Fellowship Description

This information will be made available to all fellowship applicants. Please type or paste responses directly into boxes below. Boxes will expand to fit.

Organization Name: TESSA
Location (City/State): Colorado Springs, CO

☐ Yearlong Fellowship (June 2015-May 2016) ☒ Summer Fellowship (June-August 2015)

About the Fellowship

Title of PIFP Fellow: Children’s Summer Coordinator

Primary Responsibilities of PIFP Fellow:

TESSA’s Summer Fellow(s) will provide basic confidential services, education, information and support to all child victims of domestic violence and sexual assault in the Safehouse. The Children’s Summer Coordinator will implement our summer movement camp, organize TESSA’s annual family fun day and provide fieldtrips for children during the summer months. TESSA’s Fellow(s) will also provide outreach services for TESSA’s children’s program, maintain and develop TESSA’s volunteer program, as well as assist with other victim services programs providing administrative support and direct service for TESSA’s clients.

How Fellow Will Contribute to Capacity-Building/Systemic Change:

Colorado College Fellow(s) would help fill a crucial gap in providing support services to children and families in the Safehouse and supporting TESSA’s victim services programs through administrative support and case management. For example, a fellow may engage the children in movement camp to increase self-esteem and coping skills for dealing with trauma. The Fellowship program will foster interagency collaboration and assist in strengthening the individual programs through collaborative efforts aimed at using each team member’s strengths and skills to bolster services internally, for the victims TESSA serves. For example, a fellow may work with the Safehouse adult case managers, the Safehouse therapist and advocacy staff to help ensure a child’s family is getting proper services to meet all of their potential needs. In addition, TESSA always strives to keep administrative expenses low, and use our valuable resources to provide quality, effective services to victims. Fellow(s) may be asked to learn about all aspects of serving victims, and to
support the staff in carrying out the agency’s mission (i.e. assisting with preparing for psycho-educational groups, data entry, and statistical analysis). The Fellowship program will allow participants to garner experience working in the not-for-profit sector and providing services to victims of domestic violence and sexual assault while simultaneously helping TESSA provide services to more victims in need in our community. The Fellowship program will also provide participants with the opportunity to lead and/or contribute to project work, which will be defined with the input of the participants, aligning the PIFP’s skill set and interests with the needs of the agency.

Challenging communities to end sexual and family violence is also a vital component to TESSA’s mission. We work toward this outcome through providing education about domestic violence and sexual assault prevention through our Community Outreach program. The program offers educational presentations to local businesses, social groups, organizations, universities, schools, faith-based groups, and other groups requesting more information about domestic violence and sexual assault. Curricula address the dynamics of sexual and domestic violence, gender violence in the media, Teen Dating Violence Prevention, and similar topics. These primary prevention activities, partly implemented by Fellows, work to raise awareness and change the attitudes and beliefs that create a society conducive to domestic and sexual violence.

TESSA understands that providing secondary prevention, such as safe shelter, counseling, and confidential victim advocacy, save lives and help prevent future occurrences of domestic violence or sexual assault for someone who has already been victimized. However, providing primary prevention, especially to the youth in the community, is the best method to break the cycle of violence for future generations. Fellows will have a myriad of experiences and opportunities to provide primary prevention/intervention through the Children’s Program aimed at systemically changing youth’s perceptions and expectations about healthy relationships.

Our programs address both primary and secondary prevention of domestic and sexual violence in the Pikes Peak region. Fellow(s) would have the opportunity to contribute to both of these key aspects that help individuals and the larger community overcome the epidemic of interpersonal violence. All of our programs align with our belief in social change and ending oppression. A Fellowship with TESSA is an opportunity to work toward gender equality, non-violence, and institutional change regarding the perception of domestic and sexual violence.

Training & Networking Opportunities for Fellow:

As the leading expert on domestic violence and sexual assault services in the area, TESSA works with many community partners to provide the best available services for our clients and prevent the duplication of services. Our co-located victim advocates provide training for Department of Human Services (DHS) caseworkers, Colorado Springs Police Department (CSPD) and Fountain Police Department law enforcement officers, and other agencies throughout the community. Trainings aim to increase participants’ understanding of the dynamics of domestic violence/sexual assault, the characteristics of a victims and offenders, the effects of domestic violence on children and systemic challenges victims face. Fellows will work closely with supporting organizations such as Kid Power, Parenting Matters and local middle and high schools. TESSA has good working relationships with other domestic violence agencies throughout the state to help clients in need of relocation outside of our region.
Additional key collaborative partners include CASA (Court Appointed Special Advocates), Community Partnership for Child Development, Peak Vista Community Health Centers, El Paso County Sheriff’s Office, Partners in Housing, the District Attorney’s Office, DOVE: Deaf Overcoming Violence through Empowerment, and many other agencies providing services to women and children in our community. TESSA’s leaders participate in coalitions/councils, including the Council to End Family Violence, Peaceful Households, the STOP Family Violence Coalition, Joint Initiatives for Youth and Families, Parenting Matters, Alliance for Kids, and the Teller and El Paso Counties’ Coordinated Community Response committees to facilitate interagency communication and advocate for victims of domestic and sexual violence. Fellows will have the opportunity to join the leadership team within these collaborative relationships, which will assist them in gaining insight and training to further their ability to reach our community at micro, mezzo and macro levels.

