



Emergence

Wellness Series

SEPTEMBER-
DECEMBER 2024
OFFERINGS

REGISTER NOW

A project of the Virginia Sexual &
Domestic Violence Action Alliance
www.vsdvalliance.org | training@vsdvalliance.org





Wellness, Connection, & Power

Join the Action Alliance, along with national, state, and local leaders in the sexual and domestic violence field, for **an exciting new training and technical assistance (TA) initiative called the Emergence Project.**

Over the last several years, sexual and domestic violence advocates have been unheralded first responders in the face of a global pandemic, national unrest, and increasingly strained community safety nets.

The prolonged intensity of this work has taken its toll, creating high levels of burnout and turnover in our organizations. We are trained crisis and care workers, but we cannot maintain the pace indefinitely. Building healing-centered practices for ourselves, our organizations, and our communities is essential if we hope to be agents of change in the lives of survivors for generations to come.

The Action Alliance invites you to **join leaders across our field who are ready for changes, big and small, that will lead to more sustainable and whole futures for our work.**

Individual, Organization, & Community

Recognizing that deep transformation requires a tiered approach, the **Emergence Project is designed for individuals to participate in a wide variety of practices spanning the individual, organizational, and community levels.**

For sexual and domestic violence agencies (SDVAs) that would like to engage in community-level change work, we are inviting you to join forces with two or more community partners with the idea of expanding the impact of our practices across multiple organizations and/or community systems. You can find more information on those specific Emergence offerings in the **organizational** and **community wellness** sections of this guide.

Together, we will explore practices for strengthening connection, wellness, and wholeness, from the inside out — and in the process, build a stronger, more powerful, and more sustainable sexual and domestic violence movement in Virginia.

**Emergence begins September 2024 and will run through 2025.
A schedule of Fall and Winter 2024 practice opportunities follows.**



Emergence: Individual

The individual level of Emergence will focus on a series of wellness opportunities intended to deepen individual practices for balance, stillness, and health. There will also be opportunities to identify and interrupt habits that prevent us from thriving in our work. Advocates, preventionists, outreach staff, and agency leadership are all invited to participate.

Register for any or all options

We Emerge: Group Session (group / virtual)

What: A.W.E. Group Sessions (Advocate Wellness Experiences)

When: First Wednesdays 10:00am-11:00am (September 4, November 6, December 4)

Where: Zoom

For whom: Advocates, preventionists, and leaders in Virginia's sexual and domestic violence field

Why: Advocate Wellness Experience Sessions are:

- Time to HONOR the INNER experience of advocates
- Space to BE with those who get it
- Guidance to RE-CENTER
- So we can show up to this work whole and WELL

Drop into these monthly sessions to prioritize taking time to check in with ourselves and each other. Explore wellness topics and skills that you can bring into your own wellness practice and into your work supporting survivors.

Cost: Free to Action Alliance members / \$10 non-members. [Register here for all 3 sessions.](#)

I Emerge: Individual Session (one-on-one / virtual)

What: Wellness Coaching/Individual TA

When: At a time that fits YOUR needs.

Where: Zoom

For whom: Advocates and leaders in the field of sexual and domestic violence advocacy, intervention, and prevention

Why: Dedicated time and space to fit your schedule, as well as your wellness-related intentions and barriers. This 45-minute one-on-one coaching supports your exploration of how to be connected, well, and whole in this work – from the inside-out.

Cost: Free to Action Alliance members / \$40 non-members. [Register here.](#)



Emergence: Individual

Emerging Together Gathering (group / in-person)

What: Wholeness as Wellness: Building Healing-Centered Capacity for Us

When: Wednesday, September 25, 10:00am–3:00pm with lunch

Where: Church of Our Savior, Rio Road, Charlottesville, Virginia

For whom: Advocates, preventionists, and leaders in Virginia’s sexual and domestic violence field

Why: Join us to learn new ways of being in our work – an intentional and critical paradigm shift in the movement, from reacting to the crisis of burnout towards healing-centered capacity to prevent it. Together, we will unpack the impacts of this work and explore practices that support recentering our own wellness and wholeness. This will be a reflective, interactive, experiential, and joy-filled session meant to foster mutual aid connections and ready us with insight and practices to get back to work whole and well.

