

# SANCTUARY PARTICIPANT GUIDE



# GROWING CULTURE THROUGH SANCTUARY

*Shodair believes we need both **Strategy & Culture** to meet our mission. Sanctuary is the way we grow culture so we can implement strategies to heal, help and inspire hope.*

*We build **culture** through four Sanctuary Pillars:*

## TRAUMA THEORY

- CHANGING THE QUESTION FROM "WHAT'S WRONG WITH YOU" TO "WHAT'S HAPPENED TO YOU"?

## SHODAIR VALUES

- NONVIOLENCE
- GROWTH AND CHANGE
- EMOTIONAL INTELLIGENCE
- SOCIAL LEARNING
- SOCIAL RESPONSIBILITY
- DEMOCRACY
- OPEN COMMUNICATION

## SANCTUARY TOOLKIT

- COMMUNITY MEETINGS
- TRAINING
- SAFETY PLANS
- PSYCHOEDUCATION
- TREATMENT PLANNING
- TEAM MEETINGS
- RED FLAG MEETINGS
- SELF CARE PLANS
- S.E.L.F.
- SUPERVISION AND COACHING

## S.E.L.F.

- A FRAMEWORK FOR SOLVING PROBLEMS THROUGH A COMMON LANGUAGE



# COMMUNITY MEETING

***Community Meeting:*** A check in tool used at the beginning of meetings.

## HOW ARE YOU FEELING?

- Checks the temperature of the room.
- Brings people into awareness of their feelings.
- Allows us to feel acknowledged and heard.

**Notes:**

## WHAT IS YOUR GOAL?

- Focuses on the future.
- Allows the community to understand what is important to you.

**Notes:**

## WHO CAN YOU ASK FOR SUPPORT?

- Allows us to be vulnerable in a nonviolent culture.
- Eliminates isolation and promotes trust.
- Builds a sense of social responsibility.

**Notes:**



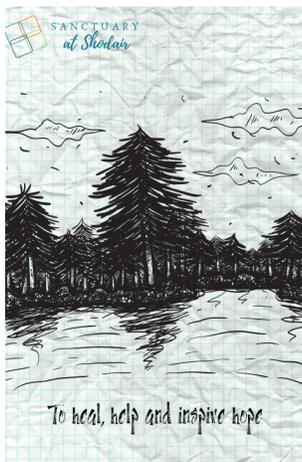


# SAFETY PLANS

**Safety Plans:** A tool used in the moment when we are stressed, overwhelmed or having difficulties managing our emotions.

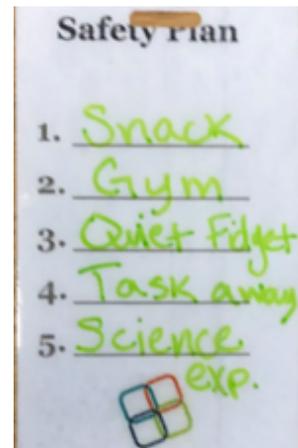


- Safety plans are relational tools; we share them with one another so we can build community and normalize asking for help.
- Safety plans are a way for us to ask for help and acknowledge it is important to take care of ourselves.
- **Notes:**



## Safety Plan

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_



# SANCTUARY THEORY

Sanctuary theory is based on two very basic assumptions of *adversity and resilience*

## ADVERSITY

- **Adversity:** Any unfavorable situation or event marked by stress; often regarded a traumatic experience or chronic stress.
- Adversity is an inherent part of the human experience and shapes the way we behave.

## RESILIENCE

- **Resilience:** The ability to recover from adversity.
- All individuals and organizations have the capacity to be resilient and heal.

# 7 COMMITMENTS

## *Shodair Values*

*The 7 commitments are Shodair's core values and guide the way we treat one another and how we make organizational decisions.*

### NONVIOLENCE

Being safe **physically, emotionally, morally** and **socially** regardless of gender, race, religion, sexual orientation, countries of origin or socioeconomic status.

### GROWTH & CHANGE

Creating hope for ourselves, our patients, families, organization and Montana.

### OPEN COMMUNICATION

Saying what we mean and not being mean when we say it.

### EMOTIONAL INTELLIGENCE

Managing our feelings so we do not hurt ourselves or others.

### DEMOCRACY

Shared governance; *ideas are shared but not everyone gets a vote.*

### SOCIAL RESPONSIBILITY

Together we accomplish more, everyone is accountable and makes a contribution.

### SOCIAL LEARNING

Respecting and sharing the ideas of our teams.



# TRAUMA THEORY

***Adversity and Trauma physically change the brain.***

## BRAIN BIOLOGY

- Trauma affects our physical and behavioral health by hard-wiring pathways in our brain. Each time we are triggered by trauma, these pathways grow deeper and stronger.

