

## Reconnect for Resilience in Buncombe County

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*RFP for Coronavirus State and Local Fiscal Recovery Funds*

### ***Resources For Resilience***

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# Application Form

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## Question Group

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Buncombe County requests proposals for projects to help the community recover from and respond to COVID-19 and its negative economic impacts.

Buncombe County has been awarded \$50,733,290 in Coronavirus State and Local Fiscal Recovery Funds (Recovery Funding), as part of the American Rescue Plan Act. This infusion of federal resources is intended to help turn the tide on the pandemic, address its economic fallout, and lay the foundation for a strong and equitable recovery.

Buncombe County is committed to investing these funds in projects that:

- Align to county strategic plan and community priorities
- Support equitable outcomes for most impacted populations
- Leverage and align with other governmental funding sources
- Make best use of this one-time infusion of resources
- Have a lasting impact

Proposals shall be submitted in accordance with the terms and conditions of this RFP and any addenda issued hereto.

[Click here for the full terms and conditions of the RFP](#)

## Coronavirus State and Local Fiscal Recovery Funds\*

Name of Project.

Reconnect for Resilience in Buncombe County

## Amount of Funds Requested\*

\$404,465.77

## Recovery Fund Eligible Category\*

Please select one:

Services for disproportionately impacted communities

## Brief Project Description\*

Provide a short summary of your proposed project.

Resources for Resilience (RFR) is committed to providing resiliency training to Buncombe County residents and community partners. As a North Carolina 501(c)3 nonprofit that was formed in response to the public health crisis of adverse childhood experiences (ACEs), we seek to address the ongoing stress that many face every day by offering trauma-informed and resiliency-focused programs to schools and child-serving

agencies, as well as those working in social services, behavioral health, healthcare systems, first responder agencies, detention facilities, faith communities, and community groups. We understand the negative effects of both acute and chronic stress on our ability to thrive and offer community-wide programs that raise awareness and promote resilience. The strategies that we offer are meant for anyone to use as we work to prevent future adversity and help people stay healthy and connected in the aftermath of singular stressful events or when confronted with ongoing adversity.

## Project Plan\*

Explain how the project will be structured and implemented, including timeframe.

RFR will partner with Asheville-Buncombe Community Christian Ministries (ABCCM), Buncombe County Schools (BCS), and RHA Behavioral Health Services (RHA) to provide training for their staff and those they serve. Umoja Health, Wellness, and Justice Collective, Asheville City Schools, the SPARC Foundation, and Haywood Street Congregation will also send team members to the proposed community-wide trainings that will be open to all residents and community leaders.

We propose 45 Reconnect for Resilience™ (Reconnect) trainings. Reconnect offers easy-to-use tools to help participants – and those they serve – stay healthy in the face of adversity. In year 1, we will deliver 3 trainings to ABCCM, 1 to BCS, and 4 to RHA. In years 2 through 4, we will offer 4 trainings per year to ABCCM, 1 per year to BCS, and 4 per year to RHA. In addition, we will offer community-wide trainings in both English and Spanish as we work to support residents, especially those who have been disproportionately affected by the COVID-19 pandemic. RFR will deliver 2 community-wide trainings in English per year. In years 3 and 4, we will offer 1 training per year in Spanish.

We propose 382 Listening Circles (LCs). These drop-in sessions offer residents a chance to express what is hardest for them right now and be guided to in the use of resiliency tools. Beginning in year 2 and continuing in year 3, RFR will provide monthly LCs to ABCCM and BCS and twice-monthly LCs to RHA. In addition, RFR will provide 10 community-wide LCs per year in years 2 through 4. RFR is also prepared to make an in-kind contribution of weekly LCs for caregivers and monthly LCs for members of the BIPOC community to be delivered throughout the 4-year project.

We propose 1 Listening Circle Facilitator (LCF) training for our partners. This will enable ABCCM, BCS, and RHA to continue their efforts to address the effects of the COVID-19 pandemic beyond the scope of this project. In year 3, we will host an LCF training for up to 12 staff. This experiential training will prepare them to facilitate LCFs through practice and review. Following this training, staff will attend a series of 16 coaching sessions with an RFR Senior Facilitator; these will be available monthly during year 3 and quarterly during year 4 and will offer opportunities for continued practice and technical support.

We propose 4 Reconnect Orientations. These offer members of the Latinx community a chance to learn more about Reconnect and how resiliency tools can be used at home, school, or work. In our Orientation, participants learn what happens to their brains and bodies when they are stressed or experience trauma and learn about tools they can use to keep themselves and others healthy and connected during times of stress. These Orientations will be made available in Spanish and be offered annually as we work to support residents who have been disproportionately affected by the ongoing COVID-19 pandemic.

See Budget Narrative for more detail.

## Statement of Need\*

Describe the need that this project will address. Include data to demonstrate the need, and cite the source of the data.

In its 2018 Community Health Assessment, Buncombe County identified those with high adverse childhood experiences (ACE) scores as a priority population. This includes the 39.9 percent of Buncombe County adults who reported emotional abuse in childhood and 23.5 percent reported household mental illness. According to the 1994 ACE Study, these residents are at higher risk for developing chronic disease and other physical, emotional, and social consequences in adulthood. We also know that, for many of the county's most vulnerable residents, the effects of these early experiences are compounded by the adverse community environments in which they live. Known together as the "Pair of ACEs," these factors can lead to significant health disparities as we have seen throughout the dual pandemics of COVID-19 and racialized trauma.

In addition, residents identified improved access to behavioral healthcare as a priority, even before the onset of the pandemics. We know from data presented by the CDC in August 2020 that symptoms of anxiety and depression increased nationwide from April to June 2020 compared to the same period in 2019. Similarly, a recent C.S. Mott Children's Hospital's National Poll on Children's Health indicated that 46 percent of parents surveyed reported their teen's mental health had worsened over the past year.

RFR, in partnership with ABCCM, BCS, RHA, and other community partners, aims to decrease health disparities and increase resilience among those community members who are most at-risk or have been disproportionately affected by the pandemics. This includes frontline workers, as well as People of Color, those living in poverty, those struggling with behavioral health concerns, and individuals with high ACE scores. Our goal, which we believe aligns with the county's 2020-2025 strategic plan, is to provide tools to prevent compassion fatigue and burn out among our workforce and provide residents in crisis with safety and resiliency-focused support.

### **Link to COVID-19\***

Identify a health or economic harm resulting from or exacerbated by the public health emergency, describe the nature and extent of that harm, and explain how the use of this funding would address such harm.

The stress of isolation, childcare, job loss, ongoing changes in children's and adults' structures and schedules, economic hardship, academic and work performance demands, anxiety about contracting the virus, and grief over the loss of loved ones are just a few ways that COVID-19 has affected our community's mental wellbeing – all against a backdrop of high rates of ACEs, mental health concerns, and substance use struggles.

This public health emergency is responsible for the emotional toll and physical exhaustion that our Buncombe County workforce is experiencing, and is compounding the effects of ACEs and the health-damaging blow of loneliness. RFR's work is focused specifically on public health promotion through training and community education in response to public health crises – first ACEs and, more recently, the dual pandemics of COVID-19 and racialized trauma. By helping communities recognize symptoms, expand coping skills, and foster environments and interactions that build resilience, RFR's programming not only improves a community's understanding of the impact of significant stress and trauma, but also directly helps individuals and systems develop healthier responses to stress and trauma.

RFR is deeply committed to the mental health and wellness of our community, and through our Reconnect for Resilience™ curriculum and our Listening Circles, we are focused on building resilience in an environment where individuals feel safe and connected, while having strategies to better respond to stress.

### **Population Served\***

Define the population to be served by this project, including volume and demographic characteristics of those served.

RFR is partnering directly with ABCCM, Buncombe County Schools, and RHA to provide training and Listening Circles to their staff and the Buncombe County residents they serve. In addition, Umoja Health, Wellness, and Justice Collective, Asheville City Schools, the SPARC Foundation, and Haywood Street Congregation have committed to sending team members to the community-wide trainings that are included in this project. These community partners were identified for their commitment to serving residents who have been disproportionately affected by the dual pandemics of COVID-19 and racialized trauma. These residents include their own staff and frontline workers, as well as People of Color, those who are living in poverty or have been displaced from their homes, those struggling with behavioral health concerns, and individuals with high ACE scores who utilize their services and supports. Our goal is to provide participants with tools to prevent compassion fatigue and burn out among our Buncombe County workforce and provide residents in crisis with safety and resiliency-focused support.

We estimate that as many as 1,200 Buncombe County residents and community partners could be reached through the proposed initiative which includes Reconnect trainings, Listening Circles, a Listening Circle Facilitator training, and Reconnect Orientations.

## Results\*

Describe the proposed impact of the project. List at least 3 performance measures that will be tracked and reported. If possible, include baselines and goals for each performance measure.

As participants develop a common language about trauma and resilience, we expect that they will respond to their own stressors more effectively and be better equipped to provide others with safety, support, and access to services as they respond to the long-term effects of the dual pandemics of COVID-19 and racialized trauma. Our aim is for the common language, shared understanding, and concrete tools gained through this initiative to not only support the resilience of our Buncombe County workforce, but also enable local educators, behavioral health providers, nonprofit leaders, and other helping professionals to respond more effectively to the individual and collective trauma of our residents as we work together to build a healthier and more resilient future for our community.

As part of the program evaluation process, training participants will complete an online survey to assess their training knowledge. RFR will look specifically at the following categories of learning as they relate to our Reconnect curriculum:

1. Participants will become familiar with the ACE study, including the prevalence of childhood adversity, and be able to identify at least 3 ways in which these and other stressful events affect individuals' psychosocial and physical health outcomes.
2. Participants will learn about the role of the autonomic nervous system in responding to perceived threats and be able to describe at least 3 aspects of the Resilient Zone, including how trauma acts as a jolt that can leave people in a state of being amped up or shut down.
3. Participants will gain an understanding of the importance of positive experiences, co-regulation, and connection in building their own and others' resilience, including how the resiliency tools help get individuals back into or remain in their Resilient Zone, and be able use at least 4 of the seven tools to help offset the negative effects of chronic stress and adversity.

## Evaluation\*

Describe the data collection, analysis, and quality assurance measures you will use to assure ongoing, effective tracking of contract requirements and outcomes.

RFR will assign an RFR Program Coordinator to oversee the implementation of the proposed project, including the planning, coordination, and execution of training events and Listening Circles, as well as the tracking of all deliverables related to this project. This team member will receive support from the RFR Program Director, and will work closely with the RFR Executive Director and Director of Operations to ensure that all trainings, Listening Circles, and other project components are timely and of the highest quality. RFR will likewise establish fiscal control and accounting procedures for proper allocation and accounting of project funds.

In addition, RFR has established an ongoing partnership with a researcher at the University of North Carolina at Chapel Hill to conduct an academically rigorous examination of our programs' effectiveness. Our evaluation includes participant measures such as Reconnect for Resilience™ core knowledge and implementation readiness assessments, the Connor-Davidson Resiliency Scale, the Maslach Burnout Inventory depersonalization and exhaustion subscales, and the Herscovitch Community to Change Scale; classroom measures such as the PROMIS® Pediatric and Parent Proxy measures; and school measures such as discipline referrals, academic performance data, and absenteeism rates. Whereas the first wave of data analysis is still underway, our initial review of the data has revealed some promising preliminary results related to improved knowledge, commitment to change, and resilience among Reconnect training participants.