Cost: \$30 for Action Alliance members / \$60 non-members. [Register here.](#)

Emergence: Individual

Emerging Together Gathering (group / in-person)

What: Together, in A.W.E.: Advocate Wellness Experiences in 3-D

When: Tuesday, October 22nd from 9:00am-12:00pm with breakfast

Where: Hotel 24 South, Staunton, Virginia

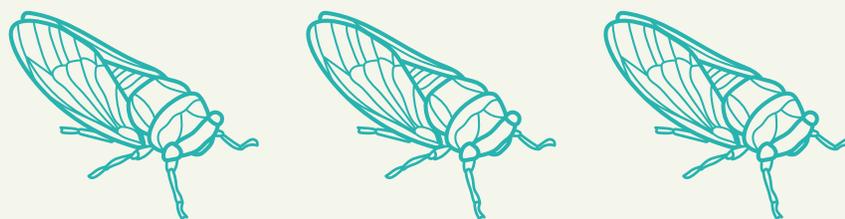
For whom: Advocates, preventionists, and leaders in Virginia's sexual and domestic violence field

Why: Advocate Wellness Experiences are:

- o Time to HONOR the INNER experience of advocates
- o Space to BE with those who get it
- o Guidance to RE-CENTER
- o So we can show up to this work whole and WELL

This special edition A.W.E. session is an in-person opportunity to prioritize taking time to check in with ourselves and each other. We will explore wellness topics and skills that you can bring into your own wellness practice and into your work supporting survivors. Together, we will also have time and space to engage in personal reflection and build deeper connections with each other over a community meal.

Cost: \$35 for Action Alliance members / \$70 non-members. [Register here.](#)



Emergence: Organizational

The organizational level of Emergence will explore what “wellness” really means and help participants develop strategies to practice it within the context of organizational life. Advocates, preventionists, outreach staff, and agency leadership are all invited to participate. SDVAs seeking to bring about organizational change will benefit from identifying a diverse team to participate in attending as many sessions as possible.

Emergence: Into Wellness and Wholeness Organizational (group / virtual)

What: Let’s begin to imagine robust strategies and practices for sustained wellness, connection, and power

Where: Zoom

When:

- **Exploring Organizational Wellness**
 - Thursday, September 26th, 1:00pm-2:30pm
- **Identifying and Recognizing Organizational Habits**
 - Wednesday, October 16th, 1:00pm-2:30pm
- **Navigating Social Impact**
 - Wednesday, November 13th, 1:00pm-2:30pm

For whom: Advocates, preventionists, and leaders in Virginia’s sexual and domestic violence field. SDVAs seeking to bring about organizational change will benefit from identifying a diverse team to participate in attending as many sessions as possible.

Why: Promote wellness, resilience, and sustainability within SDVAs through building practices that focus on connection, resilience, trauma stewardship, and hope.

Cost: Free to Action Alliance members / \$10 non-members.

[Register here for Exploring Organizational Wellness, September 26th](#)

[Register here for Recognizing Organizational Habits, October 16th](#)

[Register here for Navigating Social Impact, November 13th](#)

Emergence: Organizational



Emergence: From Vision to Practice (group / in-person)

What: An experiential gathering integrating a foundation of wellness and wholeness into organizational life. We will explore robust strategies and move from habits to practices

When: Tuesday, October 22nd from 2:00pm-5:00pm (lunch on your own)
and Wednesday, October 23rd 9:00am-4:00pm with breakfast and lunch

Where: Hotel 24 South, Staunton, Virginia

For whom: Advocates, preventionists, and leaders in Virginia's sexual and domestic violence field. Bring a diverse team from your organization to help your organizational wellness practices stick!

Why: Deepen your foundations for building and practicing wellness within your organization. By increasing retention of healthy staff at SDVAs, we can directly improve the emotional and physical safety and well-being for survivors who are in our care.

