

# Emergence

## Wellness Series

2025 OFFERINGS

**REGISTER NOW**  
**[BIT.LY/EMERGENCE-PROJECT](https://bit.ly/emergence-project)**



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A project of the Virginia Sexual &  
Domestic Violence Action Alliance  
[www.vsdvalliance.org](http://www.vsdvalliance.org) | [training@vsdvalliance.org](mailto:training@vsdvalliance.org)







# Emergence

## Wellness, Connection, & Power

Join the Action Alliance, along with national, state, and local leaders in the sexual and domestic violence field for an paradigm shift. This is not new or more work, but a new WAY to work, an Emergence.

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 this 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 to invest in changes, big and small, that will lead to more sustainable and whole futures for our work.**

Emergence will run through September, 2025.  
A schedule of 2025 practice opportunities follows.





# Emergence 2025 Events

## VIRTUAL

**February 3rd, 1:00pm-2:30pm**

Directors' Zoom--no registration required.

## ORGANIZATIONAL

## IN-PERSON

**February 7th, 10am-3pm**

Hampton

Members: \$15 / Non-members: \$30

## INDIVIDUAL

THE THIRD SPACE: A.W.E. GATHERINGS  
TO PRACTICE THE PAUSE (SEE PAGE 8)

## IN-PERSON

**March 26th-27th**

Richmond

Members: \$20 Wed only; \$50 Wed & Thurs

Fee includes lodging and meals

## INDIVIDUAL & ORGANIZATIONAL

## IN-PERSON

**April 25th, 10am-3pm**

Fredericksburg

Members: \$15 / Non-members: \$30

## INDIVIDUAL

THE THIRD SPACE: A.W.E. GATHERINGS  
TO PRACTICE THE PAUSE (SEE PAGE 8)

## IN-PERSON

**August 22nd, 10am-3pm**

Abingdon

Members: \$15 / Non-members: \$30

## INDIVIDUAL

THE THIRD SPACE: A.W.E. GATHERINGS  
TO PRACTICE THE PAUSE (SEE PAGE 8)

## VIRTUAL

**September 3rd, 1:00pm-2:30pm**

Onboarding for new people coming  
to the September in-person event.

Members: Free / Non-members: \$10

## ORGANIZATIONAL

## IN-PERSON

**September 9th-12th**

Roanoke

Members: \$100 / Non-members: \$200

Fee includes 2 nights lodging

## ALL LEVELS

IN-PERSON GATHERING FOR WELLNESS  
(SEE PAGE 10)

Register for all events here:  
<https://bit.ly/Emergence-Project>



Scan this code to register





# Individual, Organization, & Community Levels

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.

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: Individual

Deepening individual practices for balance, stillness, and health and identifying and interrupting habits that prevent us from thriving in our work.

Advocates, preventionists, leaders, helpers, and healers in the sexual and domestic violence field of Virginia and beyond are all invited to participate.

## Emergence: Organizational

Exploring what “wellness” really means and helping participants develop strategies to practice wellness and sustainability 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: Community Impact Teams

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

Community Impact Teams are invited to all Emergence events and may request free individualized coaching from Emergence Field Experts. Email Kate McCord ([kmccord@vsdvalliance.org](mailto:kmccord@vsdvalliance.org)) to request coaching for your Community Impact Team.







## 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.**



# Your Partners in Emergence

## 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 in September after nineteen years 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 Emergence



## 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 griever 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 Staff Team for Emergence

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

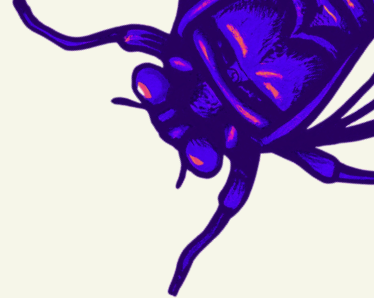
### Questions?

Contact the Action Alliance at [training@vsdvalliance.org](mailto:training@vsdvalliance.org) or 804.377.0335.