## Equity Impact\*

How will this effort help build toward a just, equitable, and sustainable COVID-19 recovery? How are the root causes and/or disproportionate impacts of inequities addressed?

Research tells us that higher Adverse Childhood Experiences (ACE) scores can lead to higher rates of everything from cancer and heart disease to addiction and early death. We also know that individuals living in Adverse Community Environments, including those impacted by systemic racism and poverty, are at an even greater risk for ACEs and poor health outcomes. These health disparities – such as higher rates of COVID-19 and other disease – occur disproportionately in low-wealth communities and in Communities of Color, and are being addressed through our Reconnect trainings and Listening Circles in the following ways:

1. Educating communities about the prevalence and effects of ACEs and toxic stress to increase our focus on prevention and mitigation strategies;
2. Offering access to the “Owner’s Manual” of our nervous systems to promote social norms that protect against violence and adversity, increase compassion, reduce shame, and increase connection;
3. Supporting healthier, safer, and less reactive responses to stress through the introduction of tools and concepts designed to help prevent ACEs and toxic stress;
4. Honoring the unique cultural and somatic contexts in which racialized trauma and traumas of oppression are experienced;
5. Sharing nervous system stabilization tools designed to offset the impact of ACEs and toxic stress by creating a relaxation response in place of a health-damaging, prolonged stress response;
6. Facilitating conversations about traumas of oppression to acknowledge the wounds of historical trauma in this country and move our communities toward healing; and
7. Teaching tools for connection, safety, and social cohesion as a buffer against ACEs and toxic stress, thereby increasing healthy connection, decreasing reactivity, and supporting the healing power of social connectedness.

## Project Partners\*

Identify any subcontractors you intend to use for the proposed scope of work. For each subcontractor listed, indicate:

- 1.) What products and/or services are to be supplied by that subcontractor and;
- 2.) What percentage of the overall scope of work that subcontractor will perform.

Also, list non-funded key partners critical to project.

1.) All events will be provided by RFR staff with limited, as needed, support from certified Resiliency Educators (REs) who subcontract with RFR to deliver our curriculum across the state. Many of our REs reside in Buncombe County and/or work in Buncombe County behavioral health agencies, healthcare organizations, schools, early childcare centers, and community nonprofits. All certified REs participate in our rigorous apprenticeship program and receive ongoing technical assistance and professional development support from RFR throughout their certification period. This helps ensure that they are aware of the latest research and best practices related to our curriculum, and can deliver our trainings with a trauma-informed, resiliency-focused, and culturally-sensitive approach.

2.) While the majority of our proposed offerings will be delivered by RFR staff, we may call upon our certified REs to join our Reconnect training teams when necessary. Each 24-person Reconnect training requires at least three trainers and each 32-person Reconnect training requires at least four trainers. If we deliver 45 trainings over the course of the project as proposed, we estimate that no more than 33 percent of our Reconnect training team members will be contractors. All other events will be delivered by RFR staff.

## Capacity\*

Describe the background, experience, and capabilities of your organization or department as it relates to capacity for delivering the proposed project and managing federal funds.

RFR has the capacity to provide 45 Reconnect for Resilience trainings, reaching up to a projected 1,112 Buncombe County residents, over the course of this four-year project. We are also committed to offering 382 Listening Circles, one Listening Circle Facilitator training and coaching series, and four Reconnect for Resilience Orientations for the Latinx community during the grant cycle.

RFR has a demonstrated ability to execute successful large-scale training projects. During the 2018-2019 and 2019-2020 school years, RFR partnered with over 25 NC public school districts to provide training for staff, families, and students through the NC Department of Public Instruction. In 2019-2020, these trainings were scheduled originally as in-person events to be delivered across the state; the onset of the COVID-19 pandemic in March 2020 necessitated a transition to virtual programming. In collaboration with our partnering school districts, RFR completed this conversion quickly and met the projected goals of this initiative, including the delivery of 48 Reconnect trainings to 1,948 participants, four Listening Circles, one Listening Circle Facilitator training, and 20 Reconnect Orientations – among other offerings.

Similarly in 2020, the NC Department of Health and Human Services (NC DHHS) provided funding to RFR to aid in disaster relief efforts in response to the COVID-19 pandemic and other natural disasters across the state. Through our partnership with NC DHHS, we delivered 14 Reconnect trainings to a total of 489 NC residents, along with 24 Listening Circles and one specialty training for NC Peer Support Specialists and Community Leaders. In Fall 2020, RFR also partnered with the NC Partnership for Children (NCPC) to deliver, along with other offerings, a total of 300 Listening Circles and 46 Reconnect trainings. At least 850 parents, caregivers, and early childhood educators from 60 North Carolina counties were directly impacted by this project.

## Budget\*

Provide a detailed project budget including all proposed project revenues and expenditures, including explanations and methodology. For all revenue sources, list the funder and denote whether funds are confirmed or pending. For project expenses, denote all capital vs. operating costs, and reflect which specific expenses are proposed to be funded with one-time Buncombe County Recovery Funds.

Download a copy of the budget form [HERE](#). Complete the form, and upload it using the button below.

RecoveryFundsBudget\_ResourcesForResilience\_20210714.xlsx

## Special Considerations\*

Provide any other information that might assist the County in its selection.

ResourcesForResilience\_BuncombeCOVIDReliefGrantAttachments\_20210714.pdf

In 2014, a group of WNC women became trainers in the California-based Community Resiliency Model® (CRM). We were excited to have a simple way to share information about trauma and resilience that normalized the biological processes involved and instilled hope and agency in participants. Neuroscientists had demonstrated how trauma gets stuck in the body, and the ACE study underscored the significant health consequences of childhood trauma – now, though, we could teach both professionals and lay community members about how trauma affects us, how we can reset our nervous systems, and how we can bring resilience and healing to ourselves and others.

As we trained others in this model, we identified two important components that were missing from CRM – namely, how trauma and stress affect our relationships and ability to connect, and how racialized trauma and traumas of oppression are as harmful to wellbeing as the original 10 ACEs.

In late 2017, informed by our collaboration with members of the BIPOC community (our original training team was comprised of white individuals) and our ongoing commitment to social and racial justice, we created a new curriculum, Reconnect for Resilience™, to include these critical constructs and formed the non-profit, Resources for Resilience™ (RFR).

Over the past four years, RFR has offered our programs to communities across North Carolina and has grown to include a racially representative staff, Board of Directors, and team of Resiliency Educators. In addition, we have trainers and staff who have survived the traumas of poverty, homelessness, incarceration, and discrimination, and who are now sharing their lived experience of resiliency with others. These non-traditional leaders are breaking the cycle of adversity and becoming the healers for the next generation. We believe that this work highlights the many ways in which an investment in equity is an investment in a future that is far brighter and more just than our past.



## File Attachment Summary

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### *Applicant File Uploads*

- RecoveryFundsBudget\_ResourcesForResilience\_20210714.xlsx
- ResourcesForResilience\_BuncombeCOVIDReliefGrantAttachments\_20210714.pdf

## Coronavirus State and Local Fiscal Recovery Funds Proposed Project Budget

<b>Organization Name:</b>	<b>Resources for Resilience</b>
<b>Project Name:</b>	<b>Reconnect for Resilience in Buncombe County</b>
<b>Amount Requested:</b>	<b>404,465.77</b>

Proposed Project Revenue Funder	Amount	Confirmed or Pending?	Notes
Proposed Buncombe COVID Recovery Funds	\$ 404,465.77	Pending	
In-kind Contribution from Resources for Resilience	\$ 94,336.00	Confirmed	
<b>Total</b>	<b>\$ 498,801.77</b>		

Proposed Project Expenses	Proposed Recovery Funds	Other Funds	Total	Capital or Operating Expense?	Notes
<b>Reconnect for Resilience Trainings</b>					
Trainer Fees	\$ 142,200.00	\$-	\$ 142,200.00	Operating	
Travel, Lodging, and Per Diem	\$ 24,366.15	\$-	\$ 24,366.15	Operating	Travel, lodging, and per diem at the standard state rates
Materials	\$ 11,120.00	\$-	\$ 11,120.00	Operating	Participant training and resource packets
Direct Administrative Fees	\$ 135,000.00	\$-	\$ 135,000.00	Operating	
Overhead (10%)	\$ 31,268.62	\$-	\$ 31,268.62	Operating	
<i>Reconnect for Resilience Trainings Subtotal</i>	<i>\$ 343,954.77</i>	<i>\$-</i>	<i>\$ 343,954.77</i>		
<b>Listening Circles</b>					
Trainer Fees	\$ 18,900.00	\$ 38,400.00	\$ 57,300.00	Operating	
Direct Administrative Fees	\$ 23,310.00	\$ 47,360.00	\$ 70,670.00	Operating	
Overhead (10%)	\$ 4,221.00	\$ 8,576.00	\$ 12,797.00	Operating	
<i>Listening Circles Subtotal</i>	<i>\$ 46,431.00</i>	<i>\$ 94,336.00</i>	<i>\$ 140,767.00</i>		
<b>Listening Circle Facilitator Training</b>					
Trainer Fees	\$ 3,700.00	\$-	\$ 3,700.00	Operating	
Direct Administrative Fees	\$ 4,500.00	\$-	\$ 4,500.00	Operating	
Overhead (10%)	\$ 820.00	\$-	\$ 820.00	Operating	
<i>Listening Circle Facilitator Training Subtotal</i>	<i>\$ 9,020.00</i>	<i>\$-</i>	<i>\$ 9,020.00</i>		
<b>Reconnect for Resilience Orientations</b>					
Trainer Fees	\$ 1,600.00	\$-	\$ 1,600.00	Operating	
Direct Administrative Fees	\$ 3,000.00	\$-	\$ 3,000.00	Operating	
Overhead (10%)	\$ 460.00	\$-	\$ 460.00	Operating	
<i>Reconnect for Resilience Orientations Subtotal</i>	<i>\$ 5,060.00</i>	<i>\$-</i>	<i>\$ 5,060.00</i>		
<b>Total</b>			<b>\$ 498,801.77</b>		

# Resources FOR Resilience



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**BUNCOMBE COUNTY COVID-19 RELIEF GRANT  
SUPPLEMENTAL APPLICATION MATERIALS**

July 2021

**Resources**  
FOR  
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### **Resources for Resilience™ Budget Narrative**

Resources for Resilience™ (RFR) is a North Carolina 501(c)3 nonprofit whose mission is to share practical tools to build up and support everyone's resilience. Founded in Asheville, NC, in 2017, we offer trauma-informed and resiliency-focused programs to schools, early learning centers, and child-serving agencies, as well as those working in social services, behavioral health, healthcare systems, first responder agencies, detention facilities, faith communities, and many other groups and entities from across the community. We understand the negative effects of both acute and chronic stress on our ability to thrive and are committed to offering community-wide programs that raise awareness and promote resilience.