Cost: \$60 for Action Alliance members / \$120 for non-members. [Register here.](#)

Emergence: Community

The community level of Emergence is an opportunity for sexual and domestic violence advocates and preventionists to learn, organize, and meaningfully implement strategies toward community thriving with partners who have shared visions for community wellness. Please see the following page for more information on how to select members to create your own Community Impact Team

Emergence: From Wellness To Impact (group / in-person)

What: An experiential gathering designed to strengthen relationships, expertise, and collective power for healing-centered transformation. Identify and develop shared strategies to create measurable impact on at least one complex problem facing your community. Examples of this work may include things like:

- Establishing free or reduced-cost dental/vision/mental health/wellness checks for vulnerable communities.
- Working with youth leaders to map out and address challenges facing teens in your community.
- Establishing a program in middle or high school to implement trauma-informed and restorative responses to school discipline issues.
- Working with community organizers to launch an affordable/workforce housing campaign.

When: Thursday, October 24th, 9:00am-4:00pm with breakfast and lunch and Friday, October 25th, 9:00am-12:00pm with breakfast

Where: Hotel 24 South, Staunton, Virginia

For whom: Community Impact Teams (collaboration between SDVAs and 1-2 other community partners, see description on next page)

Why: This is an opportunity for sexual and domestic violence advocates to learn, organize, and meaningfully implement with community partners who have shared visions for wellness.

Cost:

- **\$75 per team of 2-6 people** for Action Alliance members (applies if at least 1 team member is a member of the Action Alliance).
- **\$150 per team of 2-6 people** for non-members.
- **The Action Alliance will cover the cost of 1 night lodging for each registrant of this event.**

[Register here.](#)

Emergence: Community

What are Community Impact Teams?

Community Impact Teams are a collaboration between SDVAs and 1-2 other community partners, with a focus on exploring strategies to build deeper connection, greater alignment, and greater impact within your community.

In selecting community partners, SDVAs should consider how to deepen existing relationships in your work to respond to and prevent violence - for example, consider a partner working to support healthy child development, reduce maternal mortality, or create greater access to community resources that will ultimately lead to thriving families and communities.

Emergence: Community Impact Teams Navigating Social Conditions and Events on Your Transformational Journey (group / virtual)

What: Build community expertise and collective power to transform institutions and design healing-centered communities.

When: Thursday, November 14th, 1:00pm-2:30pm

Where: Zoom

For whom: Community Impact Teams will work on a single project that will have a measurable impact on at least one problem facing your community.

Why: Building healing-centered practices for our communities are essential if we hope to be agents of change in the lives of survivors for generations to come.

Cost: Free for VSDVAA members / \$10 for non-members. [Register here.](#)

Your Partners in the Emergence Project



Field Expert: Nan Stoops

Nan Stoops (she/her) has worked in the anti-violence movement as an advocate and organizer for more than 40 years. Currently, she is the Strategic Advisor at the Washington State Coalition Against Domestic Violence (WSCADV), where she served as the Executive Director for 17 years. Nan is a founding member of INCITE! Women of Color Against Violence, and she has served on numerous boards and advisory groups. She received the 2010 Seattle Girls' School Grace Hopper Award and was named as one of the Seattle Storm Inspiring Women in 2018. For balance, Nan relies on her family, baseball, and movies (usually in that order).

Field Expert: Vanessa Timmons

Vanessa Timmons (she/her) is a trauma coach and consultant who has been a non-profit leader, leadership and organizational change consultant, and anti-violence advocate for over 35 years. Vanessa has served as the Director of Programs at Raphael House of Portland, Oregon, a Northwest regional field organizer for the National Organization for Women, and the domestic violence program coordinator for the Multnomah County Domestic Violence Coordination Office, in addition to serving Oregon Coalition Against Domestic and Sexual Violence as the Women of Color Coordinator, Board Chair, and most recently, Executive Director.



Field Expert: Kelly Miller

Kelly Miller (she/her) is currently with the Idaho Coalition Against Sexual & Domestic Violence in a shared collective stewardship model. Over the last fourteen years in leadership, Kelly has integrated organizational policies and practices centered on our beingness. Our beingness matters. Her work in the anti-violence movement has been enriched by many – beloved family, empowered survivors, and extraordinary colleagues. Kelly will be leaving the Idaho Coalition after nineteen years in September and will be fully immersed in Collective Acceleration to evolve and become the humans these times and the universe requires of us.



