

Raphaelle Cappos

Anew: Building Beyond Violence and Abuse

Position: Director of Counseling

Time at Agency: 30 years

Commitment to advocacy on behalf of those affected by domestic violence:

Raphaelle has dedicated 30 years to the agency, serving over 1800 clients as a domestic violence counselor. She provides individual counseling, leads an adult survivors' support group, and offers family counseling for survivors and their children. Raphaelle advocates for her clients within the legal system and collaborates with other supportive agencies, including DCFS when clients are mandated into services. She also engages with community organizations to support clients.

In addition to her counseling work, Raphaelle has been a trainer for the ICDVP-approved 40-hour domestic violence training for years and has contributed to external trainings and community outreach. Her extensive experience and commitment make her an invaluable asset to your agency and the clients she serves.

Personal qualities that reflect an ongoing commitment to ethical, peaceful, and respectful work with others:
Raphaelle is a highly knowledgeable and dedicated member of the agency's leadership team, with a strong focus on client confidentiality. She ensures that her staff adhere to all guidelines from the agency, funders, and guiding statutes, thanks to her meticulous attention to detail. Despite her thoroughness, Raphaelle maintains an open, friendly, and kind demeanor.

She is also thoughtful and considerate, often planning surprise celebrations for special occasions among staff. Her efforts contribute significantly to the agency's positive culture. Raphaelle has built strong professional relationships within the domestic violence community and the counseling field. She supports new professionals by making Anew an internship site for master's level students for over 20 years, providing a rich learning environment and fostering long-term relationships that extend beyond the internship period.

Ways in which they still instill a spirit of advocacy in others:
Raphaelle is a valued member of the Employee Engagement Committee, adept at addressing challenges and suggesting improvements while recognizing the strengths of the staff and agency. As the manager and supervisor for all master's level counseling staff, she supports their professional development by researching beneficial trainings in counseling and advocacy.
With certifications as a CDVP since 2002 and an LCSW since 2008, Raphaelle has supervised many professionals towards obtaining their certification and licensure. She operates from a client-centered and trauma-informed approach, teaching and supporting her staff to use the same methods when working with those affected by domestic violence. Her dedication to professional growth and her supportive leadership style make her an invaluable asset to the agency.



Raphaelle Cappos (left) with Anew CEO and ICADV Board Member, Jennifer Gabrenya (right)

Experience that demonstrates a broad commitment to social justice:

Raphaelle was among the first in Illinois to take the ICDVP Certified Domestic Violence Professional exam in 2002, and she remains one of the 15 certified from that initial group. Over her career, she has impacted the lives of more than 1800 individuals seeking domestic violence counseling services. Her dedication is evident in the success stories of her former clients, some of whom have become board members, employees of the agency, and public speakers sharing their experiences.

Raphaelle's approach helps individuals transition from a victim's stance to that of a survivor. She also collaborates closely with the Partner Abuse Intervention Program (PAIP) as the victim services consultant, ensuring that victim safety is always the primary focus. Her work has created a lasting legacy of support and empowerment for survivors.

Creativity in building the domestic violence movement within a social change framework:

Raphaelle has been instrumental in revising policies, procedures, and training within the agency for years. She leads the Safe From the Start project, an ICJIA research initiative focused on children's exposure to violence, ensuring that the voices of families impacted by all types of violence are heard. Raphaelle also developed a special 20-hour domestic violence training for the Board, which has been crucial in helping board members understand domestic violence and become effective ambassadors for the agency and the DV movement. Her contributions make her an invaluable member of the team.