Our Community Outreach Program relies on relationships with local schools for opportunities to present our Teen Dating Violence curriculum to youth in the community. Some current participating schools include Falcon Alternative High School, Manitou High School, Cripple Creek-Victor High School, Bijou School, District 2, District 11, and Woodland Park Alternative High School. Fellows will have many opportunities to lead and grow collaborations with schools within the community throughout their time at TESSA. For example we are working closely with Parenting Matters and Alliance for Kids in getting education, family support, and parenting classes available in numerous schools within the community.

Fellow(s) will have the opportunity to network with community partners, criminal justice agencies, local government agencies, and many other vital partners that assist TESSA in our work to promote safety for victims of domestic violence and sexual assault.

Supervision of PIFP Fellow:

TESSA’s Executive Director is responsible for the overall implementation of services and policies/procedures. The Children’s Program Manager will be the Fellow(s) direct supervisor. Supervision will include unstructured access and availability for training purposes and ongoing support as well as structured one hour meetings each week.

Qualifications Sought in Fellow:

**Required:**
- Completion of TESSA’s Confidential Victim Advocacy Training before fellowship start date
- Children’s and Advocacy Department training; 12 hours of “shadowing” and being “shadowed” – time will vary upon individual
- Ability to work under stressful circumstances and maintain regular self-care practices
- Must be 18 years or older
- Willingness to learn
- Must be courteous and proficient on the telephone and with clients
- Must be able to work in a fast-paced environment with high flexibility
- Completion of departments’ specific training
- Must be willing to complete and able to pass background and child abuse and neglect history checks
- Proficient computer skills (Microsoft Suite) and data entry skills
- Strong organizational skills with attention to detail
- Available to work evenings and weekends as needed
- Able to read, write, and speak English

**Preferred:**
- Previous experience at TESSA and/or experience with victims and/or similar populations is preferred
- Previous experience with Trauma-Informed Care
- Fluency in Spanish and/or American Sign Language is preferred

**Beneficial:**
- Experience with event planning

### Skills/Experience Sought in Fellow:

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<th>Activism</th>
<th>Advocacy</th>
<th>Campaigning</th>
<th>Children’s issues</th>
<th>Civil rights/social justice</th>
<th>Coalition work</th>
<th>Community/political organizing</th>
<th>Criminal justice</th>
<th>Customer service</th>
<th>Data analysis</th>
<th>Disabilities issues</th>
<th>Diversity issues</th>
<th>Domestic violence issues</th>
<th>Economics</th>
<th>Editing</th>
<th>Education</th>
<th>Environmental issues</th>
<th>Event Planning</th>
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<th>Finance/business</th>
<th>Fundraising/development</th>
<th>Government</th>
<th>Healthcare/health sciences</th>
<th>Human services</th>
<th>Journalism/publications (print/online)</th>
<th>Law</th>
<th>Legislative process</th>
<th>LGBTQ issues</th>
<th>Lobbying</th>
<th>Marketing/sales</th>
<th>Performing/fine arts</th>
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**Policy:**
- Education
- Environmental
- Fiscal
- Environmental
- Legislative
- Other: ____________________________

### Technology Skills Required:

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<th>Power Point</th>
<th>Publisher</th>
<th>Graphic design</th>
<th>Database management</th>
<th>Constant Contact</th>
<th>Social media</th>
<th>Video/film production</th>
<th>Website design</th>
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### Certifications Required:

- WFA
- WFR
- First Aid
- CPR

Other: Not required but preferred. We will offer opportunities for these certifications as well.
About the Organization

Organization’s Website:  www.tessacs.org

Organization’s Mission and Goals (primary activities & projects):

TESSA’s mission is to help women and children achieve safety and well-being while challenging communities to end sexual and family violence.

Number of Staff:  21 full-time employees, 17 part-time employees, and averages 185 volunteers per year

Organization’s Non-Discrimination Policy Statement:

Non-Discrimination Policy

It is the policy of TESSA to provide services to all persons without regard for race, creed, color, ethnicity, national origin, religion, sex, sexual orientation, gender expression, age, physical or mental ability, veteran status, military obligations, and marital status, as well as other classifications protected by applicable state or local laws. No distinction is made among any persons in eligibility for the receipt of services provided by, or through, the auspices of this facility.

All persons and organizations having occasions either to refer persons or to recommend this agency are advised to do so without regard for race, creed, color, ethnicity, national origin, religion, sex, sexual orientation, gender expression, age, physical or mental ability, veteran status, military obligations, and marital status.

Is there anything else a fellow should know about the organization?

TESSA is the only confidential victims’ assistance program specifically serving victims of domestic violence and sexual assault in El Paso and Teller counties. We pursue three primary goals toward our mission: 1) provide immediate safety for women and children in crisis; 2) offer programs and support helping women and children create options for a safer future; and 3) conduct community outreach including prevention education and awareness about sexual and family violence. TESSA’s victim services include a 24-hour crisis line, emergency safehousing, confidential victim advocacy, court support, psycho-educational support groups for adults and children, therapeutic counseling, children’s programming, and community outreach and prevention education.

Our target population is any individual struggling with domestic violence or sexual assault in El Paso and Teller counties. Our client base is overwhelmingly low or very low-income, female, and ethnically diverse: Ethnicity - Caucasian 59%, African-American 11%, Hispanic 15%, Native-American 1%, Asian 2%, Multi-Racial 4%, Other (clients did not identify with any options listed on intake form): 1%, Unknown 7%.