



Volunteer Management Committee General Information Package

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Vision

A world free of violence and oppression, where women have achieved equality.

Mission

SACHA is a feminist, non-profit organization of women operating within an anti-racist and anti-oppression framework. Through our programmes we will:

- Provide services to women who have experienced sexual violence at any point in their lives.
- Use a gender-based analysis of violence against women.
- Work to end violence against women through education, advocacy, coalition building, community partnerships and activism.
- Work to eliminate barriers that prevent women's equality.
- Work towards the equitable inclusion of all women.

SACHA will challenge social and political structures and systems that contribute to violence, oppression, and exploitation of women.

SACHA Programmes and Services

All of SACHA's services are free and are for women, 16 years of age and older, who have experienced adult and/or childhood sexual violence.

What is sexual violence?

Sexual violence includes sexual assault, rape, childhood sexual abuse, incest and sexual harassment.

Counselling and Advocacy Programme (Diane, Elizabeth, Maria del Carmen)

- individual counselling
- group counselling
- drop-in services: Thursday's noon – 3:00 p.m.
- information & referral appointments
- advocacy
- accompaniment to sexual assault related appointments
- anonymous reporting to police
- practical assistance (childcare, bus tickets)

Public Education Programme (Krista, Tragi, Hilda, Olivia, Dodji, Ehlam)

- One-on-one or group sessions.
- Topics include:
 - sexual assault, childhood sexual abuse
 - dating violence, date rape, rape drugs
 - sexual harassment
 - violence against women with disabilities
 - anti-oppression
- Presentations in Arabic and Spanish
- Community events, including the annual Take Back The Night event in September

Crisis Support Programme (Miriam)

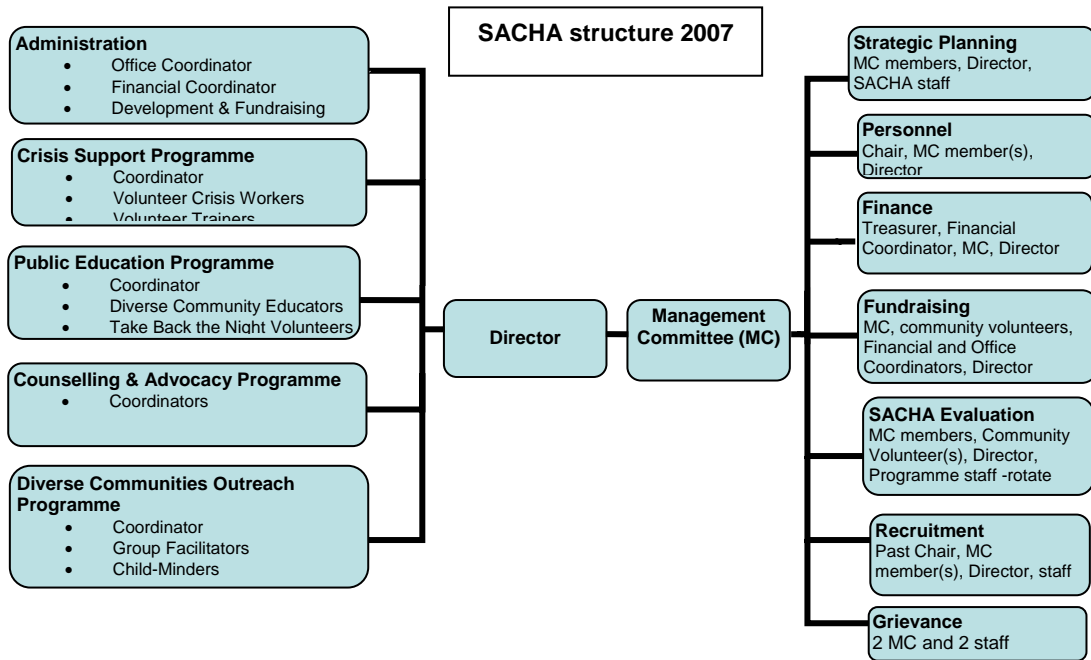
- 24-hour telephone support line for women & men who have experienced sexual violence. It is also available to family, friends, and professionals who are supporting survivors.
- confidential and anonymous.
- accompaniment for women to:
 - the hospital's sexual assault care centre
 - the police station when reporting either a recent or past sexual assaultWe offer assistance with transportation if required.