Our organization was formed in response to the public health crisis of adverse childhood experiences (ACEs) and seeks to address the ongoing stress that many of us face every day. The easy-to-use strategies that we offer are intended for anyone to use as we work to prevent future adversity and help people stay healthy and connected during tough times. The strategies we teach are designed to help people of all ages and backgrounds in the aftermath of singular stressful events, and in response to the distress that individuals experience when confronted with significant, ongoing adversity.

We believe that everyone has the ability to deepen their resilience.

**As part of this project, RFR is partnering directly with Asheville-Buncombe Community Christian Ministries (ABCCM), Buncombe County Schools (BCS), and RHA Behavioral Health Services, Inc. (RHA) to provide training, support, and mentoring to their staff and the Buncombe County residents they serve as they address the ongoing and long-term effects of the dual pandemics of COVID-19 and racialized trauma. In addition, Umoja Health, Wellness, and Justice Collective, Asheville City Schools, the SPARC Foundation, and Haywood Street Congregation have committed to sending team members to the community-wide trainings that are included in this proposal; these events will also be open to other residents and community leaders. Our total estimated budget for this four-year initiative is \$498,801.77. RFR is prepared to make an in-kind contribution in the amount of \$94,336.00 which brings our total budget request to \$404,465.77.**

#### *Reconnect for Resilience™ Trainings*

Our Reconnect for Resilience™ (Reconnect) curriculum is offered in a 14-hour training that can be delivered virtually or in-person over two full days or four consecutive half-days. Each training can accommodate approximately 24 to 32 participants and offers them a set of easy-to-use tools to help themselves – and the residents they serve – stay healthy in the face of adversity. We first provide education about the nature of trauma and its biological effect on the brain and the nervous system. We then offer nervous system stabilization tools that participants can apply to self-regulate, restore self-compassion, and re-connect to others. Through demonstrations and many opportunities for group practice throughout the training, participants learn how to use these tools for themselves, and how to apply them in their work with others. When these tools are practiced regularly, they can provide relief for the stress that educators, caregivers, healthcare workers, first responders, and other helping professionals face and can then be passed on to others.

As part of this project, RFR is partnering directly with ABCCM, BCS, and RHA to provide Reconnect trainings to their staff and the Buncombe County residents they serve. In year one, we will deliver three trainings to ABCCM for up to a total of 72 participants, one training to BCS for up to a total of 32 participants, and four trainings to RHA for up to a total of 96 participants. In years two through four, we will offer an additional four trainings per year to ABCCM for up to a total of 96 participants annually, one training per year to BCS for up to a total of 32 participants annually, and four trainings per year to RHA for up to a total of 96 participants annually. Whereas

most of these will be offered in-person, we recognize the continued risk that COVID-19 poses to our community and are prepared to provide these events virtually should the need arise.

In addition, we are committed to providing open, community-wide Reconnect trainings to allow other residents and community leaders to attend. These community-wide, in-person trainings will be available in both English and Spanish as we work to support Buncombe County residents, especially those who have been disproportionately affected by the ongoing COVID-19 pandemic. RFR will deliver two community-wide Reconnect trainings in English per year for up to a total of 48 participants annually. In years three and four, we will also offer one training per year in Spanish for up to a total of 24 participants per year.

**We propose offering a total of 45 Reconnect trainings (35 events for individual partnering organizations, 8 community-wide events in English, and 2 community-wide events in Spanish) over the course of the four-year grant cycle. We estimate that the total cost to train as many as 1,112 Buncombe County community partners and residents will be \$343,954.77.**

#### *Resources for Resilience™ Listening Circles*

RFR has a history of providing and engaging in disaster response initiatives in North Carolina and internationally. Most recently, we have offered virtual Listening Circles to community members across the state throughout the COVID-19 pandemic and in response to the racialized trauma experienced by Communities of Color across our nation. Listening Circles can be a powerful tool in helping participants promote emotion regulation and connection during times of individual or community stress.

Listening Circles can accommodate up to 25 participants at a time, but there is no pre-requisite to attend nor is there a limit to the number of Listening Circles individual residents can attend. These drop-in sessions are led by Resources for Resilience™ Certified Listening Circle Facilitators who are also licensed mental health professionals or other qualified professionals. Participants are oriented to how experiences like the recent dual pandemics of COVID-19 and racialized trauma, and all the threats that they bring, have been a huge jolt to the nervous system of each of us. They throw us, in different ways for different people, into a place of imbalance, where some are stuck in an amped-up state and others of us are shut-down. Listening Circles are opportunities for participants to express what is hardest for them right now and then be guided to in the use of resiliency tool designed to bring the nervous system back into balance.

Beginning in year two and continuing in year three, RFR will provide monthly, in-person Listening Circles to both ABCCM and BCS and will provide twice-monthly, in-person Listening Circles to RHA. In addition, RFR will provide approximately 10 virtual Listening Circles per year for the general community beginning in year two and continuing through year four.

RFR is also prepared to make an in-kind contribution to this project by providing weekly virtual Listening Circles designed specifically to address the needs and concerns of Buncombe County parents and caregivers, along with monthly virtual Listening Circles for members of the Black, Indigenous, People of Color (BIPOC) community. These will be offered throughout the entire four-year grant cycle.

**We propose offering a total of 382 Listening Circles (96 for individual partnering organizations, 30 for the general community, 208 for parents and caregivers, and 48 for members of the BIPOC community) across the four-year grant cycle. The total estimated cost to provide these Listening Circles is \$140,767.00. RFR is prepared to make an in-kind contribution of 256 Listening Circles (208 for parents and caregivers and 48 for members of the BIPIC community) in the amount of \$94,336.00, leaving a balance of \$46,431.00.**

### *Resources for Resilience™ Listening Circle Facilitator Training*

To promote a sustainable, resilience-focused approach to supporting their staff and the Buncombe County residents they serve, we propose the inclusion of an in-person Listening Circle Facilitator (LCF) training for our partnering organizations. This will enable ABCCM, BCS, and RHA to continue their efforts to address the effects of the COVID-19 pandemic and other individual and community stressors by providing Listening Circles within their organizations beyond the scope of this four-year project.

In year three of this project, we propose hosting an eight-hour LCF training for up to 12 participants (approximately four staff from each partnering agency). These individuals should be licensed mental health professionals or other qualified professionals in good standing. In addition, prior to attending the LCF training, they should attend both a 14-hour Reconnect training and at least one Listening Circle.

During our eight-hour LCF training, participants will receive an introduction to the Listening Circle format, a review of the elements of a Listening Circle, experiential instruction in how to facilitate a Listening Circle, and opportunities to practice leading a Listening Circle with other participants. Before being certified to facilitate Listening Circles within their organizations, participants must demonstrate the ability to: lead introductions, describe Listening Circle qualifiers, explain how the dual pandemics of COVID-19 and racialized trauma act as jolts to the nervous system, describe the Resilient Zone and what it means to be stuck in either Amped Up or Shut Down, and teach the Sense In tool.

Following their initial training, participants will be invited to attend a series of virtual LCF coaching sessions with an RFR Senior Facilitator. These will be available monthly during year three and quarterly during year four of the project. These coaching sessions are an opportunity for new facilitators to practice with other participants and receive feedback from a Senior Facilitator. In addition, once participants are approved to facilitate Listening Circles independently, the remaining sessions will be used to present elements of their recent Listening Circles to the group and receive ongoing feedback and trouble-shooting support from a Senior Facilitator.

**We propose offering a total of one LCF training and 16 coaching sessions for participants from our partnering agencies. We estimate that the total cost to train and provide coaching to up to 12 participants will be \$9,020.00.**

### *Reconnect for Resilience™ Orientations*

RFR recognizes the importance of outreach to help individuals and communities develop a common language and shared understanding of trauma and resilience. Our Reconnect for Resilience™ Orientations will offer members of the Buncombe County Latinx community a chance to learn more about the Reconnect curriculum and how resiliency tools can be implemented within their homes, workplaces, and communities.

In our four-hour Orientation, participants will learn what happens to their brains and bodies when they are stressed or experience trauma. They will also be given an owner's manual to their own threat and safety management system and learn about tools they can use to keep themselves and their loved ones stay healthy and connected during times of stress. These Orientations, which can accommodate up to 100 residents each, will be made available in Spanish and be offered annually throughout the four-year project as we work to further engage and support Buncombe County residents who have been disproportionately affected by the ongoing COVID-19 pandemic.

**We propose offering a total of four Reconnect Orientations in Spanish over the course of the four-year grant cycle. We estimate that the total cost to train as many as 400 members of the Buncombe County Latinx community will be \$5,060.00.**



*Additional Notes*

We thank the selection committee for their consideration of our application to share our resilience-building tools with the community and support residents’ ongoing recovery from the COVID-19 pandemic. Should the committee be unable to fund our proposal in full, please note that we, in partnership with ABCCM, BCS, and RHA are prepared to scale our deliverables to match whatever level of funding that is made is available to us.

Budget Details by Event Type	COVID Relief Funds	RFR In-kind Contribution	Total
<b>Reconnect for Resilience™ Trainings</b>			
Trainer Fees	\$142,200.00	\$-	
Travel, Lodging, and Per Diem	\$24,366.15	\$-	
Materials	\$11,120.00	\$-	
Direct Administration Fees	\$135,000.00	\$-	
Overhead (10%)	\$31,268.62	\$-	
<i>Subtotal</i>	<i>\$343,954.77</i>	<i>\$-</i>	<i>\$343,954.77</i>
<b>Listening Circles</b>			
Trainer Fees	\$18,900.00	\$38,400.00	
Travel, Lodging, and Per Diem	\$-	\$-	
Materials	\$-	\$-	
Direct Administration Fees	\$23,310.00	\$47,360.00	
Overhead (10%)	\$4,221.00	\$8,576.00	
<i>Subtotal</i>	<i>\$46,431.00</i>	<i>\$94,336.00</i>	<i>\$140,767.00</i>
<b>Listening Circle Facilitator Training</b>			
Trainer Fees	\$3,700.00	\$-	
Travel, Lodging, and Per Diem	\$-	\$-	
Materials	\$-	\$-	
Direct Administration Fees	\$4,500.00	\$-	
Overhead (10%)	\$820.00	\$-	
<i>Subtotal</i>	<i>\$9,020.00</i>	<i>\$-</i>	<i>\$9,020.00</i>
<b>Reconnect for Resilience™ Orientations</b>			
Trainer Fees	\$1,600.00	\$-	
Travel, Lodging, and Per Diem	\$-	\$-	
Materials	\$-	\$-	
Direct Administration Fees	\$3,000.00	\$-	
Overhead (10%)	\$460.00	\$-	
<i>Subtotal</i>	<i>\$5,060.00</i>	<i>\$-</i>	<i>\$5,060.00</i>
<b>TOTAL PROJECT COST</b>			<b>\$498,801.77</b>
<b>TOTAL RFR IN-KIND CONTRIBUTION</b>			<b>\$94,336.00</b>
<b>TOTAL GRANT REQUEST</b>			<b>\$404,465.77</b>



July 9<sup>th</sup>, 2021

RE: Buncombe County COVID Relief Grant Selection Committee

To whom it may concern,

Asheville Buncombe Community Assistance Ministry (ABCCM) is pleased to partner with Resources for Resilience™ (RFR) in their application for the *Covid Relief Grant*. This partnership will support *Services for Disproportionately Impacted Communities* by addressing the social, emotional, and mental health needs of ABCCM staff and Transformation Village clients, Veterans, residents, and family members as we navigate the multiple and layered challenges exacerbated by the Covid-19 pandemic.

