



RISE UP 2 THRIVE, INC.

STRATEGIC PLAN FY 25-27

VISION:

Rise Up 2 Thrive (RU2T) is committed to inspire change, so we can support a thriving, respectful community.

MISSION:

To provide essential high-quality wrap around victim services to people that have been affected by domestic violence, sexual assault, child or elder abuse, and human trafficking.

CORE VALUES:

Respect, recognize, and honor the choices of individual victims while encouraging person growth through healing activities and empowerment in a safe environment and a supportive community.

- Focus on safety always
- Provide confidential, safe, convenient and secure services
- Respect, recognize and honor the choices of each individual
- Encourage personal growth through healing activities and empowerment
- Identify and meet each individual's needs consistently while promoting freedom from abuse
- Offer ongoing education and community outreach

Take a Stand Against Intimate Partner Violence & Sexual Assault in Valley County

Valley County is topping the charts in Idaho for very troubling reasons. Of the 44 counties in our state, Valley County has the highest offense rate per 1,000 residents of intimate partner violence and crimes against persons, and is third for sex offenses. (Idaho State Police Crime in Idaho 2023 Data, <https://isp.idaho.gov/pgr/cii-dashboard/>). Given that reality, the odds are high that someone(s) you know is or has been the victim of these crimes, and that someone might be you. This widespread issue affects people from all walks of life, regardless of age, economic status, or background. We must come together to create change and to break the cycle of abuse, so we can support and live in a thriving and respectful community.

Rise Up 2 Thrive is the only victim services agency offering resources to assist victims of domestic violence, sexual assault and human trafficking in Valley County and surrounding areas. Since launching in October 2022, Rise Up 2 Thrive has worked with more than 350 fellow community members who have been affected by domestic violence and/or sexual assault, assisted in 35 domestic violence/sexual assault exams, accompanied individuals for numerous civil and criminal cases, and hosted 60 outreach events while educating hundreds of community members, including first responders. All of our confidential services are provided at no and without judgment.

Join us in our efforts by donating your time, money and/or resources. Your contributions will help provide shelter, counseling, relocation assistance, and other services to our fellow community members in need. Actions you can take include:

- Learn about intimate partner violence. Many online resources exist, including www.thehotline.org/identify-abuse.
- Contact your local elected representatives and urge them to provide support, including financial, for the work that is being done.
- Create a safe/brave space for victims to feel comfortable to speak out. Sometimes, knowing someone cares can make all the difference.
- Show up and participate in community events that raise awareness about these issues.
- Use your voice, speak out against violence, and if you know someone who is experiencing abuse offer help and support by referring them to Rise Up 2 Thrive.

Tackling intimate partner violence and sexual assault in Valley County entails promoting awareness, delivering education, and ensuring victims can access necessary resources. If you need more information on how to get involved or support services available, contact Rise Up 2 Thrive at 208-382-5310 or visit Riseup2thrive.org.

Together, we can make a difference



Left to Right: Amanda Sprague, (back) Brian Hines, Valerie Davis, Dana Heintz, Kacie Bracht, Rebecca Hurd, Ginnell Hellhake, Shane Hinson