- **Notes:**

## VICARIOUS TRAUMA

- Vicarious trauma is a term that describes the cumulative effect on the helper of working with survivors of traumatic life events. The symptoms can appear much like those of post traumatic stress disorder (PTSD), but also encompass changes in frame of reference, identity, sense of safety, ability to trust, self-esteem, intimacy, and a sense of control.

- **Notes:**

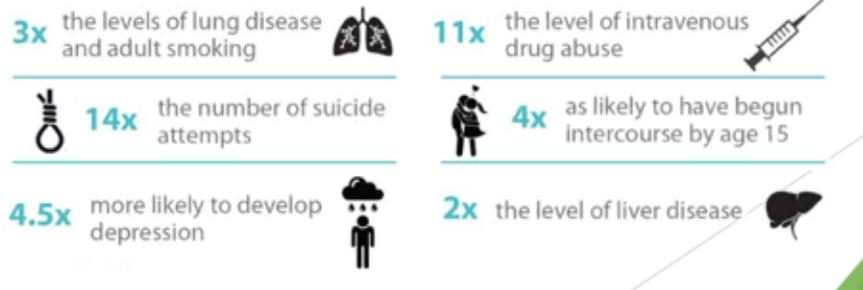
# TRAUMA THEORY

***Adversity and Trauma physically change the brain.***

## ADVERSE CHILDHOOD EXPERIENCES (ACE STUDY)

- Adversity in childhood shapes our physical and mental health.
- The ACE study shows that trauma is universal.
- The more exposure to trauma, the more likely an individual is to have occurring health problems.

### 4 or more ACEs



- The ACE study teaches us to **change the question from "what is wrong with you?" to "what happened to you?"**
- **Notes:**

*\*For More Information, Watch the TED talk from Nadine Burke Harris*

*Follow this link to find your ACE score: <https://acestoohigh.com/got-your-ace-score/>*



# SELF CARE

***Self care is not selfish,  
it is selfless.***

*Self care and self compassion are antidotes to shame, toxic stress and secondary trauma. Examples of self care:*

## **Physical**

- Go for a walk
- Take a bath
- Ask for a hug
- Clean / reorganize
- Yoga
- Try a new exercise
- Go to bed early
- \_\_\_\_\_
- \_\_\_\_\_

## **Social**

- Learn a new skill with a friend
- Call a friend
- Write letters to family
- Make a meal with someone
- \_\_\_\_\_
- \_\_\_\_\_

## **Emotional**

- Color
- Read a book
- Do a DIY project
- Turn your phone off
- Meditate
- Journal
- Listen to a podcast
- Set a goal
- \_\_\_\_\_

