Why Your Gift Matters

2019 Annual Report

We are on a mission
We champion nonviolence as the foundation for effective programs and actions to promote the dignity of every human being.

We have a vision
We seek a world free from violence and the threat of violence
Thinking about 2019 fills us with joy as we take an opportunity to celebrate all the work that was done and the connections we were able to make together.

If we were to take the time to share with you every life that was impacted this year by your donations, you would be reading this for days. In these following pages you will get just a glimpse of the impact that your support of FNVW has had, the work we were able to do, and the lives that were forever changed.

As we reflect on 2019 we could not be prouder of our team; staff, board, interns, community partners, donors, and of course our amazing volunteers! It was truly a year of successes having 17 interns and service learning students with us, receiving our Service Enterprise certification, building new connections with over 500 community members, reaching 310 people with Alternatives to Violence Project workshops, expanding programs, and so much more.

Our hope is that after reading this Annual Report that you will feel inspired to amplify your connection with FNVW. Whether that be getting more involved in a program, inviting a friend to volunteer, or making an additional donation. There is still much work that we need to do together before reaching our ideal world of a world free from violence and the threat of violence. We are hoping that we can count on you to continue to support FNVW with your time, talents, and financial contributions.

Thank You, Thank You, Thank You, Thank You

Jenn Hamrick  
FNVW Executive Director

Brucie Hawkins  
FNVW Board Clerk
**Brucie**
Brucie recently retired after over 35 years working with blind and visually impaired persons of all ages, most recently at the Minneapolis Veterans Administration. She has a PhD in Program Evaluation and Planning and experience as a service provider, administrator, university faculty, and director of programs in blind rehabilitation. She comes to FNVW through her experiences with the Alternatives to Violence Program (AVP) in MN and NY.

**Evan**
Evan is an entrepreneur, inventor, and strategic investor born and raised in Minnesota. In his professional life, Evan brands himself as an independent business advisor who specializes in systems engineering and implementation. Evan enjoys repairing analog and digital electronics and discussing information theory with his fellow geeks and nerds.

**Debbie**
Debbie is a clinical social worker and alcohol and drug counselor. Her current focus is helping people who struggle with severe mental health and addictions. She is committed to being a peace maker. She considers herself an Anabaptist and her work as a social worker a missional calling where she can foster hope, healing, and transformation.

**Roland**
Roland is a retired business owner and executive. He has an MBA from the University of Minnesota Carlson School of Business. He is a member of Minneapolis Friends Meeting, where he has served on a number of committees. His interest in peace and social concerns and his financial background encouraged him to serve at FNVW.

**Walt**
Walt’s involvement with FNVW began after his retirement in 2009. He attended and helped out with FNVW’s conferences on Nonviolence in the Christian Tradition and Nonviolence in the Islamic Tradition in 2009 and 2010 and was a member of the FNVW monthly book group from 2010 to 2016. In 2014, he became active with the Alternatives to Violence Program (AVP) and has been a part of the facilitation teams for over 35 AVP workshops in Minnesota correctional facilities.
Beth
Beth is a fundraising professional with Ascension Catholic Academy in Minneapolis, MN. As the Development Associate specializing in events and the Annual Fund, her work includes donor relations, grant writing, and planning large-scale events and fundraisers. She is dedicated to continuing her career in development and fundraising, in which her daily work positively impacts a noteworthy cause. Her connection to FNVW began as the strategic fundraising intern.

Mark
Mark is currently the Executive Director at South Washington County Telecommunications Commission (SWCTC) in Cottage Grove, MN. SWCTC is a premier community media agency in the east metro of the Twin Cities. Originally from southern California, Mark received his bachelor's degree in Drama from San Diego State University and also lived and worked in NYC with his wife for a number of years prior to relocating to Minnesota. They currently live in the Merriam Park neighborhood of St. Paul with their two dogs Gus and Gertie.

Mike
Mike has been involved with FNVW for several years now. His activities include facilitating AVP workshops and helping with our database, and he is on the People Camp Planning Committee. Additionally, he has helped with other projects, including serving on the Service Enterprise task force. He is currently helping with the search committee for a new Executive Director.