Your Partners in the Emergence Project



Field Expert: **Kim Lynn Flournoy**

Kim Lynn Flournoy (she/her) has 33 years of work with survivors along the impact-healing continuum. While at VCU, she developed courses focused on vicarious trauma, grief and loss, trauma across the developmental lifespan, and child-centered play therapy. In the fall of 2019, she left her role as associate professor in teaching at VCU School of Social Work to pursue a more whole and heart-centered way of being in life and in this work. Kim launched her own intuitive-centered practice called Hot Mess Work. This work weaves intuition, spiritual guidance and ancestral wisdom practices to guide

clients as they reconcile and integrate their lived experiences, personal shadow, inherited trauma, and source-level healing. Along with intuitive readings, she guides meditation journeys, serves as a conduit for grievors and loved ones who passed from traumatic death, and holds community healing space for ritual and public vigils.

As a co-victim of homicide, Kim teaches from a unique dual perspective on traumatic grief, the criminal legal system, and the inner-healing process. She facilitates V.O.I.C.E.S. (a VSDVAA survivor-sourced leadership council) and teaches family/group dynamics as community-embedded faculty at VCU.

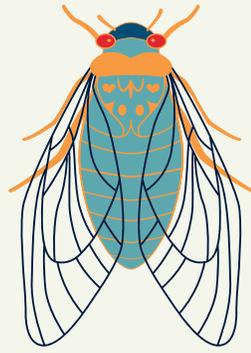
In 2020, Kim received an Unsung Hero Award from the Virginia Office of the Attorney General where she utilized her 30-second acceptance speech to critique the performative idealization of advocates who “give tirelessly” to this work – calling instead for an examination of attitudes and beliefs that perpetuate UN-wellness in this work. Kim is a Chinese-American mother, healer, teacher, innerwork activist, survivor, and former punk rock roadie and personal chef who lives in Richmond, VA. She has a Pekingese named Ping-Pong and is especially grateful for time in the kitchen and the ocean.

Action Alliance Lead Staff

Dawn Brooks, Kate McCord, Ruth Micklem, Kristen Pritchard, Catherine Vacovsky, Austin Meadows, Kristi VanAudenrove, Laura Beth Weaver, and Jonathan Yglesias.

Questions?

Contact the Action Alliance at training@vsdvalliance.org or 804.377.0335.



Emergence At a Glance

September-December 2024

SEPTEMBER

	4th	10am-11am	<u>We Emerge: Group Coaching Session (Advocate Wellness Experience)</u>	Zoom	Members free, \$10 non-members
	25th	10am-3pm	<u>Wholeness as Wellness: Building Healing-Centered Capacity for Us</u>	Charlottesville	\$30 members, \$60 non-members
	26th	1pm-2:30pm	<u>Exploring Organizational Wellness</u>	Zoom	Members free, \$10 non-members
	Any day	Any time that fits your needs	<u>I Emerge: TA Wellness Coaching/ Individual TA</u>	Zoom	Members free, \$40 non-members