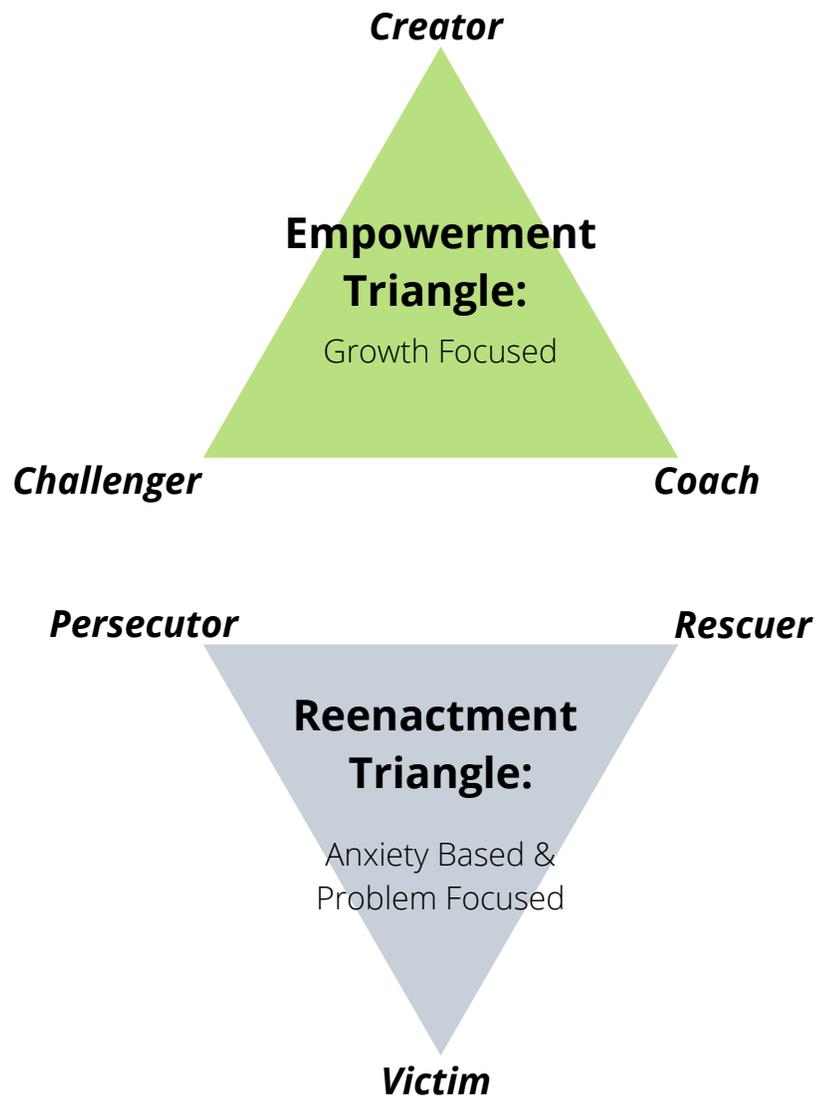
## **Spiritual**

- Pray
- Meditate
- Go to a spiritual service

# REENACTMENT & RESCRIPTING

***We must re-script to heal.***

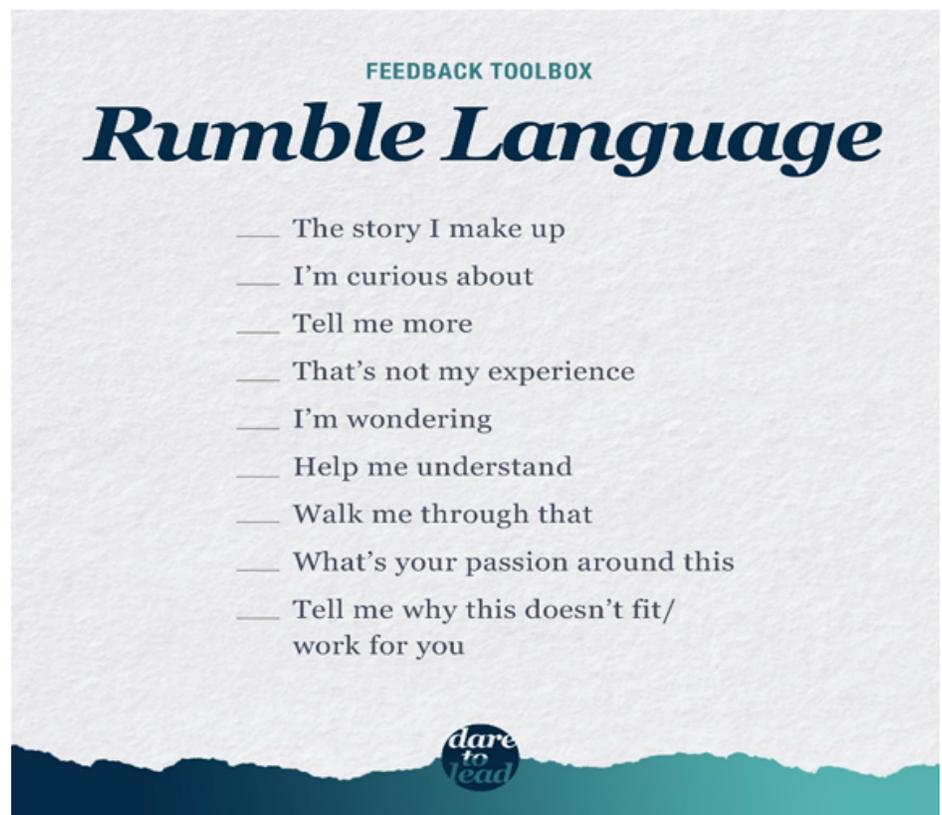
- Reenactment is a symptom of trauma.
- Rather than reenacting we want to ***re-script and empower.***
- **Notes:**



# RESCRIPTING

***We must re-script to heal.***

- Rescripting changes the story by shifting the focus away from past trauma to instead empower growth and change.
- To rescript, we can use rumble language from the research and work of Dr. Brené Brown; this language helps us get curious without shame and blame.
- **Notes:**





# S.E.L.F.

- S.E.L.F. is a framework for solving problems through a common language. **Safety, Emotions, Loss and Future** are the most significant impairments people face when exposed to toxic stress, so we address these to move through difficult situations towards growth and change.
- S.E.L.F. is a flexible tool that can be adapted for many situations. At Shodair you may see S.E.L.F. used:
  - In treatment planning
  - As a coaching and supervision tool
  - As a milieu management tool
  - In team meetings
  - During Red Flag Meetings
- **Notes:**