# Emergence: Individual

## Emerging Together

### (group / in-person/regional)



**What:** The Third Space: A.W.E. Gatherings to Practice the Pause

Advocate Wellness Experiences (A.W.E.) are:

- time to honor the inner experience of advocates,
- space to be with those who get it, and
- guidance to re-center,
- so we can show up to this work whole and well.

**When:** February 7 (Hampton), April 25 (Northern Virginia), August 22 (Abingdon), 10am-3pm, includes lunch (See 2025 Events, page 3 for full schedule.)

[Register here](#)

**For whom:** Advocates, preventionists, leaders, helpers, and healers in the sexual and domestic violence field of Virginia and beyond.

**Why:** Guided by the perspective that there is more power in pausing than relentlessly pushing through – join us to explore and co-create new ways of being in our work. A “third” way that calls for an intentional and critical paradigm shift in the anti-violence movement, from reacting to the crisis of burnout towards building healing-centered capacity to respond to and even prevent it; to not just survive, but to thrive.

Together, we will unpack the impacts of this work and try on practices that support recentring ourselves amidst it. Our time will be reflective, interactive, experiential, joy-filled, and will embrace spaciousness and pauses. This session is also intended to nurture connections among fellow wellness allies, and ready us with insight and practices to continue our work whole and well.

Each session will be organically tailored to hold space and provide practices for the current needs of the field and the experiences and intentions of those who register. After registering, participants will be asked to complete a survey to fold in your perspective on how to meaningfully craft the session. In addition, the weather and unique location and space of each session will inform our time together.

## Additional events

These multi-day in-person retreats combine individual and organizational wellness:

**March 25th-27th**

**Richmond**

**September 9th-12th**

**Roanoke**

**Also  
don't  
miss...**

### Reserve your “I Emerge” Individual Wellness Coaching Session!

Anyone working in the field of sexual and domestic violence advocacy, intervention, and prevention is invited to explore, create and manifest wellness-related intentions in 45-minute one-on-one coaching sessions so we can navigate 2025 connected, well, and whole in this work – from the inside-out.

**When:** At a time that fits YOUR needs. **Where:** Zoom **Cost:** Free to Action Alliance Professional, Affiliate, and SDVA members / \$40 Basic and non-members.

**Reserve your coaching session here:** <https://bit.ly/Emergence-Project>



# Emergence: Organizational

## Wellness and Impact (virtual)



Wellness and impact - at the individual, organizational, and community levels - are essential, aspirational, and challenging. It's easy to dismiss them as impossible, luxuries that we don't have time for in the chaos of our crisis-oriented work. BUT... WHAT IF?

What if we valued our own health and potential in the same way we pursue freedom and thriving for those harmed by violence? What if articulate a human right to connection and sustainability? What if we break down big concepts like wellness and impact) into manageable components - stance, breath, pace, moral compass, strategy, relationship - and practice as if our lives depend on it? What if we take time to dream big, rest, laugh, and love?

People in our communities need us to be well and to conjure impact. 2025 is a year for us to GO bold and GO together. Emergence offers opportunities for SA/DV leaders and teams to join in virtual and in-person gatherings that will normalize wellness and exponentially increase our impact in VA with the people who need us most.

### When:

- September 3, 1:00pm-2:30pm

These sessions will prepare you for the March 25th-27th and September 9th-12th in-person gatherings, respectively.

[Register here](#)

**Where:** Zoom

**For whom:** Advocates, preventionists, leaders, helpers, and healers in the sexual and domestic violence field of Virginia and beyond.

**Cost:** SDVA Members: Free / Non-members: \$10

## Additional events

These multi-day in-person retreats combine individual and organizational wellness:

**March 26th-27th**  
**Richmond**

**September 9th-12th**  
**Roanoke**

**Also  
don't  
miss...**

### Reserve your Customized Coaching Session for Your Organization!

Our coaches will work with a team from your organization to identify goals for organizational wellness and thriving. Please include at least 1 person on your team who has authority to change policy and practices.