Diverse Communities Outreach Programme (Sandra, Elizabeth, Sherry-Lynn)

- Women-Helping-Women groups in a variety of languages
- Individual support
- Information & referral
- Advocacy & accompaniment
- Practical assistance (childcare, bus tickets)
- Community events, including the annual International Women's Day event in March
- Workshops for service providers

Administrative Staff

- Office Coordinator (Maria)
- Financial Coordinator (Pauline)
- Director (Lenore)
- Development and Fundraising Consultant (Denise)



SACHA Structure

SACHA is structured as a modified collective (as opposed to a hierarchy). We work collaboratively and strive to make decisions based on consensus.

SACHA's Code of Ethics

1. We acknowledge that our primary obligation is accountability to consumers/survivors who use our services.
2. We will fulfill our obligations and responsibilities with integrity and respect for all women.
3. We will respect the dignity and worth of all consumers/survivors in our relationships with them.
4. We acknowledge and respect the human rights of all women and we will provide services to all women without prejudice.
5. Our work with and on behalf of consumers/survivors will reflect our commitment to feminist principles including actively working towards the elimination of discriminatory practices based on, but not limited to gender, race, class, sexual orientation, age, economic status, physical and intellectual abilities, language and ethnicity.
6. We will adhere to the values and principles set out by this Code of Ethics despite personal opinions, values or differences.
7. We will contribute to society's understanding of the issues of sexual violence against women and children in order to reduce and prevent the incidences of sexual violence against women and children.
8. We will provide high-quality, accessible services to women who have survived sexual violence. Our services will recognize the strength of each consumer/survivor and will be offered in a way that is supportive, non-judgmental and respectful of her decisions.
9. We will protect confidentiality of all information acquired in the course of our work with women who have survived sexual violence.
10. We will declare all real or perceived conflicts of interest in order to ensure that outside interests do not jeopardize the work we undertake on behalf of consumers/survivors using our services.
11. We will ensure that the decisions we make and the actions we take are intended to alleviate the harmful impacts of sexual violence on consumers/survivors.
12. We will act with high regard for the trust placed in us by consumers/survivors of sexual violence. We acknowledge that disregard for the safety of consumers/survivors, including abuses of the power inherent in our role as workers, will be grounds for dismissal from our position, paid or non-paid.
13. Our work will be conducted in ways that acknowledge and work towards redressing power imbalances which exist between and amongst members of the Management Committee (including standing and ad hoc committees), workers, paid and non-paid, and consumers/survivors using the services of the Centre.
14. We will work to ensure the security of our location in order to guard the privacy and safety of consumers/survivors using our services and to protect the women who work at the Centre.



Funding Sources

2007-2008

Ministry of the Attorney General

Operating funds: \$413,104

Youth Anti-Abuse Project Grant: \$45,430

United Way of Burlington, Hamilton-Wentworth

Operating funds: \$57,084

Donor Choice: \$2,000

City of Hamilton

Programme grants: \$24,444

Status of Women

2006-2008 Project grant: \$60,000

Department of Canadian Heritage

Project grant: \$24,999

Hamilton Community Foundation's McCallum McBride Fund

Project grant: \$5000

Fundraising Goal: \$16,000

Donations: \$16,250

Other: \$3,650

Seven Responsibilities of a Management Committee Member*

1. Attendance: To attend MC meetings and participate in some committee work.
2. Mission: To define the mission and participate periodically in strategic planning to review purposes, programmes, priorities, funding needs and targets of achievements.
3. Director: To approve the selection, compensation, and, if necessary, the hiring/dismissal of the chief executive and assure regular evaluation of the executive's performance.
4. Finances: To assure financial responsibility by:
 - Approving the annual budget and overseeing adherence to it.
 - Contracting for an independent audit.
 - Controlling the investment policies and management of capital or reserve funds.
5. Programme oversight and support: To oversee and evaluate all programmes, support the staff, and be an advocate in the community.
6. Fundraising: To support SACHA fundraising endeavours. To contribute personally and participate in identification, cultivation, and solicitation of prospective supporters.
7. MC effectiveness. To assure MC fulfills the foregoing governance responsibilities and maintains effective organization, procedures, and recruitment.

*Adapted from: Welcome to the Board: Your Guide to Effective Participation
By Fisher How