



Annual Report 2025



IMPACT
Bay Area

Executive Introduction

Dear IMPACT Community,

This past year has been a testament to the resilience of our organization and the strength of this community.

In 2025, we took important steps to adapt to a changing landscape. As we looked toward the future of violence prevention, we made the strategic decision to restructure our operations and refine our programming.

Our goal was clear: to ensure that IMPACT is not just effective today, but sustainable for generations to come. By streamlining our internal structure to prioritize long-term health, we have successfully navigated this transition and secured our organization's stability.

With this strong foundation set for 2026, we are ready to stand with you through whatever lies ahead. I know the world can feel uncertain right now, but I also know that we have the power to protect and uplift one another.

Someday, NO will be enough. Until then, there is IMPACT.

With gratitude,

Jinqiao Lin

Interim director, IMPACT Bay Area



Who We Are

Our Mission

IMPACT offers violence-prevention programs for people to embody their own power, set effective boundaries, defend their physical and emotional safety, and heal.

We build safe spaces for people who experience and resist violence differently because of who they are or how they are perceived, like women, youth, LGBTQ+, BIPOC, etc.

Our Vision

A courageous future where people use their individual empowerment skills to live fuller, more confident lives and create safer communities.

Our Values

These values guide our curriculum, policies, and organizational practices:

Empowerment. At IMPACT, you decide if and how you will access your own power to defend your physical and emotional safety.

Trauma-Sensitivity & Healing. We offer spaces where healing can happen. We are sensitive to the emotional realities of violence and believe trauma and emotions can be sources of strength.

Community & Solidarity. Our programs foster solidarity and strength by celebrating and supporting each other.

Social Justice. We are committed to working with individuals and communities who have been systemically disempowered. IMPACT skills can and should be used to interrupt oppression and reclaim power.

IMPACT Staff

In 2025, Board member Jinqiao Lin served as Interim Director to guide IMPACT through a pivotal year. With critical support from our Operations Manager, Program Coordinator and the Board, the team focused on stabilizing the organization's foundation and maintaining operational health while conducting a thoughtful search for permanent leadership.

Indigo Avisov (they/them) joins IMPACT as the next Operations Director with 18+ years of experience cultivating equitable, inclusive, and purpose-driven cultures. They have led global initiatives across HR systems leveraging DEI principles, C-suite partnerships, and leadership development. As a Positive Intelligence Coach, Certified Purpose Guide™, and Somatic Embodiment Coach, Indigo empowers individuals and organizations to align vision with action.