**When:** At a time that fits your needs

**Where:** Zoom **Cost:** Free to Action Alliance SDVA members.

Contact Kate McCord (kmccord@vsdvalliance.org) to reserve a coaching session.

# **In-Person Gathering for Individual & Organizational Wellness**

**March 26th-27th, Richmond**

The Action Alliance invites you to join us March 26th and 27th as we gather with survivors, advocates, preventionists, and current and former leaders dedicated to ending sexual and intimate partner violence.

Our goal is to create a space where we can take a breath, ground ourselves individually and collectively, and summon the strength to act with purpose in the midst of the current chaos.

Our hope is that we can lift each other up to continue to be agents of change in the lives of survivors for generations to come.

If you are only able to join us for one day, please join us on Wednesday, March 26th from 10am to 5pm at the Roslyn Conference and Retreat Center in Richmond, Virginia.

Lunch will be provided. If you can join us for both days, lodging will be provided at the Retreat Center along with dinner on Wednesday and breakfast on Thursday.

We will wrap up at noon on Thursday with a bag lunch available to eat in the dining hall before you leave, or to take with you as you travel home.

\$20 Wednesday only registration  
\$50 Wednesday and Thursday registration

Travel expenses can be reimbursed upon request.

For more information, contact Catherine Vacovsky,  
[cvacovsky@vsdvalliance.org](mailto:cvacovsky@vsdvalliance.org) or 804-377-0335

**Register Here for all Emergence Events:**  
**[bit.ly/Emergence-Project](https://bit.ly/Emergence-Project)**



# In-Person Gathering for Individual & Organizational Wellness

**September 9th-12th, Roanoke**

We invite you to these two experiential gatherings that will combine strategies for enhancing individual and organizational wellness.

These sessions will focus on strengthening relationships, expertise, and collective power for healing-centered transformation.

We will learn about moving from reacting to the crisis of burnout towards the healing-centered capacity to prevent it, and build muscle to create robust practices for sustained wholeness, connection, and power.

Cost: \$100 for members / \$200 for non-members  
(Fee includes 2 nights lodging)

## **I Emerge: Individual Sessions (one-on-one / virtual)**

**What:** Wellness Coaching/Individual TA

**When:** At a time that fits YOUR needs.

**Where:** Zoom

**For whom:** Advocates, preventionists, leaders, helpers, and healers in the sexual and domestic violence field of Virginia and beyond.

**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.](#)

**Register Here for all Emergence Events:  
[bit.ly/Emergence-Project](https://bit.ly/Emergence-Project)**

# Emergence



Welcome to the third edition of the Emergence Seed Packet and the first of 2025! This is a place where we plant the seeds of wellness to transform yourself, your organization, and your community into a place where everyone feels whole, supported, and ready to eradicate violence and sustain our movement.

## Start the New Year Fresh



The start of a new year is the perfect time to set fresh goals and make positive changes in the workplace. Creating a healthier office environment can enhance employee wellbeing, boost productivity, and contribute to a happier, more engaged team.

While it may be tempting to implement major changes in the new year, it's important to not go overboard. Small steps toward wellness can make a big difference in the overall culture and success of an organization. Here are five workplace resolutions to help your team start the new year with a healthier outlook.

**Get a monthly dose of wellness delivered to your inbox!**

The Emergence Seed Packet newsletter offers a wealth of resources on wellness topics to help plant the seeds of wellness that will transform yourself, your organization, and your community.

Contact Catherine Vacovsky  
at  
[cvacovsky@vsdvalliance.org](mailto:cvacovsky@vsdvalliance.org)  
to receive our monthly newsletter.



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



# Emergence

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

A project of the Virginia Sexual & Domestic Violence Action Alliance

[www.vsdvalliance.org](http://www.vsdvalliance.org) | [training@vsdvalliance.org](mailto:training@vsdvalliance.org)

