no educational, financial, or professional requirements to service.

## RESPONSIBILITIES

- Attend regular monthly board meetings. Members should strive to participate in no fewer than 75% of regular meetings.
- Take an active role in SASS fundraising and events.
- Participate in the development, approval, and implementation of SASS policy.
- Review and approve the annual budget and quarterly financial statements.
- Communicate appropriately and effectively. Respond to communication in a timely manner.
- Become familiar with, endorse, and uphold SASS' mission, programs, services, and core values.
- Be a spokesperson for SASS in the community. Cultivate and recruit prospective Board members, volunteers, and allies.
- Increase personal knowledge and awareness of sexual violence, its impact on the community, and appropriate response and prevention strategies.
- Increase personal knowledge of systemic oppression and white supremacy.

Board members may also voluntarily choose to participate in other SASS activities, such as community outreach and even direct service on the crisis line. Though not required, we appreciate when members volunteer as Crisis Line Advocates so that they can better understand the core functions of the agency. Crisis Line Advocacy does require additional training.

## SPECIAL DUTIES OF OFFICERS

### President

- Advise and support Executive Director (ED), as needed.
- Schedule, organize, and preside over all regular meetings; with ED, set meeting agendas and determine necessary contents of packets/presentations.
- Be the primary corporate contact for staff members, press, and other stakeholders.

### Vice-President

- Support President with scheduling, organizing, and presiding over meetings.
- Participate in Executive Committee.
- Stand in for President when needed.

### Secretary

- Ensure that minutes of regular and subcommittee meetings are recorded (either by Secretary or their delegate), stored, and accessible.
- Ensure that corporate records are up to date.
- Step in to fulfill the duties and responsibilities of the President if/when they are unavailable.

### Treasurer

- Chair the Finance Subcommittee and oversee its meetings.
- Maintain knowledge of the organization's financial goals and strategies.
- With ED, work to create and present budgets, financial reports, tax filings, audits, and fiscal policies to the rest of the Board.

### Subcommittee Chairs

- Schedule, organize, and preside over meetings of the subcommittee.
- Ensure that subcommittee meeting minutes are recorded and submitted to the Board Secretary in a timely manner.
- Report back to the Board on activities within the subcommittee, as needed.

## MEETING SCHEDULE

Meetings happen on the 2nd Wednesday of the month from 6:30pm. Meetings can be via zoom, in-person, or hybrid, depending on what's needed that month. Members commit to 4-10 hours of service monthly.

July, Aug, Sep	Board retreat Quarterly fiscal report ED Review
Oct, Nov, Dec	End of year newsletter End of year donor review
Jan, Feb, Mar	Taxes and quarterly fiscal report Budget development
Apr, May, June	Sexual Assault Awareness & Action Month (April) Elect new officers Approve new fiscal year budget End of year fiscal report



# ABOUT CORE ADVOCACY TRAINING & PRIVILEGED ADVOCACY

Board members for qualified victim services programs (such as SASS) are statutorily required to participate in Core Advocacy Training in order to protect the confidentiality of survivors. Through this training, SASS staff and volunteers become certified as privileged advocates, which means that they are prohibited from disclosing information about SASS clients; privileged advocates are not mandatory reporters, even for minors. People who have mandated reporting status as a result of other roles in the community may still become volunteers or staff members, but should discuss their status with the ED before beginning.

## Core Advocacy Training requirements:

40 hours of training on issues such as:

- Dynamics of Sexual Violence
- Supporting Survivors
- Supportive Communication
- Anti-Oppression
- Confidentiality
- Cultural Competency

SASS currently offers our Core Advocacy Training in a hybrid mode. Participants attend three in-person sessions (typically three Saturdays, each four hours long) and complete online modules.

Board members must participate in a minimum of 12 hours of this training, but SASS prefers they complete the entire training. Training must be completed within the first six months of service. Board members do not become voting members until the training requirement is fulfilled.

## FOR MORE INFORMATION:

### Advocate training requirements

[www.ocadsv.org/resources/advocate-certification-and-training-requirements](http://www.ocadsv.org/resources/advocate-certification-and-training-requirements)

### Advocate privilege and confidentiality

[www.doj.state.or.us/crime-victims/for-grantees/advocate-privilege-and-confidentiality-requirements](http://www.doj.state.or.us/crime-victims/for-grantees/advocate-privilege-and-confidentiality-requirements)

### Oregon advocate privilege ORS

[https://oregon.public.law/statutes/ors\\_40.264](https://oregon.public.law/statutes/ors_40.264)

to learn more  
about SASS or  
to apply, go to  
**[bit.ly/SASSboard](http://bit.ly/SASSboard)**  
or follow the QR  
code