Thank You, Walt
This was the last year of Walt's term as an FNWV Board Member. We thank him for his years of service to our work. He was a vital asset as we restructured our organization and helped greatly with the development of our Bridging the Divides program.
May board retreat and new member orientation

Staff Leah & board member Walt at People Camp

Brucie enjoying the campfire at People Camp

Staff Jenn & board member Debbie at Holiday Fair

Brucie, Walt, Evan, interns, and volunteers celebrating at our Give to the Max Day party
Alternatives to Violence Project (AVP) provides transformational workshops on conflict resolution in prisons, jails, and communities. 8,600 incarcerated people have had the opportunity to transform their paradigm from violence to nonviolence through a workshop in Minnesota. In 2019, we had programming in Stillwater and Faribault men’s state facilities, Waseca women's federal prison, Sherburne County Jail, and in the community. We were able to reach a combined 310 participants, many of whom took more than one workshop.

What did our participants say about AVP?

“I truly want another session”

"What I liked most about this workshop was how much we all grew as individuals and team members”

"Thanks for Caring"

"I enjoyed the whole session"

“I was given many opportunities to lead and there was clear communication”

“I learned how to use tools to control my anger”
Going into an Alternatives to Violence Project (AVP) workshop, I felt a mix of emotion: excitement, hope, and energy. As someone passionate about restoration and transformation, I could not wait to dive into the workshop and see how people changed. I was excited to be in a sacred space that few take the time to go, hopeful to be a part of men's healing, and full of energy...half nervous, half ready...fully committed.

After night one of AVP, with a knot in my stomach, I felt an entirely new mix of emotion: joy, gratitude, and concern. Joy: I laughed more in jail than I've laughed in months at home. Gratitude for the respect and openness I was met with; none of the men were how the world tries to portray them. Their childlike apprehension and shy demeanor were a staggering contradiction to the personal expressions portrayed through their physical bodies and the stories told of them over the media. Concern: if night one had this much impact, what did the next two days hold?

In many ways, what happened after Friday night is still a blur; a combination of injections of childhood messages, apologies I never received, forgiveness I had never given. A collision of tears and smiles, deep belly laughs. A magnitude of intense stories of violence and softening words of affirmations. An opportunity to practice communication and connection. An experience I will never forget.

Leaving that Sunday night, with a full heart and blotchy face, it struck me - I thought I knew what I was doing, I thought I had prepared, I thought I would be a part of their transformation story, but I never thought I would be the one leaving transformed. Yet, that is exactly what happened. On day one, we all chose a positive affirmation name. I chose to be Lighthearted Libby. Somehow, by day three, that is exactly what I became: Lighthearted.
Policing that Works for Everyone

Bridging the Divides envisions a policing model characterized by transparency, trust, equity, and compassion. This model rests on the twin pillars of genuine partnership between community and police and respect for the inherent dignity of every member of the community.

Policy

In 2019, we continued with one of our strategies to train volunteers to research the policies and procedures of local law enforcement agencies. The results of this research will then be shared with citizens as they engage in conversations with their municipal government and law enforcement officials. The policies that we explored were:

- Body-Worn Cameras
- Militarization of Policing
- De-escalation and Mental Health
- Alternatives to Refugee Detention
- Women in Policing

Partnerships

We continued to build connections with police departments and community members. In 2019, we made connections at a Community Policing conference and built relationships with police departments across the state that are working on different models for engaging with people experiencing a mental health crisis. Additionally, we met with a representative from Immigration and Customs Enforcement (ICE) and will continue to expand our focus to include working with federal police agencies.

Education

We used our research and connections to present a workshop on policing and mental health to the People Camp community. This was a great opportunity to bring together two of our programs and to share information about opportunities for people to get engaged in another aspect of FNVW and with their local police departments.
What is People Camp?

People Camp is a space to relax in beautiful northern Minnesota, to share with other people and families, and to refresh our spirits. We seek to build a community of peace and understanding. People Camp has no staff other than the campers themselves. All contribute to the work that makes camp happen. Campers ages 13 and older sign up at registration for jobs for the week. Doing the work ourselves is important to the cohesive development of community, as well as a primary way of keeping costs down. Campers find participation in cooking, cleanup, or childcare a rewarding way to get acquainted and contribute to the community.

2019 Theme: Radical Inclusion: Addressing Personal and Institutional Prejudices

Adult Workshops

People Camp provides opportunities for people of all ages to learn new age-appropriate tools and skills. Our theme this year engaged us in conversations about inclusion and how we could be welcoming as a community and also contribute to changing oppressive systems. The adult workshop topics were:

- Walking the Walk of Inclusion
- Micro Aggressions: Macro impact
- Climate Change: The Intersection of Racial and Environmental Justice
- Racial Disparities in Policing and Mental Health
- Structural Violence, Changing Oppressive Systems

Book Club!