*Problem Solving with*  
**S.E.L.F.**



**SAFETY**

---

I do NOT feel safe

I DO feel safe



**EMOTIONS**

---

I am NOT managing my emotions well

I AM managing my emotions well



**LOSS**

---

I AM experiencing loss

I am NOT experiencing loss



**FUTURE**

---

I am NOT hopeful

I AM hopeful

*To heal, help and inspire hope*





# RED FLAG MEETINGS

Red flag meetings can be called by anyone in the organization to address critical incidents or concerns that require a team response. In addition to using S.E.L.F. in the most formal capacity, Red Flag Meetings encourage participants to be solution- and goal-oriented to respond to problems facing the team. Red Flag Meetings promote social learning, democracy, and open communication to create meaningful and intentional growth and change.

## Notes:

### Red Flag Meeting

Date of Meeting: \_\_\_\_\_ Called By: \_\_\_\_\_

Date of Follow Up meeting: \_\_\_\_\_

Community Members Present: \_\_\_\_\_

Shodair

Community Meeting Completed

Assign Roles for Meeting

Secretary: \_\_\_\_\_ Time Keeper/ Hope Keeper: \_\_\_\_\_

Review the purpose of a red flag meeting

Background, Previous Interventions, Potential Reenactments: \_\_\_\_\_



### SAFETY:

PHYSICAL:  
EMOTIONAL:  
SOCIAL:  
MORAL:

EMOTIONS: \_\_\_\_\_

LOSS: \_\_\_\_\_

FUTURE: \_\_\_\_\_

### ACTION PLAN:

Action	Responsibility	Date Started	Date Completed

How will we know that our action plan was successful (define a specific measure)? What date will we reassess for success?

Do all action plan items align with Shodair's Mission and Vision?

Yes  No\* (No, rework goals)

Feelings Check in Completed Prior to Ending the Meeting.

Red Flag Meeting Minutes sent to Sanctuary Coordinator.



Shodair Red Flag Meeting

To heal, help and restore hope



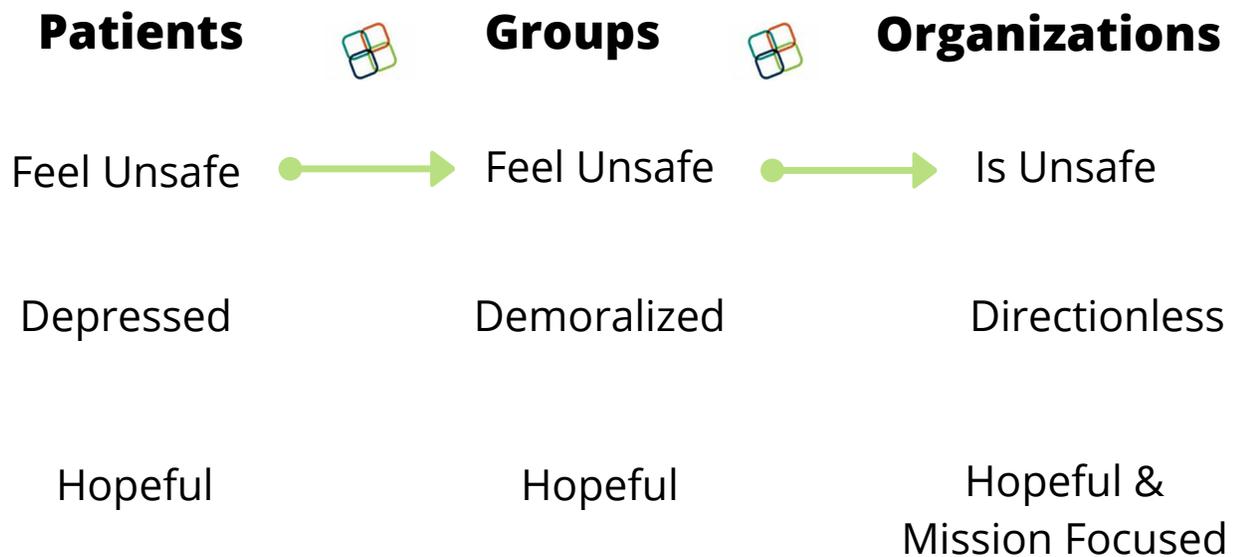
Shodair Red Flag Meeting

To heal, help and restore hope



# PARALLEL PROCESS

***Parallel process refers to the complex interaction between individuals, groups and organizations.***



- **Notes:**



## REFERENCES

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