Individual Wellness

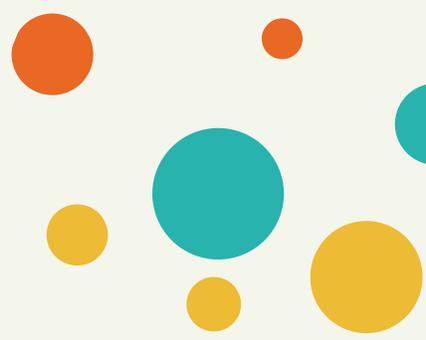


Organizational Wellness



Community Wellness

OCTOBER

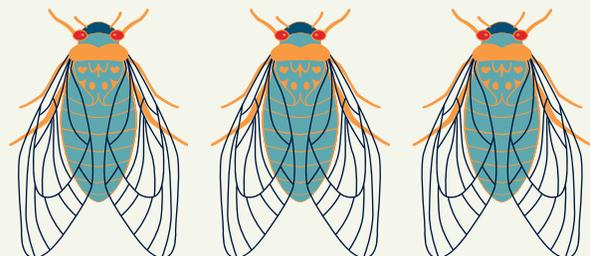


16th	1pm-2:30pm	<u>Identifying and Recognizing Organizational Habits</u>	Zoom	Members free, \$10 non-members
22nd	9am-12pm	<u>Together, in A.W.E.: Advocate Wellness Experiences in 3-D</u>	Staunton	\$35 members, \$70 non-members
22nd	2pm-5pm	<u>Emergence: From Vision to Practice (1.5 days)</u>	Staunton	\$60 members, \$120 non-members
23rd	9am-4pm	<u>Emergence: From Vision to Practice (continued)</u>	see above	see above
24th	9am-4pm	<u>Emergence: From Wellness to Impact (1.5 days)</u>	Staunton	\$75 per team for members, \$150 per team for non-members
25th	9am-12pm	<u>Emergence: From Wellness to Impact (continued)</u>	see above	see above
Any day	Any time that fits your needs	<u>I Emerge: TA Wellness Coaching/ Individual TA</u>	Zoom	Members free, \$40 non-members

NOVEMBER

 <p>6th</p>	<p>10am-11am</p>	<p><u>We Emerge: Group Coaching Session (Advocate Wellness Experience)</u></p>	<p>Zoom</p>	<p>Members free, \$10 non-members</p>
 <p>13th</p>	<p>1pm-2:30pm</p>	<p><u>Navigating Social Impact</u></p>	<p>Zoom</p>	<p>Members free, \$10 non-members</p>
 <p>14th</p>	<p>1pm-2:30pm</p>	<p><u>Impact Teams Navigating Social Conditions and Events on Your Transformational Journey</u></p>	<p>Zoom</p>	<p>Members free, \$10 non-members</p>
 <p>Any day</p>	<p>Any time that fits your needs</p>	<p><u>I Emerge: TA Wellness Coaching/ Individual TA</u></p>	<p>Zoom</p>	<p>Members free, \$40 non-members</p>

-  **Individual Wellness**
-  **Organizational Wellness**
-  **Community Wellness**



DECEMBER

4th	10am-11am	<u>We Emerge: Group Coaching Session (Advocate Wellness Experience)</u>	Zoom	Members free, \$10 non-members
Any day	Any time that fits your needs	<u>I Emerge: TA Wellness Coaching/ Individual TA</u>	Zoom	Members free, \$40 non-members

Why a cicada for the mascot of the Emergence Project?



The 2024 emergence of two broods of Cicadas in an area that included Virginia is a powerful inspiration for our own emergence from the darkness of the past few years.

We witnessed a “once in every 221 years” event! Imagine, the last time this happened: Thomas Jefferson was alive in Virginia. The next time it happens, our great, great, great grandchildren will be coming of age as adults. Wouldn't it be wonderful if their passage were ushered in by the first generation to live in communities free from the fear and trauma of sexual and intimate partner violence?

When the cicadas emerged, they made BIG noise. Their lives above ground were short, urgent, and fierce. **They created what is called a “cascade,” disrupting their communities in small ways that built and crashed through the entire ecosystem, creating positive change.** Those small, cascading changes included aerating soil and helping plant life to thrive, providing an abundant food source for current and future generations of birds and animals, and moving nutrients throughout the ecosystem, leading to more robust health and wellness for flora and fauna alike.

Nature is a powerful teacher. Like the cicadas, we can grab onto the urgency of this moment. We can emerge from a period of isolation and division to come together in a powerful way and disrupt the ecosystems that support and promote violence in our communities. **Like the cicadas, we can bring fierce spirits to our work on behalf of future generations.**

Emergence is...

Building robust practices
for sustained wellness,
connection, and power.

**In-person and virtual
gatherings for advocates,
preventionists, and community
partners centered on
practices to create and sustain
individual, organizational, and
community wellness.**

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