This year, we tried something new and offered a book club. We invited people to read one or two books related to our theme and join a discussion. The reception was great, and we had engaging discussions, including one that went well into the evening.

- Weapons of Math Destruction: How Big Data Increases Inequality and Threatens Democracy
  By Cathy O'Neil

- My Grandmother’s Hands: Radicalized Trauma and the Pathway to Mending Our Hearts and Bodies
  By Resmaa Menakem
Lorenzo, a long-time camper who decided to try camp after hearing about it from the Quaker community, has been returning every summer since he was 22. For Lorenzo, People Camp has been more than a weeklong experience. The People Camp community has become an extended family to him, and they even celebrate holidays together throughout the year. Lorenzo also appreciates that he can show up fully as himself: “People here know me so well. They know my strengths, weaknesses, and what to do to support me with both.”
Every day, there are people in our local and global community who are using the tactics and principles of nonviolence to transform the world around us. Our podcast focuses on telling these stories to highlight those who are joining us on our journey to create a world free from violence and the threat of violence.

**Mel Duncan** is a co-founder and current Director of Advocacy and Outreach for Nonviolent Peaceforce (NP), a world leader in unarmed civilian protection.

**Shelly Tochluk** is an educator with a background in psychology. She has spent ten years as a researcher, counselor, and teacher in California's public schools.

**Sasha Cotton** is the Youth Violence Prevention Coordinator for the City of Minneapolis and serves as the Project Manager for the Group Violence Intervention strategy.

"Lee" is a survivor of a domestic harm situation. For his protection, his name has been changed, and no identifying information is being shared.

**Joseph Perry** is a veteran of two wars, WWII and Korea, as well as a meditation teacher (originally teaching Transcendental Meditation) and an attorney for 30 years.

**Charlotte Gorham** is a Political Science and Geography double major at Macalester College. She interned at the Friends Committee on National Legislation during the summer of 2018.
In 2019, we were honored to have 17 interns and service learning students with us at FNVW. Our work engaging students grows each year, providing a beautiful partnership. Students contribute a tremendous amount of passion and volunteer time supporting FNVW programs, and in return, they gain practical skills and hands-on experience. Our work would not be the same without the enthusiasm they bring!

Not pictured: Julia, Jesi, Mike

"In addition to learning far more than I expected and creating lifelong relationships, my time at FNVW was the wake-up call I did not know I needed. Being here allowed me to dig deep and experience myself in new ways as a leader, a community member, human being, and social worker. I am truly a better person because of my time here." -Libby
"The smallest task can help out in a big way. I felt like I was helping for a greater cause."
-Karan
While my mid-year service placement at Friends for a NonViolent World (FNVW) came as a surprise to both myself and the organization (my previous site placement underwent unexpected staff changes and no longer had capacity to supervise two Quaker Voluntary Service (QVS) Fellows), words cannot express how enriching, impactful, and special my time has felt. I am so delighted to take this opportunity to reflect and share about the impact my time at FNVW has had in my own life. I decided to do a service year looking for the opportunity, structure, and support to live newfound values my college coursework brought me, especially in beginning to embark on my vocational discernment journey.

"Words cannot express how enriching, impactful, and special my time has felt."

I have felt not only like I have been given the chance to contribute to Friends for a NonViolent World in my own way but also like Jenn, Leah, and the volunteers that make up FNVW have truly taken the time to invest in me and my transformation throughout the service year.

"The impact of this for me has been a feeling of personal empowerment around my vocational discernment, confidence in my capabilities, and a gentle adamancy to shine a light on my growing edges and be open to feedback."

Thanks to Jenn’s professional development work with me, I feel excited to begin exploring hospice chaplaincy as a Saint Joseph Worker at the end of my QVS year. The impact of this for me has been a feeling of personal empowerment around my vocational discernment, confidence in my capabilities, and a gentle adamancy to shine a light on my growing edges and be open to feedback.

I am hopeful to continue volunteering on the podcast team (and someday as an AVP facilitator) after my service year time ends at FNVW. I feel nothing but full and overjoyed thinking about all of the habits, peace practices, feelings, and transformation my time with FNVW has brought me. I am leaving my full-time role feeling confident and spirit-led in my path and supported in the greater FNVW community.
At the end of August, I stepped off a plane arriving in Minneapolis filled with excitement and uncertainty. I had just completed national orientation in Philadelphia with my cohort of Fellows for our year with Quaker Voluntary Service (QVS) and was ready for the next step in my journey. Since I arrived, I have felt the warmth and strength of community sustaining me in all areas of my life, from the QVS Local Support Committee, QVS Staff, my housemates who have become my dear friends, and the wonderful staff, volunteers, and interns at my site placement, Friends for a NonViolent World (FNVW).