In the last 18 months our NCServes Coordination/Call Center experienced an 18% increase in mental health and physical health needs brought on by the national pandemic. We anticipate that this number will increase as eviction moratoriums are lifted and homelessness becomes a larger issue for many.

RFR's work is specifically focused on public health promotion through training and community education in response to the public health crisis of ACEs (Adverse Childhood Experiences) and more recently the dual pandemics of Covid-19 and racialized trauma. RFR's trauma-informed and resiliency-focused programs offer practical tools to build up and support everyone's resilience. The stress of economic hardship, homelessness, childcare, ongoing changes in children's and adults' structures and schedules, housing inequity, discrimination, job loss, academic performance, stress and anxiety about contracting the virus, and grief over the loss of loved ones are just a few ways that Covid-19 has impacted our community against a backdrop of already disproportionately high rates of mental health and substance use struggles.

By supporting ABCCM staff and the Transformation Village community to recognize symptoms, expand coping skills, and foster environments and interactions that build resilience, RFR's programming not only improves a community's understanding of the impact of significant stress and trauma, but also directly helps individuals and systems develop healthier responses to stress and trauma.

In May 2021, RFR provided their Reconnect for Resilience™ training to 22 of our staff. Unanimously, it was stated that this was the best training our team has received in the last 18 months. All levels found real value from the class, from our Intake team, Peer Support Specialist, Case Managers, Regional Coordinators and Assistant Directors. Everyone felt energized and took both an internal pulse with their own resiliency and how to apply this with the Veterans and clients that we serve. We are so grateful for their expertise, professionalism and patience, and we are honored to work with them in implementing a training program designed to have a direct, positive impact on the lives of our staff, clients, Veterans, residents and family members.



# VETERANS

SERVICES OF THE CAROLINAS

For year one of the grant cycle, ABCCM will commit to offering Reconnect for Resilience™ training to staff of ABCCM at a total of three for the year. We will commit to a total of 15 Reconnects throughout the grant cycle, offering to clients and continuing staff training. We will also commit to offering monthly Listening Circles in year two and three. For sustainability and continued focus on workforce and adult wellness and resilience we will offer Listening Circle Leader training to continue these offerings beyond December 2026.

ABCCM believes this initiative will not only support and serve our staff, clients and community during the grant cycle, but will also serve to embed these powerful, transformative resiliency tools in our community for years to come. Feel free to contact me with any questions.

Sincerely,



Brandon L. Wilson  
Director

Veterans Services of the Carolinas- ABCCM  
brandon.wilson@abccm.org





7/13/2021

Dear Buncombe County Covid Relief Grant Selection Committee:

Asheville City Schools and The Asheville City Schools Foundation are pleased to partner with Resources for Resilience (RFR) in their application for the Covid Relief Grant. This partnership will support Services for Disproportionately Impacted Communities by addressing workforce resiliency within Asheville City Schools, as well as the social, emotional, and mental health needs of Asheville City Schools students, staff and caregivers, as we navigate the multiple and layered challenges exacerbated by the Covid-19 pandemic.

RFR's work is specifically focused on public health promotion through training and community education in response to the public health crisis of ACEs (Adverse Childhood Experiences) and more recently the dual pandemics of Covid-19 and racialized trauma. RFR's trauma-informed and resiliency-focused programs offer practical tools to build up and support everyone's resilience. The stress of childcare, job loss, ongoing changes in children's and adults' structures and schedules, economic hardship, academic performance, stress and anxiety about contracting the virus, and grief over the loss of loved ones are just a few ways that Covid-19 has impacted our community against a backdrop of high rates of mental health and substance use struggles.

By supporting school communities to recognize symptoms, expand coping skills, and foster environments and interactions that build resilience, RFR's programming not only improves a community's understanding of the impact of significant stress and trauma, but also directly helps individuals and systems develop healthier responses to stress and trauma.

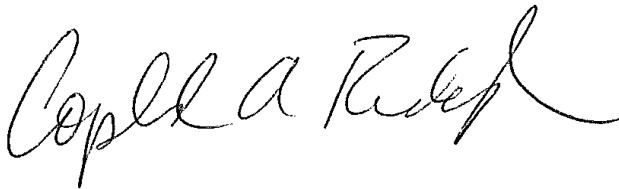
During the 2018-2019 academic year, Resources for Resilience™ utilized school safety grant funding to partner with 18 North Carolina school districts and introduce their Reconnect for Resilience™ curriculum. Their August 2019 summary report underscores the overwhelmingly positive responses that they received to the training content and highlights its immediate applicability for student, teacher, and staff resilience. In academic year 2019-2020, RFR again offered training through safe schools funding to 20 school districts (13 returning and 7 new), adjusting training delivery to a virtual platform so that despite quarantine and travel restrictions, the resiliency tools could be shared with school staff, students and parents- tools that had become even more relevant as the dual pandemics of Covid-19 and racialized trauma raged. The response was equally as positive as 2018-19. (see Special Considerations section/ uploaded documents)

P.O. Box 3196, Asheville, NC 28802 (828) 350-6174

In March of 2021, Asheville City Schools Foundation supported ACS Social Workers and Student Support Specialists to attend the RFR training so they could more fully meet the requests for resilience support from high school students.

ACS and ACSF would be honored to work with RFR, a trusted, local partner, in implementing a training program designed to meet the needs of our schools' workforce and have a direct impact on the lives of our students. For the duration of the grant cycle, Asheville City Schools will commit to offering annual Reconnect for Resilience™ training to school staff, teachers, parents and partners, and RFR Listening Circles to staff and caregivers. Asheville City Schools believes this initiative will not only support and serve our staff, students and community during the grant cycle, but will also serve to embed these powerful, transformative resilience tools in our community for years to come.

Sincerely,

A handwritten signature in black ink that reads "Copland A. Rudolph". The signature is fluid and cursive, with the first name being the most prominent.

Copland A. Rudolph  
*Executive Director*



Tony Baldwin, Ed.D., Superintendent

175 Bingham Road, Asheville, NC 28806  
P 828.255.5921 F 828.255.5923  
[www.buncombe.k12.nc.us](http://www.buncombe.k12.nc.us)

July 12, 2021

Dear Buncombe County *Covid Relief Grant* Selection Committee:

Buncombe County Schools is pleased to partner with Resources for Resilience (RFR) in their application for the *Covid Relief Grant*. This partnership will support *Services for Disproportionately Impacted Communities* by addressing the social, emotional, and mental health needs of students, staff and caregivers as we navigate the multiple and layered challenges exacerbated by the Covid-19 pandemic.

RFR's work is specifically focused on public health promotion through training and community education in response to the public health crisis of ACEs (Adverse Childhood Experiences) and more recently the dual pandemics of Covid-19 and racialized trauma.

RFR's trauma-informed and resiliency-focused programs offer practical tools to build up and support everyone's resilience. The stress of ongoing changes in children's structures and schedules, economic hardship, academic performance, stress and anxiety about contracting the virus, and grief over the loss of loved ones are just a few ways that Covid-19 has impacted our community against a backdrop of high rates of mental health and substance use struggles.

By supporting school communities to recognize symptoms, expand coping skills, and foster environments and interactions that build resilience, RFR's programming not only improves a community's understanding of the impact of significant stress and trauma, but also directly helps individuals and systems develop healthier responses to stress and trauma.

Buncombe County schools is deeply committed to the mental health and wellness of our students and staff. While this has been a very difficult year and a half, we are focusing on building resilience in an environment where both students and staff feel safe and supported while having strategies to better respond to stress. RFR has provided many opportunities to build resiliency in our community and we look forward to our continued partnership.

We are honored to work with RFR, a trusted, local partner, in implementing a training program designed to meet the needs of our schools' workforce and have a direct impact on the lives of our students.

Implementation Plan:

For the 2021-22 academic year, Buncombe County Schools will commit to offering Reconnect for Resilience™ training to approximately 30 school counselors, social workers, SEL coaches, and behavior specialists. We would also like to include quarterly RFR Listening Circles for staff and caregivers, as we continue to expand our focus on workforce/adult wellness/recovery. In years one and two, we would like to offer Listening Circle Facilitator training for our existing Resiliency Educators. And for the duration of the grant cycle, through December 2026, we would like to offer 2-3 Reconnect for Resilience trainings and one Listening Circle Facilitator training per year.

Buncombe County Schools believes this initiative will not only support and serve our staff, students and community during the grant cycle, but will also serve to embed these powerful, transformative resiliency tools in our community for years to come.

Sincerely,

A handwritten signature in black ink, appearing to read "David Thompson". The signature is fluid and cursive, with a long horizontal flourish extending to the right.

David Thompson

July 12, 2021

Dear Buncombe County *Covid Relief Grant* Selection Committee:

The Haywood St. Community is pleased to partner with Resources for Resilience™ (RFR) in their application for the *Covid Relief Grant*. This partnership will support *Services for Disproportionately Impacted Communities* by addressing the social, emotional, and mental health needs of our congregation, staff, companions and neighbors, as we navigate the multiple and layered difficulties exacerbated by the Covid-19 pandemic.

RFR's trauma-informed and resiliency-focused programs offer practical tools to build up and support everyone's resilience. The stress of homelessness, isolation, housing inequity, discrimination, economic hardship, anxiety about the virus, and grief over the loss of loved ones are just a few ways that Covid-19 has impacted our community against a backdrop of already disproportionately-high rates of mental health and substance use challenges.

By supporting communities to recognize symptoms, expand coping skills, and foster environments and interactions that build resilience, RFR's programming not only improves understanding of the impact of significant stress and trauma, but also directly helps individuals and systems develop healthier responses to stress and trauma.

Haywood St. is deeply committed to the mental health and wellness of our community. Although this has been a very difficult year and a half, we are focusing on building resilience in an environment where individuals feel safe and supported, while having strategies to better respond to stress. RFR has provided many opportunities to build resiliency in our community and we look forward to our continued partnership.

Through the Reconnect for Resilience™ training and RFR Listening Circles, Haywood St. believes this initiative will not only support and serve our congregation, staff, companions, and neighbors during the grant cycle, but will also serve to embed these powerful, transformative resiliency tools in our community for years to come.

Sincerely,

REV. BRIAN COMBS





July 13, 2021

Dear Buncombe County Covid Relief Grant Selection Committee:

RHA Health Services is pleased to partner with Resources for Resilience™ (RFR) in their application for the Covid Relief Grant. This partnership will support Services for Disproportionately Impacted Communities by addressing workforce resiliency within RHA, as well as the social, emotional, and mental health needs of RHA clients and family members, as we navigate the multiple and layered challenges exacerbated by the Covid-19 pandemic.

RFR's work is specifically focused on public health promotion through training and community education in response to the public health crisis of ACEs (Adverse Childhood Experiences) and more recently the dual pandemics of Covid-19 and racialized trauma. RFR's trauma-informed and resiliency-focused programs offer practical tools to build up and support everyone's resilience. The stress of economic hardship, homelessness, childcare, ongoing changes in children's and adults' structures and schedules, academic performance, stress and anxiety about contracting the virus, and grief over the loss of loved ones, are just a few ways that Covid-19 has impacted our community against a backdrop of already disproportionately high rates of mental health and substance use struggles.

