



Nurturing Safe Communities: Healing Injured Ones

Program outline

Part One

- Behaviors that Make a Community Safe

Part Two

- Behaviors that Make a Community Embracing

Part Three

- Behaviors That Make a Community Toxic
(Including Specific issues among Adventism)

Part Four

- If You Want to Heal Communities: Prepare Yourself

Part Five

- A Journey of Courage: Behaviors that Heal Communities.



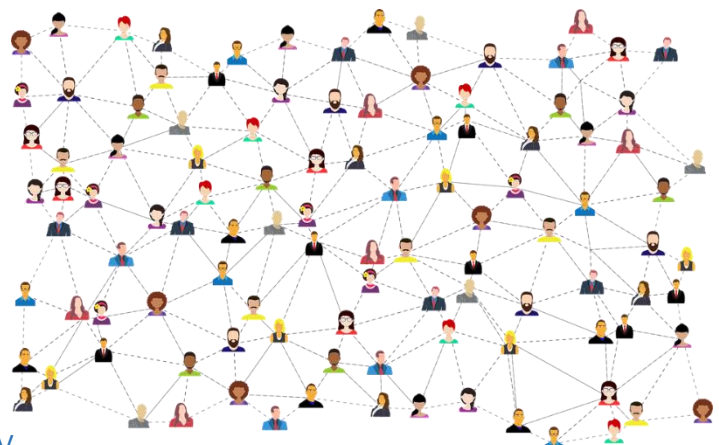
Nurturing Safe Communities: Healing Injured or Traumatized Ones

Foundations of Healthy Systems

1. Safety
2. Nurturing
3. Skill building

Building Healthy Relationships, Organizations, Communities

1. Safety
2. Boundaries
3. Play
4. Appreciations
5. Responsibility/entitlement balance
6. Celebration/mourning
7. Reciprocity
8. Accountability
9. Communication
10. Use of power for the good of others



Encouragements for the Journey

1. *We must be the change we want to see in the world.* —Gandhi
2. The Spider Web
3. *Never doubt that a small group of thoughtful committed citizens can change the world. Indeed, it is the only thing that ever has.* —Margaret Mead
4. *Only those who dare to fail greatly can ever achieve greatly* —Robert Kennedy
5. The Power of One
6. *I have lost my patience and courage many times; but I have found that one difficult task accomplished makes the next one easier.* —Anne Sullivan
7. *Be strong and be brave! Don't be afraid and don't be discouraged. I am the One who is in a personal covenant and relationship with you, the We (Lohim) who go before you in majesty are with you in all you do.* —Joshua 1:9

Safety

1. How we use our body in safe ways
 - a. Use of size
 - b. Gesticulation
 - c. Physical proximity
 - d. No threat of sexual/physical harm or stress in any way
2. Making a location safe
3. Creating safe environments for the psyche
 - a. Being supportive
 - b. Being consistent
 - c. Being honest
 - d. 7/1 rule
 - e. Using choice
 - f. Allowing “not knowing”
 - g. The five pillars
4. Creating safe conversations
 - a. Ven diagram of times
 - b. Ven diagram of location
 - c. Ven diagram of length
 - d. Using narrative models
 - e. Level the playing field with time
5. Building cultural competencies
 - a. Food
 - b. Shoes and power dressing (camp meeting)
 - c. Eye contact
 - d. Etc.



Boundaries

1. Time – starting and ending meetings, services, interactions clearly
2. Body – closeness, touch, comments, permissions
3. Home – on invitation
4. Safe Places Protected

Play

1. Social skill building
2. Non-verbal ways of communicating
3. Team building
4. The multi-level benefits of having fun together
5. Build feel good hormones

Appreciations

1. The 3/1 or 7/1 ratio
2. The Sandwich



The Responsibility/Entitlement Balance

Milestones: Celebration and Mourning

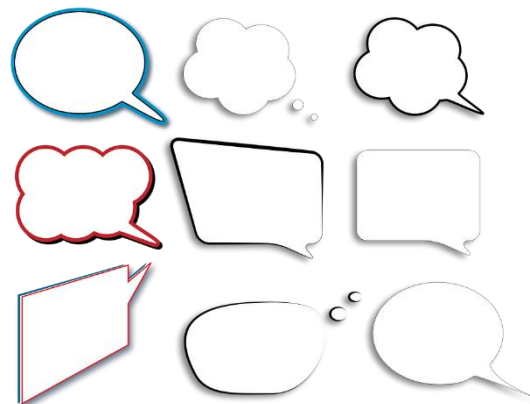
1. Shifting a culture to make both part of the conversation
2. Have regular “just because” celebrations
3. Know and notice milestones
4. Learn about grief and how to respond
 - a. Roberta Temes: “Living with an Empty Chair”
 - b. Come to understand the different kinds of loss
 - c. To be a witness and a companion along the way – not a fixer. (Judith Herman)