**Meet the Team
Executive Director & Board of Directors**

Dana Heintz- Board President - Since 2022

Valerie Davis - Board Secretary- Since 2022

Amanda Sprague- Board Treasure - Since 2024

Shane Hinson - Board Member - Since 2022

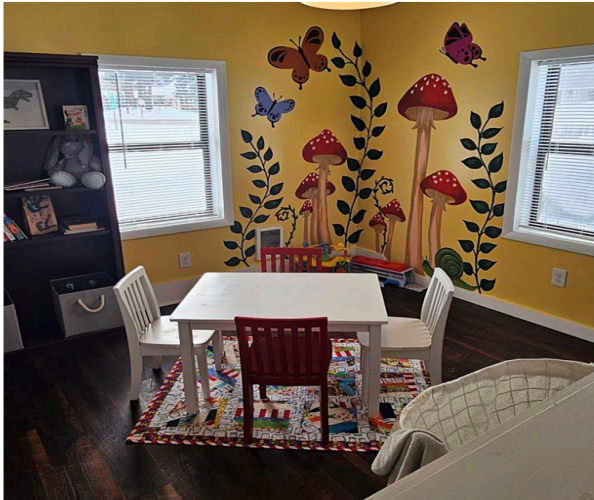
Rebecca Hurd- Board Member - Since 2024

Ginnell Hellhake- Board Member - Since 2024

Brian Hines- Board Member - Since 2024

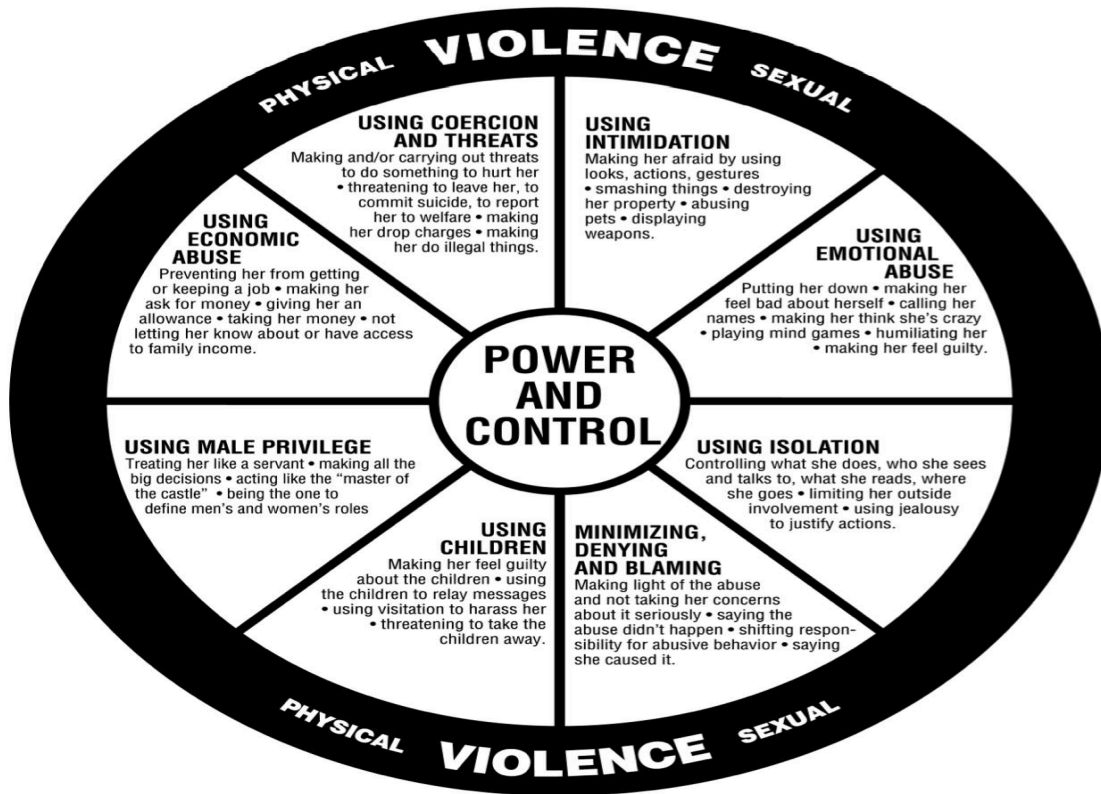
Kacie Bracht-Executive Director - Since 2022

Our Brave Space



Our brave space offers an inviting playroom for children to feel safe while their parent is able to share their story and needs. This allows for the parents to openly communicate and express emotions without exposing the children to any more traumatic experiences or conversations. In addition, law enforcement are able to interview a victim in a safe space away from their home.

Having a comfortable and safe place for victims and their children to be housed while determining next steps for managing their crisis situations is life-saving and life-changing. A critical component in helping community members leave unsafe and abusive environments is Rise Up 2 Thrive's ability to provide safe shelter in a furnished, comfortable and secure space. We are able to store clothing, personal hygiene items, and bedding on site; items which are often needed because victims must leave without any personal belongings.



What is the Power and Control Wheel?

The Power and Control Wheel serves as a diagram of behaviors and tactics that are used by someone to gain and maintain power and control in an abusive relationship. The wheel can be broken down into two parts:

- The inner ring of the wheel lists consistent (and sometimes subtle) ongoing behaviors that are used throughout the course of a relationship. On their own, these are considered unhealthy behaviors that can also happen in non-abusive relationships.
- The outer ring, marked by a thick black line, represents physical and sexual violence. The reason it's depicted this way is because it locks everything else into place and reinforces those behaviors in the inner ring.