By supporting the RHA community to recognize symptoms, expand coping skills, and foster environments and interactions that build resilience, RFR's programming not only improves understanding of the impact of significant stress and trauma, but also directly helps individuals and systems develop healthier responses to stress and trauma. The Reconnect for Resilience™ curriculum simultaneously supports clients and staff and provides organizations with concrete, neuroscience-based tools and concepts, to help navigate stress and change in a healthy and connected way.

We are eager to work with RFR in implementing a training program designed to have a direct, positive impact on the lives of our staff, clients, residents, and family members.

Beginning year one of the grant cycle and continuing for the remaining three years, RHA will commit to offering Reconnect for Resilience™ training to our staff on a quarterly rotation. This will be 4 Reconnects per year for all RHA staff as we continue to focus on workplace resilience. And for the duration of the grant cycle, through December 2026, we will commit to holding monthly Listening Circles at our Peer Living Room and Mary Benson House locations to continue to support our clients and parents in wellness, recovery, and reducing parental stress. In year 3 and 4 we will offer a Listening Circle Facilitator training to support our staff to continue holding this space for staff, residents, clients, and parents to continue ongoing wellness and resilience.

RHA believes this initiative will not only support and serve our staff, clients and community during the grant cycle, but will also serve to embed these powerful, transformative resiliency tools in our community for years to come.

Sincerely,

A handwritten signature in black ink, appearing to read "Krysta Engels", written over a white background.

Krista Engels, LCSWA  
RHA Regional Operations Director



225 East Chestnut Street  
Asheville, NC 28801  
828-552-3771  
[www.theSPARCfoundation.org](http://www.theSPARCfoundation.org)

July 12, 2021

Dear Buncombe County *Covid Relief Grant* Selection Committee:

The SPARC Foundation is pleased to partner with Resources for Resilience™ (RFR) in their application for the *Covid Relief Grant*. This partnership will support *Services for Disproportionately Impacted Communities* by addressing the social, emotional, and mental health needs of our staff, clients, families and community members, as we navigate the multiple and layered difficulties exacerbated by the Covid-19 pandemic.

RFR's trauma-informed and resiliency-focused programs offer practical tools to build up and support everyone's resilience. The stress of childcare, job loss, ongoing changes in children's and adults' structures and schedules, incarceration, isolation, housing inequity, discrimination, economic hardship, anxiety about the virus, and grief over the loss of loved ones are just a few ways that Covid-19 has impacted our community against a backdrop of high rates of mental health and substance use challenges.

By supporting communities to recognize symptoms, expand coping skills, and foster environments and interactions that build resilience, RFR's programming not only improves understanding of the impact of significant stress and trauma, but also directly helps individuals and systems develop healthier responses to stress and trauma.

SPARC is deeply committed to the mental health and wellness of our community. Although this has been a very difficult year and a half, we are focusing on building resilience in an environment where individuals feel safe and supported, while having strategies to better respond to stress. RFR has provided many opportunities to build resiliency in our community and we look forward to our continued partnership.

Through the Reconnect for Resilience™ training and RFR Listening Circles, SPARC believes this initiative will not only support and serve our staff, clients and families during the grant cycle, but will also serve to embed these powerful, transformative resiliency tools in our community for years to come.

Thank you for the opportunity,

A handwritten signature in black ink, appearing to read "J. Latek".

Jackie Latek  
Executive Director  
SPARC Foundation



SPARC ignites connections to education, employment and mentorship to strengthen the wellbeing and personal freedom of people and families in need.

July 12, 2021

Dear Buncombe County *Covid Relief Grant* Selection Committee:

Since the early days of each of our recently-formed organizations, *Resources for Resilience* (RFR) and *Umoja Health, Wellness and Justice Collective* (Umoja) have been formidable community partners and collaborators. Both offering community education about trauma and resiliency – our programs strongly complement one another.

The *Reconnect for Resilience™ (Reconnect)* curriculum has been provided to members of the Umoja community at no cost over the last two years, through RFR *Reconnect* trainings and through my teaching the *Reconnect* curriculum (I am an RFR Certified Resiliency Educator.) The resiliency tools shared through *Reconnect* have helped lay a foundation for healing practices at Umoja, and concurrently, Umoja has taken the resiliency work ever-more deeply into our own community and beyond, developing culturally-aligned trauma and resiliency programming for our ever-growing network of leaders, healers, activists, and survivors.

Umoja is pleased to partner with Resources for Resilience™ (RFR) in their application for the *Covid Relief Grant*, and we are committed to sending Umoja staff and partners to RFR *Reconnect* trainings throughout the grant cycle, as our community continues to grow.

Thank you for this opportunity,

 7/12/2021

Michael L. Hayes, CPSS

Trauma/Resilience Educator, Community Activist/Collaborator

Executive Director-Umoja Health, Wellness and Justice Collective

828.785.2228

“ Working from home through most of 2020 with two kids under foot was challenging to say the least. But, because of the information I learned from RFR about how the brain and body work when we experience stress and trauma, I was able to keep myself and my family connected and resilient through it all. We took regular breaks throughout the day to use the resilience tools, either together or independently. The tools were easy enough to teach to my 13-year-old, as well as my 3-year-old. Unfortunately, I closed out the year by being diagnosed with COVID-19. I am certain that if I had not known about and been able to use the resilience tools, my experience would have been much more detrimental to my mental wellness. I believe the Reconnect training is as critical as CPR and First Aid training – I know that it was my CPR and First Aid throughout my battle with Covid!

*Covid Survivor and Parent, Buncombe County*

In my earliest memories of interacting with the world outside of my residential community, I remember feeling different and out of place. I did not know why I was being treated with anger and ugliness everywhere. The places I thought would be safe were not, and I lived in continual fear of everything and everybody. This is how I grew up; all through school, being guarded in every interaction, in every so-called friendship and every work environment. I learned how to survive through trial and error. It was only in my late 50s – with the introduction to CRM and then, again, through my participation in a Reconnect training – that I was able to make sense of why my mind, body, and spirit never felt connected, even to me. ”

The best experiential experience I have ever had was that introduction to my body through the Reconnect training. As a Resiliency Educator, I am now learning myself and understanding the world in which I live. Each day is another opportunity for me to become the Woman of Color that I am made to be and share that with those around me with confidence. Resources for Resilience™, Reconnect, and the resiliency tools held space for me at age 60+ to do and be what I was striving for all those years ago. This is not perfect, but it is darn close if one has the desire to do the work that it takes to really look in the mirror with the intent of “being your best self.”

Every person of color deserves, and should have the right, to learn who they are and see through their own eyes the individual they were created to be. Reconnect provides the opportunity to open the door on self-learning. Benefit to the BIPOC individual – life changing; benefit to BIPOC community – life changing; benefit to our world – changing lives one individual at a time.

*Mary Lloyd, Black/African American Woman and RFR Family Engagement Specialist, Caldwell County*

“ The Reconnect training is important for BIPOC because it helps us understand the impact of the trauma and toxic stress that we hold in our bodies and nervous systems on a daily basis, especially when it comes to racialized trauma and oppression. The training also gives language to what we are experiencing and tools that help us manage our stress responses as we navigate through a white supremacist system that wasn't designed for BIPOC to succeed on any level. Consequently, the impact of COVID-19 and civil unrest in the last year and a half has wreaked havoc on the BIPOC nervous system. With no end to structural racism in sight, the Reconnect curriculum teaches us how to turn off the stress response to aid in the prevention of ACE-related illnesses. Moreover, with inequities from housing to health care, the twin pandemics have exasperated the symptoms of mental and physical health of the BIPOC population.

*MC Ellis, Black/African American Woman and RFR Implementation Specialist, Buncombe County*

Meridian Behavioral Health Services offers RFRs Reconnect for Resilience™ (Reconnect) training to every staff member, regardless of their role in our agency. The Reconnect training serves as the foundation for being a trauma-informed organization and provides staff with knowledge and tools they can utilize with service recipients, co-workers, and themselves. Monthly refreshers are offered to practice tools, team and leadership meetings incorporate language and skills from the training, and when client and/or staff incidents or structural changes occur, these reviews, debriefings, and announcements are intentionally laced with RFR skills, tools, and perspectives. Staff repeatedly give the feedback that Reconnect helps them feel more connected, cared-for by the organization, and better-equipped to provide services and take care of themselves.



As Meridian has learned more about ACEs, the science of resilience, and the impact of secondary trauma – all of which are present in our world and our work – we feel it is our responsibility to help address the daily impact stress and trauma have on both our clients and our workforce. We believe RFR has contributed to the quality of work we do, reduced burnout, and increased retention. Public mental health organizations have so much to hold in the ever-changing climate of the health system, often resulting in staff feeling overwhelmed and burned out. At the same time, organizations are working hard to bring trauma-informed modalities to the clients they serve. The Reconnect for Resilience™ curriculum simultaneously supports clients and staff and provides organizations with concrete skills and concepts, based on science, to help navigate stress and change in a healthy and connected way. Behavioral health staff are passionate and motivated to support their clients in taking good care of themselves and moving through life’s challenges with resilience; however, they often do so at the expense of themselves and their own wellbeing. RFR skills offer behavioral health staff resiliency tools they can use in any moment of uncertainty, change, and difficulty.

*Katie Goetz, LCMHCS, LCAS, CCS, Clinical Director, Meridian Behavioral Health Services*

“ Unanimously it was stated that this was the best training our team has received in the last 18 months. All levels found real value from the class – from our Intake team, Peer Support Specialists, Case Managers, Regional Coordinators, and Assistant Directors. Everyone felt energized and took an internal pulse on both their own resiliency and how to apply this with the Veterans that we serve. Your entire team is awesome, and hope we can do another training class sometime in the fall in either Charlotte or Wilmington. So grateful for your expertise, professionalism, and patience.

*Brandon Wilson, Managing Director Veterans of the Carolinas*

The resourcing tools, especially the rapid reset tools, are critically needed right now as individuals heal from our own traumatic experiences and our world responds to dramatic changes. Because the instructions are clear and the processes relatively simple (though take some practice), I have been able to begin using them right away in my work and my personal relationships.



*Reconnect for Resilience™ Participant, Caldwell County*

“ I want to express that, in 24 years in education, I believe this training has been one of, if not the most, impactful professional development experiences I have ever seen. Not only on a personal level, but district-wide, the participants that have received the training have shared what a support it has been. We are witnessing staff identify how much the strategies have helped them to [not only] regulate their own stress and anxiety, but also offer this to students.

*Karen Harrington, Student Services Director, Pitt County*

RFR is an incredible organization. I thought the [Reconnect for Resilience™] training was outstanding. It was very powerful for me. It is one of the few, and maybe the only, trainings I've gone to where I learned skills, had a chance to practice them in the breakout groups, and then I used them the very next day with two different clients – with success. The [Covid-19] pandemic has exacerbated my clients concerns/issues... and they got a lot out of the tools as well. Thank you and congratulations for having such a remarkable program!