Through this experience, I am deepening my understanding of the injustices present in our country’s incarceration system, especially the impact of systemic racism in the prison setting. While it can be difficult to see any progress in our government’s policies, I remain hopeful for change through witnessing so many smart, caring people committing their lives to justice, nonviolence, and equity on a daily basis.

I am grateful to work at a place that values the inherent dignity in every person, a practice that starts in our office. My strengths are valued and utilized, and the care and time that my supervisor Jenn takes to tailor my projects to my passions to promote my growth is unique and rewarding. The office culture is also one of celebration, joy, and laughter, where we pay attention to our small and large successes and provide each other with energy-boosting affirmations. My colleagues welcome my perspective, and if I have an idea, I am confident that the team will help me succeed.

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"Being a QVS Fellow at FNVW is the best choice I could have made after graduating from college, and I wouldn’t want to be in any other role this year."

I believe that the opportunities for professional and personal growth for young adults at FNVW are unparalleled, and I am grateful every day for my placement here for my 11-month Fellowship. Interns and Fellows are given significant responsibility and leadership in FNVW's programs, and I appreciate that I am able to make tangible contributions to the day-to-day operations of the organization. In this placement, I get to be immersed in a variety of projects; this variety challenges me to think in new ways, and I feel myself continually expanding my skills and learning about my strengths, areas for growth, and aspirations.

One of the largest insights I’ve gained at FNVW is clarity around my career path. I plan to attend graduate school to become a social worker and dedicate my career to leverage my privilege to empower those around me. I credit the opportunity to be in community with social workers, social work students, and people passionate about social justice at FNVW for contributing to this clarity.

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"I am grateful to work at a place that values the inherent dignity in every person, a practice that starts in our office."
Over the past four years, FNVW has been working to revitalize our work in several different areas, one of which is volunteer engagement. In 2016, we started on the road to build more process and structure around how we engage with volunteers. Volunteers are the heart and soul of FNVW, and we needed to shift our paradigm to provide them with more opportunities to take leadership in achieving our mission. We also saw the need to add more intentionality in how we brought in and engaged new volunteers.

2016
- Developed needs assessment to look for untapped opportunities to engage volunteers
- Created intern program partnering with several local colleges and universities (have since worked with 30 students serving over 9,000 hours)

2017
- Wrote volunteer position descriptions
- Started using a strengths-based recruitment model
- Implemented volunteer application
- Developed process for training and supporting volunteers
- Held our first new volunteer orientation

2018
- Wrote volunteer policies manual
- Accepted into Service Enterprise national certification program
- Began working with service learning students
- Won award for student engagement
- Hired Volunteer Engagement Specialist

2019
- Received Service Enterprise Certification
- Implemented a volunteer hours tracking system
- Volunteers donated 8,287 hours (the equivalent of $207,175 of paid work)
- Designed a new organizational chart that places volunteers at the center of all we do
- Amplified our volunteer recruitment efforts – we had 44 volunteer applicants
- Held monthly new volunteer orientations
- Enhanced opportunities for volunteers to provide feedback
- Developed new ways for volunteers to have leadership roles
Volunteer Engagement Team

November marked the inaugural meeting of the newly created FNVW Volunteer Engagement Team! The Volunteer Engagement Team identified three broad areas of focus for their work in 2020: New Volunteer Recruitment and Community Engagement, Volunteer Appreciation and Support, and Volunteer Documentation and Data Tracking.

We offered a number of training opportunities to FNVW volunteers in 2019 with the goal of building our collective skills and knowledge as an organization. Topics included:

- Pronoun Use - led by FNVW’s 2018-19 Quaker Voluntary Service Fellow, Taylor Wicklund
- Unpacking the Cultural Iceberg - Looking Deeper into Bias and Cultural Norms - facilitated by AMAZEworks
- Supervising Other Volunteers - presented by HandsOn Twin Cities

Volunteer Training Opportunities

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Letter from Volunteer Engagement Specialist

Leah Robshaw Robinson

Becoming a part of FNVW this year, an organization dedicated to the transformative power of nonviolence, has been a humbling and life-giving experience for me. I feel inspired each time I learn something new about the work being done by FNVW volunteers in our programs and functional teams. And I experience a renewed sense of hope each time I connect a passionate and talented person to an FNVW volunteer opportunity. FNVW provides all of us with a chance to do something, an opportunity to gather our individual strengths and resources into the power of collective action, and we did a lot in 2019!

