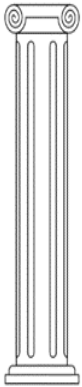


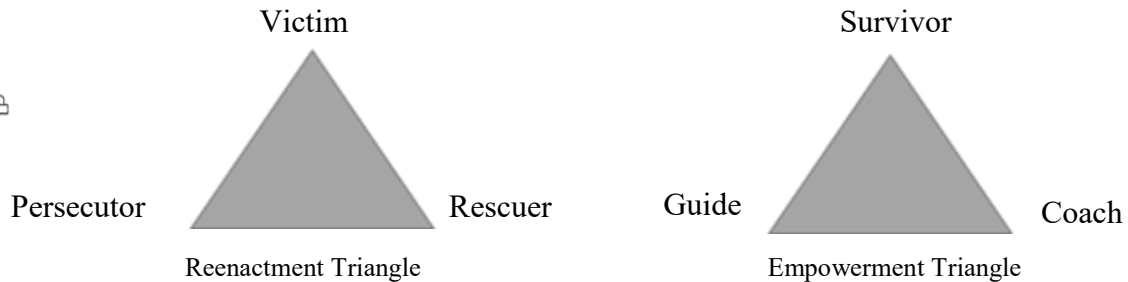
Sanctuary Reference Guide

The Four Pillars of Sanctuary and Key Elements of the Sanctuary Model are to remind us that both staff and the individuals we serve can deal with difficult situations on a daily basis.



Trauma Theory

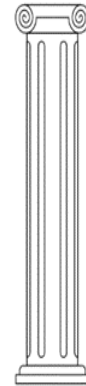
- People are Resilient and CAN Heal!
- “What is Wrong with You” becomes **“What Happened to You?”**
- *Adversity is an inherent part of the human experience, and ... these experiences shape the way humans behave.*



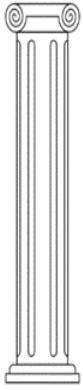
Parallel Process: *When individuals have strong relationships with one another, they can tend to develop similar thoughts, feelings and behaviors that seem to ‘parallel’ those of others in the group.*

Collective Disturbance: *When something happens to a group, or to someone in a group, the reaction to that event can spread to others in the group, or even outside the group in ways they don’t expect.*

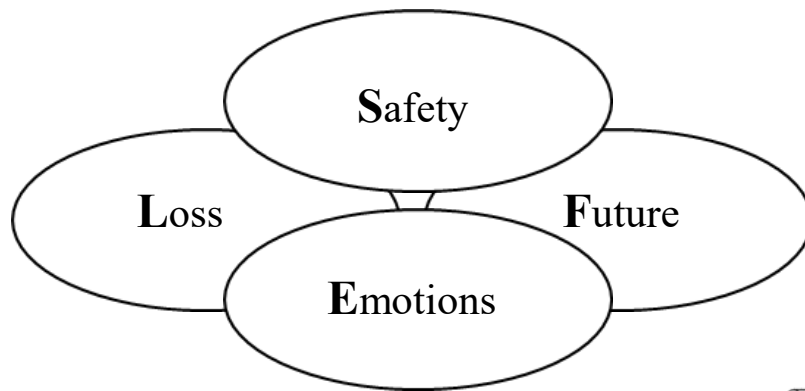
Seven Commitments



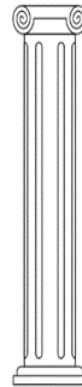
<i>Non-Violence</i>	<i>Emotional Intelligence</i>	<i>Social Responsibility</i>	<i>Open Communication</i>	<i>Social Learning</i>	<i>Democracy</i>	<i>Growth and Change</i>
Supporting staff and individuals in feeling safe	Identifying and taking responsibility for our own emotions	Promoting accountability and group responsibility	Sharing and obtaining important information	Learning from mistakes	Participating in problem solving	Creating and restoring hope and inspiring possibilities
Minimizing sources of stress	Giving the benefit of the doubt	Self-Care and care of the group	Striving to have direct and RESPECTFUL conversations	Helping others share ideas and new information	Respecting the use of power and authority	Using plans to help people move forward
Being safe: physically, emotionally, socially, and morally	Professionalism Attitude	Avoiding “us” vs “them” situations	Assessment	Trying new things	Shared decision making	Remaining forward-thinking and open-minded
				Goals & objectives	Flexibility	



S.E.L.F.



Looking at difficult events or situations through the SELF ‘lens’ (SELFing), we see how things impact our Safety, affect our Emotions, impact the sense of Loss, and help us see how we can move toward the Future after going through challenges.



Sanctuary Toolkit

Community Meetings	Provide a way to structure time together, to create a healthy and predictable routine for the community.
Safety Plans	Visual and concrete reminders for both staff and consumers about the need to manage emotions in the services of keeping themselves and each other safe. (Considers <i>Physical, Emotional, Social and Moral Safety.</i>)
Self Care Plans	Differ from Safety Plans in that they are to be practiced regularly and proactively rather than as an “in the moment” intervention. “THINK OUTSIDE THE BOX!!”
S.E.L.F. Psychoeducational Groups	Teaching our consumers about trauma and its effects as a demonstration of the commitments to <i>Social Learning, Emotional Intelligence, Social Responsibility, and Growth and Change.</i>
S.E.L.F. Treatment Planning Conferences	A tool for measuring consumer growth and change using the S.E.L.F. framework as a way to organize the conversation and documentation.
Team Meetings	An active, focused meeting where every member feels comfortable talking and listening, is engaged, contributes, shares insights and generates new ideas.
Red Flag Meetings	Reviews held to address critical incidents or to identify possible collective disturbances. Anyone can call a Red Flag meeting. They are SHORT meetings focused on SOLUTIONS.
Professional Quality of Life Scale (ProQOL)	A gauge of how we are doing individually in regard to our experience of our work, especially in light of what we know about the effects of trauma and the extent to which many of us have been exposed.