*Blair Fielding, Licensed Marriage and Family Therapist, Buncombe County*

“ Trainers' expertise, ability to model, genuine belief in the material – and their authenticity, vulnerability, support. They MADE it what it was. I have taken other resiliency trainings that ignore the impact of generational trauma and systemic discrimination/oppression as a stressor. I REALLY appreciated this integration as we are nationally talking about these issues.

*Reconnect for Resilience™ Participant, Evergreen Charter School, Buncombe County*

As a member of the leadership team at a large, high-quality early learning center, I rely heavily on many tools and concepts I learned from facilitating the Reconnect training – most importantly, the knowledge of mirror neurons and co-regulation. The team I supervise works closely with teachers, families, and children who have experienced toxic stress. It is necessary for me to use tools to stay calm in order to support the work. I often feel like the co-regulator for Verner Center for Early Learning!



*Laura Martin, Director of Child Development, Verner Center for Early Learning, Buncombe County*

“ Hearing others describe what is hard for them right now and watching them learn to reset by sharing their joys made me feel normal and helped me stay the course.

*Grandparent, Buncombe County*

The resiliency tools and the WEMAP process are excellent! I have already used them with my own children and am SO excited to continue to use them and become more comfortable with them moving forward. Also, our trainers were SO GOOD. They presented the information clearly and provided patient guidance while practicing. I've really learned a lot and appreciate this amazing toolkit of connection!



*Reconnect for Resilience™ Participant, NC Partnership for Children Grant*

“ Taking a sip and noticing the temperature of the water brings me right back into the room! When I remember to use the Rapid Reset tools, I can meet the babies' needs throughout the day.

*Infant Room Teacher, Verner Center for Early Learning, Buncombe County*

Co-regulation works! Now that I know how important it is for me to stay regulated, I can remind my co-teacher to use a Rapid Reset tools, too!



*Toddler Room Teacher, Verner Center for Early Learning, Buncombe County*

“ This training has completely shifted my approach to parenting and being present with my children. We all still have bad days but, when we do, we have more tools in our toolbox to connect with each other and move on. My kids frequently ask me to use tools with them or remind me to use the tools for myself when I’m getting irritated. Reconnect for Resilience has been a true blessing for myself and my family. Thank you so much.

*Parent, Buncombe County*

Reconnect for Resilience™ is the most comprehensive and helpful training I have ever attended. They synthesize a lot of information into an easy-to-understand format that makes an immediate and profound impact on our lives and the lives of people around us. I feel healthier and happier since attending this training and am energized to spread the tools to others. Resources for Resilience™ is exactly what every school needs to improve its climate, culture, and student outcomes.



*School Social Worker, Caldwell County*

“ It’s the most empowering workshop that I’ve had in my 24 years of teaching.

*Educator, Moore County*

**Key Outcomes**

In 2020, the North Carolina Department of Health and Human Services (NC DHHS) provided generous funding to Reconnect for Resilience™ to aid in disaster relief efforts in response to the COVID-19 pandemic and other natural disasters across the state. Anyone living or working in North Carolina had the opportunity to be impacted directly by our partnership with the NC Department of Health and Human Services. Below is an overview of each offering that was made possible with these funds, along with details about the number of participants for each Reconnect for Resilience™ training, Peer and Community Leader Training, Resources for Resilience™ Listening Circle, and Reconnect for Resilience™ Orientation.

*Reconnect for Resilience™ Trainings.*

A total of **nine** Reconnect for Resilience™ training were offered as a part of our partnership with North Carolina Health and Human Services. These trainings offered adults of any age, education, or background access to our simple, easy-to-use resiliency tools. In these 14-hour virtual classes, participants learned what happens to their brains and bodies when they are stressed or experience trauma, and were given the owner’s manual to their own threat and safety management systems.

Number of Reconnect Trainings	Total Reconnect Participants
14	489

Reconnect for Resilience™ Participant Impact Statements from across NC:

“Even though I registered to increase my skills at work, this training helped me connect a lot of dots with issues in my personal life.” – Reconnect for Resilience™ Participant

“The trainers made me feel very safe to share.” – Reconnect for Resilience™ Participant

“I enjoyed the restore resiliency tool the most. I loved the simplicity and radical shift from shame into compassion.” – Reconnect for Resilience™ Participant

“Being introduced to the tools and knowing that I can apply them to my life as well as people I work with, and others in my inner circle. Everywhere.” – Reconnect for Resilience™ Participant

“One of the best parts to me was that there were two main facilitators. In this age of Zoom, it is easy to get fatigued during/after these meetings, especially if it is just one person leading. I also found myself feeling rejuvenated after these sessions instead of drained or tired. I also appreciated the PGL's being brought in and adding to the dialogue and truly making the training more impactful. Also, this group was so engaging and willing to participate, which was awesome. Everything taught was accessible and practical.” – Reconnect for Resilience™ Participant

“Love your balance of human connection and explaining the science!” – Reconnect for Resilience™ Participant

*Resources for Resilience™ Peer and Community Leader training*

North Carolina Community Specialists and Certified Peer Support Specialists who attended a 14-hour Reconnect for Resilience™ training were invited to take part in our specialized Peer and Community Leader event. Participants in this two-day intensive workshop received additional resiliency tools practice and learned how to lead listening circles within their organizations and communities. These individuals were then offered up to six months of coaching and technical support from RFR as they continue to use and share resiliency tools with the people they serve.



Number of Peer and Community Leader Trainings	Total Participants
1	10

*Resources for Resilience™ Listening Circles*

RFR has a history of providing and engaging in disaster response initiatives in North Carolina and internationally. Most recently, we have offered Listening Circles to community members throughout the COVID-19 pandemic and in response to the racialized trauma experienced by Communities of Color across our nation. Listening Circles can be a powerful tool in helping participants promote emotion regulation and connection during times of individual or community stress. A total of **twenty-four** Resources for Resilience™ Listening Circles were made available with the funding we received from NC DHHS. These Listening Circles offered North Carolinians a safe space to connect with each other and talk about what is stressful for them right now. Our trained facilitators then presented them with concrete tools designed to help them de-stress and highlight what gets them through times of individual and community difficulty.

Number of Listening Circles	Total Listening Circle Participants
24	65

*Reconnect for Resilience™ Orientations*

A total **two** Reconnect for Resilience™ Orientations were offered as part of this initiative to help organizations and communities begin to develop a common language and shared understanding of trauma and resilience. These 60-minute presentations offered North Carolinians a chance to gain an understanding about what happens to their brains and bodies when they are stressed or experience trauma, learned about tools they can use to keep themselves and others healthy and connected during times of stress, and heard about how resiliency tools can be implemented within homes, workplaces, and throughout communities.

Number of Orientations	Total Orientation Participants
2	50

*Supplemental Resources*

Resources for Resilience™ designed and developed supplemental training materials and posters to sustain this ongoing work in homes, workplaces, and communities across the state. These materials were shared for use in local DHHS offices across the state to encourage the continued use of resilience tools and promote emotion regulation, nervous system stabilization, and healthy interpersonal connection.

**For more information, please contact us any time at:**

Resources for Resilience™  
 13½ Eagle Street, Suite K  
 Asheville, NC 28801  
[www.resourcesforresilience.com](http://www.resourcesforresilience.com)

**Key Outcomes**

In 2019-2020, the North Carolina Department of Public Instruction (DPI) provided the opportunity for school districts across the state to apply for School Safety Grants to improve school safety through a variety of methods. Resources for Resilience™ (RFR) partnered with 20 districts to provide trainings for school staff, families, and students. These events helped school districts develop a common language and understanding of the impact of chronic stress, trauma, and adversity, and introduced resiliency tools designed to help individuals and school communities respond more effectively to both singular traumatic events and the ongoing stress or adversity that many community members face every day. Whereas these trainings were scheduled originally as in-person events to be delivered across the state, the onset of the COVID-19 pandemic in March 2020 necessitated a transition to virtual programming. In collaboration with our partnering school districts, RFR was able to complete this conversion quickly and meet the goals of this initiative.

*Reconnect for Resilience™ Trainings*

A total of 48 Reconnect for Resilience™ (Reconnect) trainings were offered as a part of this initiative. These trainings offered educators, families, and school communities a set of easy-to-use tools to stay well in the face of adversity. In these 14-hour virtual classes, adults learned what happens to their own - and their students’ or children’s - brains and bodies when they are stressed. They were also given tools to stay healthy, connected, and resilient during tough times.

Total Reconnects	Total Reconnect Participants
48	1,948

Reconnect for Resilience™ Participant Impact Statements:

“[The best part of this training was] that it was interactive as a group, and that we had opportunities to learn and demonstrate with the trainers in a safe environment.” – Edgecombe County Participant

“The resourcing tools, especially the rapid reset tools, are critically needed right now as individuals heal from our own traumatic experiences and our world responds to dramatic changes. Because the instructions are clear and the processes relatively simple (though take some practice), I have been able to begin using them right away in my work and my personal relationships.” – Caldwell County Participant

“The trainers, the interaction, everything was great. As a 2-day virtual training, this was very well done!” – Madison County Participant

“Trainers expertise, ability to model, genuine belief in the material. And their authenticity, vulnerability, support. They MADE it what it was. I have taken other resiliency trainings that ignore the impact of generational trauma, systemic discrimination/oppression as a stressor. I REALLY appreciated this integration as we are nationally talking about these issues.” – Evergreen Charter School Participant

*Resources for Resilience™ Champions Workshops, Practice Groups, and Resiliency Skill Building Workshops*

In addition to offering 14-hour Reconnect for Resilience™ trainings, RFR provided opportunities for members of these school communities to deepen their knowledge and build their confidence using our resiliency tools. Through Resiliency Champions workshops, practice groups, and skills building opportunities, participants learned ways to promote trauma education in the school communities in which they were embedded, and gained concrete ideas to support the introduction and use of resiliency tools in their classrooms and schools. These opportunities were made available to both recent Reconnect participants and new Resiliency Champions, as well as to Resiliency Champions who were returning from the 2018-2019 DPI grant cycle and looking to further this work in their schools and classrooms.

Total Champions Workshops	Total Champions Participants	Total Practice Groups & Resiliency Skill Building Workshops	Total Practice Group & Resiliency Skill Building Participants
15	160	7	125

Resources for Resilience™ Champions Participant Impact Statement:

“The Champions training helped me connect with the information in a much more confident way. It caused me to think about the information at deeper levels which will help me implement it into my school setting.” – Macon County Participant

*Reconnect for Resilience™ Resiliency Educator Apprenticeship Program (REAP)*

The Resiliency Educator Apprenticeship Program (REAP) offered schools the ability to have their own team trained as Resiliency Educators (REs). After attending a 14-hour Reconnect training, RE candidates began their apprenticeship by attending a four-day REAP training wherein they reviewed the elements of the Reconnect curriculum, practiced teaching it to other participants, and practiced presenting it to community members in the field. Following their four-day REAP training, RE candidates received up to six months of mentoring from an RFR Senior Trainer. This portion of their apprenticeship included formal practice opportunities wherein RE candidates demonstrated their proficiency in teaching the tools to others, opportunities to shadow RFR Senior Trainers during Reconnect trainings, and an opportunity to co-train with an RFR Senior Trainer in their community.