Partnering with the Points of Light Foundation was an exciting opportunity to create a strategic, skill-based volunteer engagement plan for our organization. Through this rigorous Service Enterprise certification process, we developed more effective systems for leveraging the time and talent of our volunteers. These systems will, in turn, expand FNVW’s capacity to address issues of violence that we see in our communities through the transformative power of nonviolence. The need for FNVW’s work in the world is very real. I can’t wait to work with our volunteers to continue to expand FNVW’s capacity to deliver programming and to create new opportunities to build a world free from violence and the threat of violence!
Charlotte

“I didn’t know much about Friends for a NonViolent World last year when I responded to a posting for volunteers to help produce the ‘Every Day NonViolence’ podcast. Over the past months, I’ve learned a lot about, and have gained a deep appreciation for, FNVW and issues related to nonviolence. I have met interesting, talented, and dedicated staff, volunteers, and individuals from other organizations who are doing important work in this field. When I retired, I was determined to continue to learn and develop my skills, and I’m grateful that FNVW has helped me fulfill that goal.”

Mike

“I retired and decided to look for volunteer opportunities. I wanted to do something constructive, something that had nothing to do with my software career. Two friends of mine had been facilitating AVP workshops for several years. One of them persuaded me to come to a workshop at Stillwater correctional facility. I was drawn to visiting prisons because I feel that it is wrong that so many people are in prison and that so many of the rest of us have no idea what is happening to them. I am also interested in joining a discussion about values and life. I was both curious and concerned. I did have some reservations. After all, what do I know that would be useful to people living in a more dangerous world than mine? Fortunately, AVP workshops are not about coming in from the outside and teaching others to be nonviolent. They provide opportunities to think about relationships and violence in our lives. All the participants have valuable insights, especially those that have lived through dangerous situations. Our weekends provide a safe place to work towards more positive relationships in an environment that does not afford many such opportunities. My life has been enriched, and I am proud to ally myself with people who are doing good in a difficult setting.”
This year, we participated in many initiatives to maintain connection with the broader community, including: joining our partners Facilitating Racial Equity Collaborative and volunteering at the Overcoming Racism Conference, picking up trash in the neighborhood around our building, and participating in Minneapolis Friends Meeting silent public worship.

Conference Presentations
In 2019, we connected with over 500 community members to share the work of FNVW. This included presenting at several conferences:

- Minnesota Social Services Association Conference
- Concordia College Social Work Conference
- National Association of Social Workers MN Conference
- Minnesota Council of Nonprofits Leadership Conference

“Very thought provoking. I liked this session a lot!”

“Great ideas!”

"It was a deep dive with lots of actionable ideas. I loved it!"

“I love this. Most helpful workshop so far.”

“Speaker was great. Topic is critical.”

Community Support
This year, we participated in many initiatives to maintain connection with the broader community, including: joining our partners Facilitating Racial Equity Collaborative and volunteering at the Overcoming Racism Conference, picking up trash in the neighborhood around our building, and participating in Minneapolis Friends Meeting silent public worship.
Shopping with a Purpose
The FNVW Holiday Fair is our largest fundraiser and is also the social event of the season! Held every year on the first Friday and Saturday of December at Minneapolis Friends Meeting, we bring together vendors, live musicians, and amazing food.

Quick Stats
- A record breaking $14,104 in net revenue
- 12% revenue increase from previous year
- 85 volunteers dedicated over 600 hours of time
- 48 businesses donated good or services
- 20 vendors sold handmade items
- Dozens of people donated items for us to sell.

Crafting with a Purpose
Starting this year, we hosted an event for people to come together and make craft items that we could then sell. 11 people took part in this fun and relaxed event.

Thank You!
As an organization we have relied heavily on the generosity of individual donors who have historically provided more than half our revenue. In the past few years we have seen a trend of less individual donations, and this year we saw that trend continue. We worked hard to diversify our donations by writing and receiving 3 grants, engaging new donors, and bringing in more revenue from the holiday fair than ever before. Even with these efforts we completed the year with a defect of $6,800. Our total revenue was $99,221.78 and our expenses were 104,783.72. We are committed to finding new ways to increase our revenue so we can continue to provide vital services to the community.

Where did donations come from?

How was money spent?