Building Reciprocity

1. In individual relationships
2. In community

Communication

1. The Five Pillars
2. Choice
3. Build negotiating skills

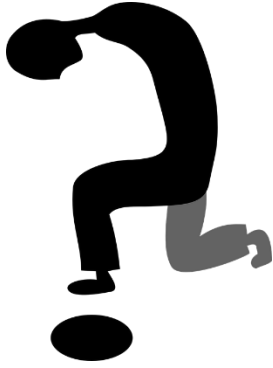




Use
Power
for
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Building Trust and the Effects of Secrets

1. Continuity
2. Choice
3. Safety
 - a. Of the body
 - b. Of the psyche
 - c. Of the social circle
 - d. Of communication
4. Confidentiality



The Breakdown of Safety and Benevolence

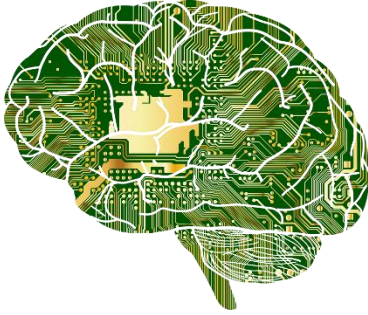
The Toxic Triumvirate

1. Abuse of Power or Influence
2. Lies, Manipulation, Coercion
3. Fear

Sin is when you choose to cause harm to get what you want. —Michael Messervy

Issues Faced by Systems inside the Seventh-day Adventist Church

1. Calls to loyalty – Coercion to follow ideas or people
2. Rigid systemic membrane. (Us/Them) Ideas and interactions
3. Boundary issues: body, time, choice
4. Conscience/choice
5. Insufficient focus on mental health/self-care
6. Behavior-based judgements which can lead to blaming the victim
7. Patriarchal patterns “obey me because”
8. Shunning – dark side of the community as family
9. Lack of education about sex
10. Fear/concern about therapists
11. Understanding the components of forgiveness
12. Secrets vs. confidentiality
13. The challenge of helping systems to replicate components of the abuse: Not just the church community but legal folks and therapists
14. We have the truth



Healing the System

Preparation

1. Take good care of yourself, for you are infinitely valuable
 - a. Sleep
 - b. Exercise
 - c. Diet
 - d. Time in the woods or by the water
 - e. Human supports: The necessity and difficulty of having friends as a pastor
 - f. Stress reduction activities
2. Yourself in the system
 - a. Acknowledge your feelings: Act from your Ethics
 - b. Know your white horse
 - c. The complicated issue of boundaries
 - d. Understand how your “early lessons” affect you now
 - e. Building Skill Sets
 - i. No More Walking on Egg Shells
 - ii. Learning about Trauma
 - iii. Negotiating conflict
 - iv. Anger management
 - v. Managing your power
 - vi. Etc.
3. Learn good communication skills
 - a. Active listening
 - b. The Ven diagram of when to speak
 - c. Ask open-ended questions
 - d. Use classic negotiating skills: bottom line; negotiable; what you are willing to give away
4. Understand the dynamics, actions, and effects of trauma as well as what makes a context safe

Entering the Injured System

1. **Focus on Recreating Safety, choice, nurturing, and skill building.**
2. **Trauma effects the individual or group harmed, the family, the immediate community, or support network and possibly the larger communities. There will be a ripple effect.**
3. Some of the first things that happen when a trauma is disclosed are what I call grief reactions.
 - a. Denial – of the event or the results of the event
 - b. Anger - At the discloser, at the offender, at the person who “did not keep us safe,” at ourselves for not noticing or doing something different before or after the event
 - c. Confusion – What are we supposed to do about this

- d. Negotiation – what if we...
 - e. Resolution
4. Acknowledge that psychological trauma (like physical trauma) needs a team response that includes, but is not limited to, prayer.
 - a. Therapy
 - b. Outside educators
 - c. Legal interventions – these also should be done with respect
5. Educate about the type of trauma that is present in the community: sexual, physical, emotional denigration (bullying), catastrophic event or events, natural disasters or war.
6. Gather resources for referral.
7. Build social network supports.



Resources

No More Walking on Eggshells - I. Madison

Living with an Empty Chair - Roberta Temes

Strong in the Broken Places - Lynn Sanford

A Gentleman in Moscow - Amir Towels

Dr. Demming's [14 points@deming.org](mailto:14points@deming.org) for companies