Total REAP Cohorts	Total REAP Participants
3	75

*Reconnect for Resilience™ Parent Nights and Orientations*

School staff, families, and community members were invited to attend informational Parent Night sessions and Orientation presentations where they learned about the Reconnect curriculum and how resiliency tools can be implemented in homes, classrooms, and schools. In these 60- to 90-minute presentations, participants learned what happens to their brains and bodies when they are stressed or experience trauma. They also learned about their own threat and safety management system and were introduced to tools they can use to keep themselves and their children healthy and connected during times of stress.

Total Parent Nights	Total Parent Night Participants	Total Orientations	Total Orientation Participants
15	140	5	140

*Resources for Resilience™ Listening Circles*

A total of 4 Resources for Resilience™ Listening Circles were made available throughout this grant cycle. These Listening Circles provided an online forum where parents, caregivers, teachers, and school staff could connect with each other and talk about what is stressful for them right now. Our trained facilitators then offered concrete tools designed to help them de-stress and highlight what is getting them through this time of individual and community difficulty. Additionally, we hosted one Listening Circle Facilitator training to help build future Listening Circle capacity within school districts.

Total Listening Circles	Total Listening Circle Participants	Total Listening Circle Facilitator Trainings	Total Listening Circle Facilitator Training Participants
4	40	1	9

*Resources for Resilience™ Youth Outreach*

In 2020, RFR worked to provide direct training to students across the state through key partnerships with local school districts. We were able to provide a Youth Reconnect for Resilience™ training, as well as offer Reconnect Orientations geared toward young people.

Total Youth Outreach Programs	Total Youth Outreach Participants
4	28

**For more information, please contact us any time at:**

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 Asheville, NC 28801  
[www.resourcesforresilience.com](http://www.resourcesforresilience.com)

**Key Outcomes**

Parents, caregivers, and early childhood educators from 60 North Carolina counties were directly impacted by this project. Below is an overview of each offering that was made possible by this grant, along with details about the number of participants for each Reconnect for Resilience™ Training, Reconnect for Resilience™ Coaching Session, and Resources for Resilience™ Listening Circle. In addition, we have included a listed of supplemental materials for individuals to use and access as we move forward in this work.

*Reconnect for Resilience™ Trainings*

A total of 46 Reconnect for Resilience™ trainings were offered as a part of this grant. These trainings offered educators, families, and school communities a set of easy-to-use tools to stay well in the face of adversity. In this 14-hour virtual class, adults learned what happens to their own - and their students’ or children’s - brains and bodies when they are stressed. They were also given tools to stay healthy, connected, and resilient during tough times.

Total Registrants	Total Registrants Completing Training	Percentage of Registrants Attending	Total Parents, Grandparents, or Foster Parents Attending
1217	850	70%	162

Reconnect for Resilience™ Participant Impact Statements:

“The resiliency tools and the WEMAP process are excellent!!! I have already used them with my own children and am SO excited to continue to use them and become more comfortable with them moving forward. Also, our trainers were SO GOOD. They presented the information clearly and provided patient guidance while practicing. I've really learned a lot and appreciate this amazing toolkit of connection!”

“The best part of this training for me would be discussing shame and guilt. I find that those feelings can plague our lives and if I can understand how they work, then I am able to coach myself and others out of this.”

[The best part of the training was] “the reset and compassion statements. These are skills that I can carry through for myself, my family and the people I serve through my job.”

“Understanding the ‘why’ and how these skills work. The impact they have on the body and the research as to why that is important.”

“I loved the fact that we got to practice the tools. I loved that the examples were true examples. Learning that connection is key. You have to be connected to be able to help others. It makes sense, I just haven't thought of it that way.”

“Knowing it's ok to do for myself. I always do for others and forget about me.”

*Reconnect for Resilience™ Coaching Sessions*

Early childhood educators, school staff, and administrators who attended a Reconnect for Resilience™ training were eligible to receive follow-up coaching and technical assistance from Resources for Resilience™ Resiliency Educators. During these virtual sessions, participants were given concrete ideas to support the introduction of resiliency tools in their schools and classrooms.

Total Registrants	Total Registrants Participating	Percentage of Registrants Attending
44	40	91%

Reconnect for Resilience™ Coaching Participant Impact Statements:

“I have loved having my coaching sessions. I wish we had more of those with [our coach] to increase our skills as coaches since the material and using can be challenging without practice.”

“The Coaching Sessions have been very helpful to me. Attending them has helped increase my confidence in being able to utilize the tools/resources of RFR, starting with using the tools myself and learning from watching the practicing of tools during these sessions.”

“The Coaching Sessions have been vital in putting into practice the resources learned in the 14-hour training. Excellent facilitators. Thank you!”

“This time helps to reiterate what we’ve learned during the training. There are times when we forget information and tools, but this time helps us remember to use the tools. It also encourages us to actually share the tools and resources with others. I absolutely love the energy and knowledge that both [of our coaches] bring to the session.”

“Thank you for this coaching time- it’s been a great source of information about how others are utilizing the RFR concepts and encouragement to utilize the training on a personal and professional level.”

“I would like to begin by saying how thankful I am for the opportunity to participate in the Resources for Resilience training and even more importantly the coaching sessions that followed with Laura Martin! Almost one month before I participated in the Resources for Resilience training I experienced a tremendous personal loss. Participating in the Resources for Resilience training changed my outlook on managing my grief and taught me so many useful tools to bring my “thinking brain” back online and manage my periods of feeling amped up or shut down. But the coaching sessions are what solidified those tools and skills into a practice or perhaps even a way of life. Our coaching sessions have guided us from beginners to implementers. The only negative thing I have to say about our coaching sessions is that they are almost over. Thanks again for making this amazing experience available in North Carolina!”

*Resources for Resilience™ Listening Circles*

A total of 300 Resources for Resilience™ Listening Circles were made available throughout this grant cycle. These Listening Circles provided an online forum where parents, caregivers, teachers, and school staff could connect with each other and talk about what is stressful for them right now. Our trained facilitators then offered concrete tools designed to help them de-stress and highlight what is getting them through this time of individual and community difficulty.

Total Listening Circle Participants
91

*Supplemental Resources*

Resources for Resilience™ and its partners designed and developed supplemental training materials to sustain this ongoing work in homes and school communities across the state. These materials were created for use by children and adults to encourage the continued use of resilience tools and promote emotion regulation, nervous system stabilization, and healthy interpersonal connection. A total of 7,500 resiliency workbooks, 250 sets of resiliency tools posters, and 250 sets of resiliency tools skills cards were made available to parents, caregivers, and early childhood educators as a part of this grant. In addition, Resources for Resilience™ developed parent and caregiver flyers, brochures, videos, and infographics to promote family engagement in these grant offerings, and launched a new video podcast, [Connecting for Resilience](#), thanks to the generous support of the North Carolina Partnership for Children.

**For more information, please contact us any time at:**

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# CONTACT US

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Find us on  

Resources for Resilience™

## TRAINING, SUPPORT, and COACHING

Sharing practical tools to  
build up everyone's resilience

Resources  
FOR  
Resilience

LEARN • PRACTICE • THRIVE





## ABOUT US

At Resources for Resilience™, our mission is to share practical tools to build up and support everyone's resilience. That is why we offer trauma-informed and resiliency-focused programs to individuals, organizations, and communities.

Resources for Resilience™ was formed in response to the public health crisis of adverse childhood experiences (ACEs) and seeks to address the ongoing stress that many of us face every day. The easy-to-use strategies that we offer are intended for anyone to use as we work to prevent future adversity and help people stay healthy and connected during tough times. We believe that everyone has the ability to deepen their resilience and experience better days.

“ It's the most empowering workshop that I've had in my 24 years of teaching.  
*Educator, Moore County, North Carolina*

Hearing others describe what is hard for them right now and watching them learn to reset by sharing their joys made me feel normal and helped me stay the course.  
*Grandparent, Buncombe County, North Carolina*

Reconnect for Resilience™ is the most comprehensive and helpful training I have ever attended.  
*School Social Worker, Caldwell County, North Carolina*

## WHAT WE OFFER

### Reconnect for Resilience™ Trainings

Our Reconnect for Resilience™ trainings offer individuals and communities a set of easy-to-use tools to stay well in the face of adversity. In this 14-hour class, participants learn what happens to our brains and bodies when we are stressed, and are given tools to stay healthy, connected, and resilient during tough times.

### Reconnect for Resilience™ Orientations and Community Outreach

Our orientations and outreach programs offer organizations and communities a chance to learn about the Reconnect for Resilience™ curriculum. Participants begin to develop a common language and shared understanding of trauma and resilience, and hear how resiliency tools can be introduced in workplaces and throughout communities.

### Resources for Resilience™ Listening Circles

Listening Circles allow community members to connect with one another and talk about what is stressful for them right now. Our trained facilitators then offer concrete tools designed to help them de-stress and highlight what gets them through times difficulty.

### Community Practice Groups and Implementation Coaching

Community practice groups are open to anyone who has attended a Reconnect training. They offer past participants a chance to practice the resiliency tools, ask questions, and share ideas. In addition, organizations and communities who host a training are eligible to receive coaching and technical assistance from our team. In these sessions, they are given ideas to support the introduction of resiliency tools where they live and work.

### Circle of Security® Parenting™

Circle of Security® Parenting™ is an evidence-based parenting program developed by Circle of Security International. This 8-week program offers caregivers a roadmap to better understand their child's emotional world and strengthen their relationship with their child. Throughout the series, caregivers learn new ways to give their child a feeling of security and confidence by being bigger, stronger, wiser, and kind.

“

This training has completely shifted my approach to parenting and being present with my children. We all still have bad days but, when we do, we have more tools in our toolbox to connect with each other and move on. My kids frequently ask me to use tools with them or remind me to use the tools for myself when I'm getting irritated. Reconnect for Resilience has been a true blessing for myself and my family. Thank you so much.

*Parent, Buncombe County, North Carolina*

Resources for Resilience™ (RFR) is a North Carolina 501(c)3 nonprofit whose mission is to share practical tools to build up and support everyone's resilience. Founded in 2017, we offer trauma-informed and resiliency-focused programs to schools, early learning centers, and child-serving agencies, as well as those working in social services, behavioral health, healthcare systems, first responder agencies, detention facilities, faith communities, and many other groups and entities from across the community. We understand the negative effects of both acute and chronic stress on our ability to thrive and are committed to offering community-wide programs that raise awareness and promote resilience.

Our organization was formed in response to the public health crisis of adverse childhood experiences (ACEs) and seeks to address the ongoing stress that many of us face every day. The easy-to-use strategies that we offer are designed to help people of all ages and backgrounds in the aftermath of singular stressful events, and in response to the distress that individuals experience when confronted with significant, ongoing adversity. They intended for anyone to use as we work to prevent future adversity and help people stay healthy and connected during tough times.

We believe that everyone has the ability to deepen their resilience and experience better days.