But when physical violence or sexual violence has been used — even once — it changes the response of the person who's being abused because now they know that it can happen again.

Rise UP 2 Thrive Programs

Crisis Intervention: Provide immediate and confidential crisis intervention advocacy to victims of domestic violence, sexual assault and human trafficking. Includes: emergency housing, on-scene response, hospital response, etc.

Counseling referrals: Work with victims to increase victim safety, promote recovery from immediate and long-term effects of domestic violence, sexual assault and human trafficking, and help victims identify and achieve personal/emotional outcomes based on victim needs and strengths.

Support/group classes/education & outreach: Provide a variety of classes. To help individuals understand domestic violence and the effects it has on themselves and their children, and teaches healthy boundaries. Self- defense/de-escalation class would provide strategies to communicate effectively, de-escalate violent behavior, and recognize when they are unsafe. Parenting classes would teach parents how to build stronger relationships with their children. Yoga/fitness classes to gain self-worth and confidence while helping them be “the healthiest you”.

Safety Planning: Provide customized safety plans specific to an individual's physical and emotional needs. This plan is designed to assist a person who is preparing to leave, trying to leave, after they leave or if they are wanting to stay in the relationship safely.

Case Management: Work with victims to increase victim safety, promote recovery from immediate and long-term effects of domestic violence, sexual assault and human trafficking, and help victims identify and achieve personal/emotional outcomes based on victim needs and strengths.

Legal/Court Advocacy: Ensure that the rights to safety are protected through the legal process by providing information and support through the judicial system. Our advocates will help complete and file protection orders, accompany clients to and from civil and criminal court hearings.

Forensic exams/Medical support Provide immediate and confidential hospital advocacy. Work with a SANE (Sexual Assault Nurse Examiner) nurse to complete forensic exams, free of charge.

Emergency Shelter: Ensure victim safety by providing immediate and confidential shelter to anyone in imminent danger from domestic violence and sexual assault.

STRATEGIC GOALS

I. **PEOPLE**: Building Upon Our Most Distinctive Strength

Objectives:

- Increase advocacy services through hiring of one additional Victims Advocate to work within Valley County
 1. Offer competitive pay compared to other job opportunities in Valley County
 2. Flexible scheduling
 3. Provide training

Issue to Resolve: Finding qualified candidates.

We recognize that part of this plan must involve improved methods of attracting new employees. To date we currently utilize the following to advertise for employment opportunities.

- ❖ Word of Mouth
- ❖ Social Media
- ❖ News paper
- ❖ RU2T's Website

Because of the scope of the work an Advocate would participate in, RU2T will promote competitive pay, flexible hours, and encourage self-care activities to promote talent attraction and retention. This is the first Advocate position that RU2T will be hiring for, so we do not have an average length of employment to evaluate at this time.

- Enhance Communication to the Community
 1. Improve public relations, marketing and communication with three specific groups in mind: Community, donors and client

Issue to Resolve: Despite our presence in Valley County for 2.5 years, there are still many individuals who are unaware of the service we provide to those in need.

- ❖ Improve communication with the community by determining where new materials need to be distributed for increased referrals and awareness. Including individuals that are Non-English Speaking and those with limited English proficiency.

- ❖ Improve communication with donors by elevating current donor giving while securing new donors. Create and maintain a current donor database.
- ❖ Improve communication with potential clients and increase the number of clients served. Having an additional advocate will allow more time spent with each client

II. **PROGRAMS AND SERVICES:** Delivering Even Greater Impact

GOAL: Deliver expanded and/or enhanced direct services to victim of domestic violence, sexual assault and human trafficking in underserved rural populations.

Objectives:

- Create a long-term wellness program to serve victims of domestic violence, sexual assault and human trafficking.
 1. Host a Thrive Retreat for former and current clients while encouraging other community members that may have been affected by violence to attend.
 2. Partner with other wellness professionals and encourage them to come share their talent at the retreat.
- Work with adult victims to increase victim safety, promote recovery from immediate and long-term effect of domestic violence, sexual assault, and human trafficking, and help victims identify and achieve personal/emotional outcomes based on the victims needs and strengths.
- Provide free individual counseling referrals for both primary and secondary victims
- Facilitate support groups
 1. Identify a qualified and well trained facilitator
 2. Topics Include:
 - Domestic Violence 101
 - Healthcare/Health Insurance
 - Employment/Job search/resume writing
 - Income/Budgeting
 - Housing
 - Education
 - Food and Nutrition
- Work with the volunteer coordinator to utilize qualified volunteer counselors.
 1. Recruit qualified, licensed professional therapists to offer their services .
- Ensure victims safety by providing immediate and confidential shelter to anyone in imminent danger
 1. We currently utilize our Brave Space and Motels/Hotels when the Brave space is unavailable or the client is unable to access it. We intend to own the Brave space before 2027.
- Provide immediate and confidential hospital/medical advocacy
 1. Create a on call volunteer/staff calendar to ensure 24 hour availability
- Work with the regional SART coordinator to create a sexual assault response team (SART) in Valley County
 1. Create a on call volunteer/staff calendar to ensure 24 hour availability

2. Coordinate with local sectors that work directly with sexual assault victims and establish a monthly meeting to participate in case reviews.
 3. Provide training to law enforcement, medical community, social service providers, and other organizations that provide sexual assault services.
- Increase batterer accountability.
 1. Identify local Batter treatment providers
 2. Establish relationships with Probation/Parol, Prosecutors, Law Enforcement
 - Provide referrals to legal counsel including Idaho Legal Aid
 - Accompany victims to court proceedings, including protection orders, child custody, divorce cases and criminal cases
 - Accompany victims to meetings with attorney
 - Ensure the rights to safety are protected through the legal process by providing current and relevant information and support through the judicial system. Provide Victim Rights to all clients that are navigating the Justice system.
 - Provide informational trainings as needed, to professionals that handle these cases

III. **COMMUNITY EDUCATION & INVOLVEMENT**: Cornerstone for Change

Goal: Expand community support through education and awareness to increase public understanding of the scope and impact of domestic violence, sexual assault, and human trafficking and to decrease future incidences.

Objectives:

- Conduct a public information and education campaign to educate the public-at-large about domestic violence and other target issues.
- Roll out the “In Her Shoes” initiative
- Present domestic violence, sexual assault information local, civic and community organizations, including Law enforcement, healthcare, businesses, social service agencies, faith-based organizations and education institutions.
- Coordinate with other programs and partners to plan and implement prevention campaigns.
 1. Human Trafficking Awareness Month- January
 2. Stalking Awareness Month- January
 3. Teen Dating Violence Awareness Month- February
 4. Sexual Assault Awareness Month - April
 5. Child Abuse Prevention Month - April
 6. Elder Abuse Awareness Month - June
 7. Domestic Violence Awareness Month - October
- Present to men’s groups and organizations to recruit men as allies in the prevention of violence against women.
- Create a structured media campaign to increase awareness of the public involvement with RU2T in Valley County

- Provide consistent and timely information to raise awareness and knowledge highlighting domestic violence, sexual assault and human trafficking and RU2T programs and services
- Work with local media to publish regular and timely articles and public service announcements, year round and during awareness campaigns, events and fundraisers.
- Enhance the visibility of RU2T by attending county resource fairs, civic meetings, etc.
- Create a short video, to be used for social media, events, newsletter, etc.
- Produce and send out monthly newsletters

IV. **FUNDRAISING AND SUSTAINABILITY**: Continuing Our Mission in Perpetuity

Objectives:

- Commence and successfully fund the “In Her Shoes” initiative.
- Create ways of engaging the influx of new community members and vacationers to support RU2T.
- Increase support and involvement from community foundations
 1. Create a database of when grants are due and any follow due dates
- Build donor retention
- Create a marketing campaign and/or other creative ways to help payoff any outstanding debts owed on the Brave Space by the year 2027.
 1. Invite donors to become a brave space supporter
 2. Come up with a way that supporters can donate directly to the Brave Space
 3. Call to Action: Showcase the monies that have been raised/promised and solicit “Be the Cause”. The “CAUSE” someone has a safe and brave space.
 4. Have a Donor wall to acknowledge their support
- Host Annual Fundraisers and support other private fundraisers benefiting RU2T

Annual Fundraisers:

1. Bowls of Hope
2. Idaho Gives
3. Rise Up 2 Wine Down
4. Garden Party
5. Fighting for Change
6. Avenues for Hope

Past Private Fundraisers:

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| 1. Private Concerts | 4. Yoga Events |
| 2. Barn Parties | 5. Inclusive Events |
| 3. Recycling Campaign | 6. Hoe Down |