2025 by the Numbers

79

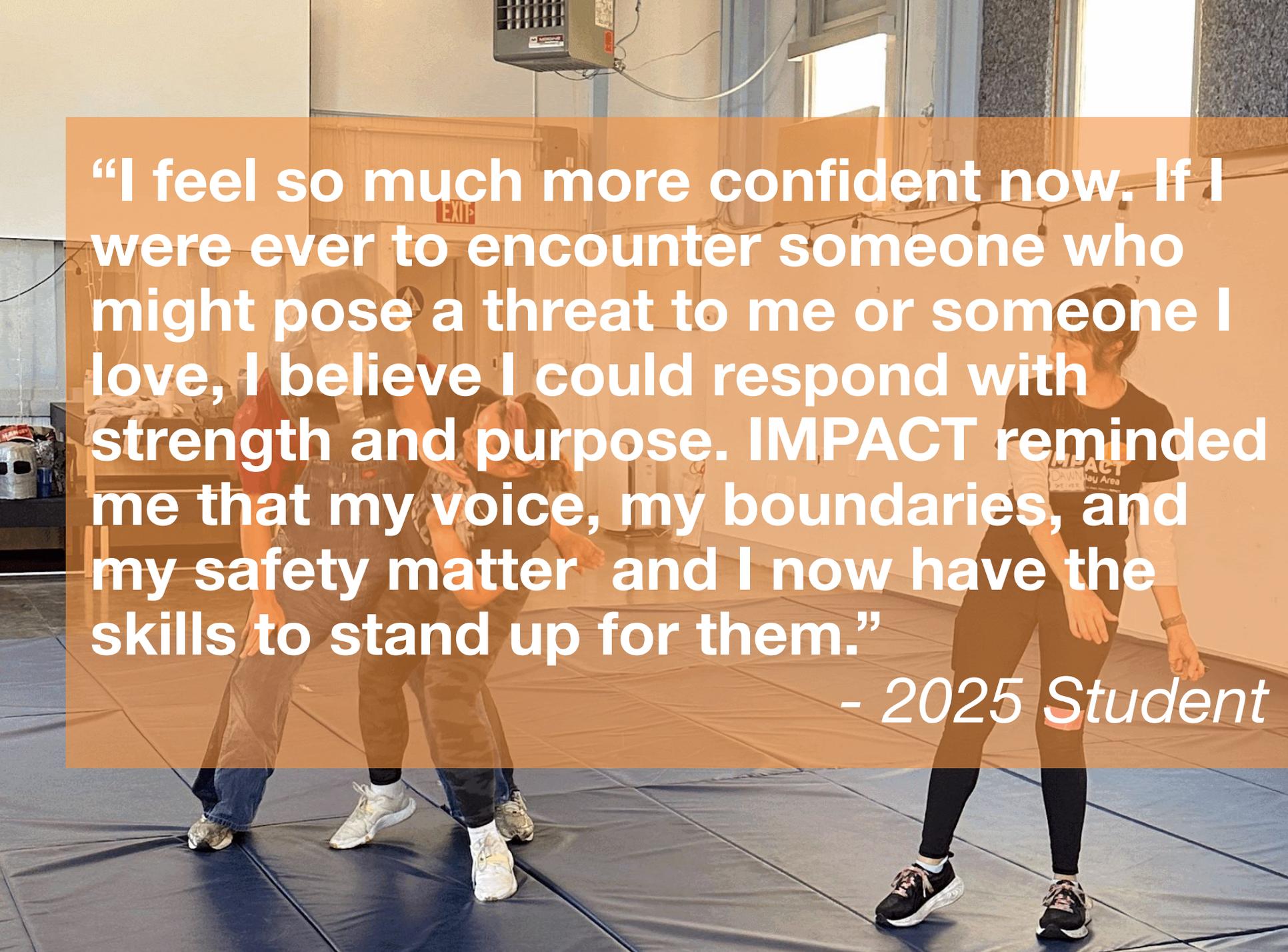
Total Classes

1100+

Powerful Students

29

Partnerships



“I feel so much more confident now. If I were ever to encounter someone who might pose a threat to me or someone I love, I believe I could respond with strength and purpose. IMPACT reminded me that my voice, my boundaries, and my safety matter and I now have the skills to stand up for them.”

- 2025 Student

Partnerships

Building partnerships is key to expanding our reach and creating safer communities across the Bay Area.

School Partners



THE NUEVA SCHOOL

The Girls' Middle School

Piedmont High School

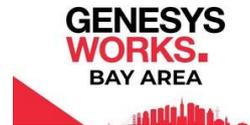


Stanford

STEVENSON UC Berkeley

UC SANTA BARBARA

Community Organizations



Corporate Partners



SAMSUNG

[SCRIBD]



IMPACT Finances



In 2025, IMPACT Bay Area focused on operational health. By streamlining our structure to align with our resources, we successfully stabilized the organization, ensuring we remain a durable resource for the Bay Area for years to come.

10 Percentage Point reduction in our overhead ratio year-over-year, reflecting a more efficient operational structure.

8 Months of break-even financial performance achieved this year, stabilizing our cash flow.

11 Months of healthy operating reserves maintained (up from 4 months in 2024), securing a safety net for the organization's future.

Looking Forward



In 2025, we did the hard work to build a sustainable future for IMPACT. Together, we stabilized our resources, strengthened our systems, and ensured that our mission can thrive for years to come.

Now, in 2026, we are ready to put that strength to work. Our focus this year is on deepening our impact — providing the highest quality training to the people who need it most, and expanding the ripple of empowerment across the Bay Area.

Our Strategic Priorities for 2026:

- **Sustaining Accessibility:** Protecting sliding-scale and scholarship models so cost is never a barrier to safety and confidence.
- **Investing in Instructors:** Supporting the professional growth of the team who bring our curriculum to life and embody it every day.
- **Forging New Alliances:** Building partnerships to reach communities we cannot reach alone, extending IMPACT's mission into new spaces of belonging.

We look forward to standing with you in this new year of possibility. Together, we are building a safer, stronger Bay Area.



IMPACT

Bay Area

www.impactbayarea.org

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- **DONATE HERE!**
- Bring IMPACT to your work or school
- Apply to be an instructor or board member
- Take an IMPACT class