## **What We Offer**

### *Reconnect for Resilience™*

Within the last 20 years, neuroscience research has made significant breakthroughs in understanding trauma as a biological event that affects the autonomic nervous system. When an event, or series of circumstances, overwhelms the nervous system, we are thrown into a place of either sympathetic or parasympathetic activation. This causes dysregulation within the nervous system, throwing us out of our resilient zone and into a state of either hyper-arousal or hypo-arousal. These states can be adaptive in an emergency but, if left unaddressed over time, can have deleterious effects on our emotional life and contribute to many medical conditions (for example, it is well-documented that experiences of adversity in childhood are precursors of poor health outcomes).

Communities and organizations have, meanwhile, become increasingly aware of the role that resilience plays in optimal health, workplace performance, and satisfaction and well-being. Our Reconnect for Resilience™ (Reconnect) curriculum is a trauma-informed and resiliency-focused models that offers practical strategies to promote a culture of resilience in an organization or community. Reconnect is designed to assist community service providers across systems, as well as the people they serve, in understanding the individual and community forces that contribute to high levels of unaddressed trauma. Our hope is that as trauma is understood and when resiliency tools are introduced and practiced, we can move from communities who punish and isolate people for their trauma, to ones that provide wellness and self-determination through access to self-regulation tools and supportive relationships.

With this in mind, our goal is to not only respond to unaddressed trauma, but to teach tools that can be used to approach trauma with more connection and community-building. When there is a common language about trauma and resiliency, we anticipate that communities, organizations, and systems of care will respond to their own internal stressors more effectively and be better equipped to provide people in crisis with safety, support, and access to services. Our evidence-informed, strengths-based Reconnect curriculum teaches about stress, trauma, the brain, and the human nervous system in a way that people of all ages and backgrounds can understand. Though the concepts are all grounded in recent neuroscience research, this training presents material about trauma, the brain, the autonomic nervous system, and wellness in a simple, teachable format designed for anyone to learn, regardless of their level of education or mental health background.

The Reconnect curriculum is offered in a 14-hour training that can be delivered in person or virtually over two full days or four consecutive half-days. Each training can accommodate up to forty (40) participants and offers them a set of easy-to-use tools to help themselves – and the individuals they serve – stay healthy in the face of adversity. We first provide education about the nature of trauma and its biological effect on the brain and the nervous system. We then offer



nervous system stabilization tools that participants can apply to self-regulate, restore self-compassion, and re-connect to others.

Through demonstrations and many opportunities for group practice throughout the training, participants learn how to use these tools for themselves and how to apply them in their work with others. When these tools are practiced regularly, they can provide relief for the stress that individuals and helping professionals face and can then be passed on to the people they serve. In the training participants LEARN the tools, and as they PRACTICE them over time, it can create a multiplier effect on communities at large, helping them to THRIVE.

#### *Reconnect for Resilience™ Implementation Coaching*

After attending a 14-hour Reconnect training, those who would like to deepen their knowledge and build their confidence using our resiliency tools, are eligible to attend a six-hour Resiliency Champions workshop and receive additional coaching and technical assistance from the Resources for Resilience™ team. Whereas this specialized workshop does not train participants to teach the full Reconnect for Resilience™ curriculum to others, it does prepare them to share resiliency-focused tools and information with others in their community.

The Resiliency Champions workshop can be delivered virtually or in person and includes opportunities for up to 20 participants to engage in implementation planning and practice the Reconnect for Resilience™ resiliency tools. Those who complete this training will then be charged with promoting trauma education and sharing resiliency tools in the organizations and communities in which they are embedded. In support of these efforts, Resources for Resilience™ team members will provide three four-hour virtual or in-person coaching sessions and six one-hour technical assistance calls. During these sessions, participants will be given concrete ideas to support the introduction and use of resiliency tools in their classrooms and schools.

#### *Reconnect for Resilience™ Community Practice Groups*

Practice Groups are delivered either virtually or in person and are available to anyone who has participated in a Reconnect for Resilience™ training. They are an opportunity for past participants to meet with our Resiliency Educators to ask questions, practice using resiliency tools for themselves and with others, and discuss strategies for using these tools in their work.

#### *Reconnect for Resilience™ Orientations*

Resources for Resilience™ recognizes the importance of outreach to help organizations and communities begin to develop a common language and shared understanding of trauma and resilience. Our Reconnect for Resilience™ orientations are available in person or virtually, and offer participants a chance to learn more about the Reconnect curriculum and how resiliency tools can be implemented within workplaces and throughout communities. In this 60-minute presentation, participants will learn what happens to their brains and bodies when they are stressed or experience trauma. They are also given an owner's manual to their own threat and safety management system and learn about tools they can use to keep themselves and the people they serve healthy and connected during times of stress.

#### *Resources for Resilience™ Listening Circles*

RFR has a history of providing and engaging in disaster response initiatives in North Carolina and internationally. Most recently, we have offered Listening Circles to community members throughout the COVID-19 pandemic and in response to the racialized trauma experienced by Communities of Color across our nation. Listening Circles can be a powerful tool in helping participants promote emotion regulation and connection during times of individual or community stress.

Listening Circles can be offered virtually or in person and can accommodate up to 25 participants. They are led by Resources for Resilience™ Certified Listening Circle Facilitators who are also licensed mental health professionals and other qualified professionals. Participants are oriented to how experiences like the recent dual pandemics, and all the threats that they bring, have been a huge jolt to the nervous system of each of us. They throw us, in different ways for different people, into a place of imbalance, where some are stuck in an amped-up state and others of us are shut-down.

Listening Circles are opportunities for participants to express what is hardest for them right now and then be guided to in the use of resiliency tool designed to bring the nervous system back into balance.

### *Resources for Resilience™ Listening Circle Facilitator Workshop*

After attending a 14-hour Reconnect training and participating in at least one Listening Circle, individuals who are licensed mental health or other qualified professionals in good standing may attend a Listening Circle Facilitator workshop to gain the tools and experience needed to facilitate Listening Circles within their own organization or community.

Each Listening Circle Facilitator Candidate participates in an eight-hour Resources for Resilience™ Listening Circle Facilitator training workshop. This in-person or virtual workshop includes an introduction to the Listening Circle format, a review of the elements of a Listening Circle, experiential instruction in how to facilitate a Listening Circle, and opportunities to practice leading a Listening Circle with other participants. Candidates must demonstrate the ability to: lead introductions, describe Listening Circle qualifiers, explain how experiences like the recent dual pandemics act as a jolt to the nervous system, describe the Resilient Zone and what it means to be stuck in either Amped Up or Shut Down, and teach the Sense In tool.

Listening Circle Facilitator Candidates then participate in a series of one-hour Listening Circle Facilitator coaching sessions with a Resources for Resilience™ Listening Circle Senior Facilitator. During the first half of these sessions, Listening Circle Facilitator Candidates participate in supervised practice with other candidates and receive feedback from a Senior Facilitator. Once candidates are approved to facilitate Listening Circles independently, the remaining sessions will be used to present elements of their recent listening circles to the group and receive ongoing feedback and troubleshooting support from a Senior Facilitator.

### *Supplemental Materials*

RFR and its partners have designed and developed supplemental training materials to support and sustain their ongoing work in schools, organizations, and communities. These materials are intended for use by children and adults to encourage the continued use of resilience tools and promote emotion regulation, nervous system stabilization, and healthy interpersonal connection.

### *Circle of Security® Parenting™*

Circle of Security® Parenting™ (COSP) is an evidence-based program developed by [Circle of Security® International](#). It offers caregivers a roadmap to navigate their daily interactions with their child. COSP is an 8-week parenting program based on years of research about how to build strong relationship with children. It is designed to help caregivers learn to respond to their child's needs in a way that enhances their connection with their child, which often leads to changes in the child's behavior. COSP helps caregivers give their child a feeling of security and confidence so they can explore, learn, grow, and build positive relationships – all essential skills for life-long success. Through the COSP program, caregivers begin to see that their child's need for attention is actually a need for connection. They also learn how to be bigger, stronger, wiser, and kind so that they can both set limits and still take the time to understand their child's emotional world.

## **What People Are Saying About Our Programs**

“Reconnect for Resilience™ is the most comprehensive and helpful training I have ever attended. They synthesize a lot of information into an easy-to-understand format that makes an immediate and profound impact on our lives and the lives of people around us. I feel healthier and happier since attending this training and am energized to spread the tools to others. Resources for Resilience™ is exactly what every school needs to improve its climate, culture, and student outcomes.”

– School Social Worker, Caldwell County, North Carolina

“It's the most empowering workshop that I've had in my 24 years of teaching.”

– Educator, Moore County, North Carolina

“Reconnect tools are a valuable resource that individuals can utilize whenever they need to, wherever they need to – in their work and in their personal lives. At Buncombe County DSS, we now (1) acknowledge the need to address the impact of stress and trauma and (2) have a plan to address it with tools that work. Reconnect tools are now integrated into our agency and our social work practice, and are being utilized in all-staff meetings, child and family team meetings, unit meetings, debriefings with staff, supervisory conferences, and in the field with clients. This allows for more productive meetings and connections within the agency and with our clients. We look forward to ensuring that new staff receive this pivotal training.”

– *Social Work Supervisor, Child Protective Services, Buncombe County, North Carolina*

“This was the best, most interesting, and useful training I have ever attended.”

– *Educator, Pitt County, North Carolina*

“Working from home through most of 2020 with two kids under foot was challenging to say the least. But, because of the information I learned from RFR about how the brain and body work when we experience stress and trauma, I was able to keep myself and my family connected and resilient through it all. We took regular breaks throughout the day to use the resilience tools, either together or independently. The tools were easy enough to teach to my 13-year-old, as well as my 3-year-old. Unfortunately, I closed out the year by being diagnosed with COVID-19. I am certain that if I had not known about and been able to use the resilience tools, my experience would have been much more detrimental to my mental wellness. I believe the Reconnect training is as critical as CPR and First Aid training – I know that it was my CPR and First Aid throughout my battle with Covid!”

– *Covid Survivor and Parent, Buncombe County, North Carolina*

“Unanimously it was stated that this was the best training our team has received in the last 18 months. All levels found real value from the class – from our Intake team, Peer Support Specialists, Case Managers, Regional Coordinators, and Assistant Directors. Everyone felt energized and took an internal pulse on both their own resiliency and how to apply this with the Veterans that we serve. Your entire team is awesome, and hope we can do another training class sometime in the fall in either Charlotte or Wilmington. So grateful for your expertise, professionalism, and patience.”

– *Managing Director, Veterans of the Carolinas*

“This training has completely shifted my approach to parenting and being present with my children. We all still have bad days but, when we do, we have more tools in our toolbox to connect with each other and move on. My kids frequently ask me to use tools with them or remind me to use the tools for myself when I’m getting irritated. Reconnect for Resilience has been a true blessing for myself and my family. Thank you so much.”

– *Parent, Buncombe County, North Carolina*

“RFR is an incredible organization. I thought the [Reconnect for Resilience™] training was outstanding. It was very powerful for me. It is one of the few, and maybe the only, trainings I’ve gone to where I learned skills, had a chance to practice them in the breakout groups, and then I used them the very next day with two different clients – with success. The [Covid-19] pandemic has exacerbated my clients concerns/issues... and they got a lot out of the tools as well. Thank you and congratulations for having such a remarkable program!”

– *Licensed Marriage and Family Therapist, Asheville, North Carolina*

## **Contact Us**

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