2021 ANNUAL REPORT

RESOURCES FOR RESILIENCE

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Resources FOR Resilience

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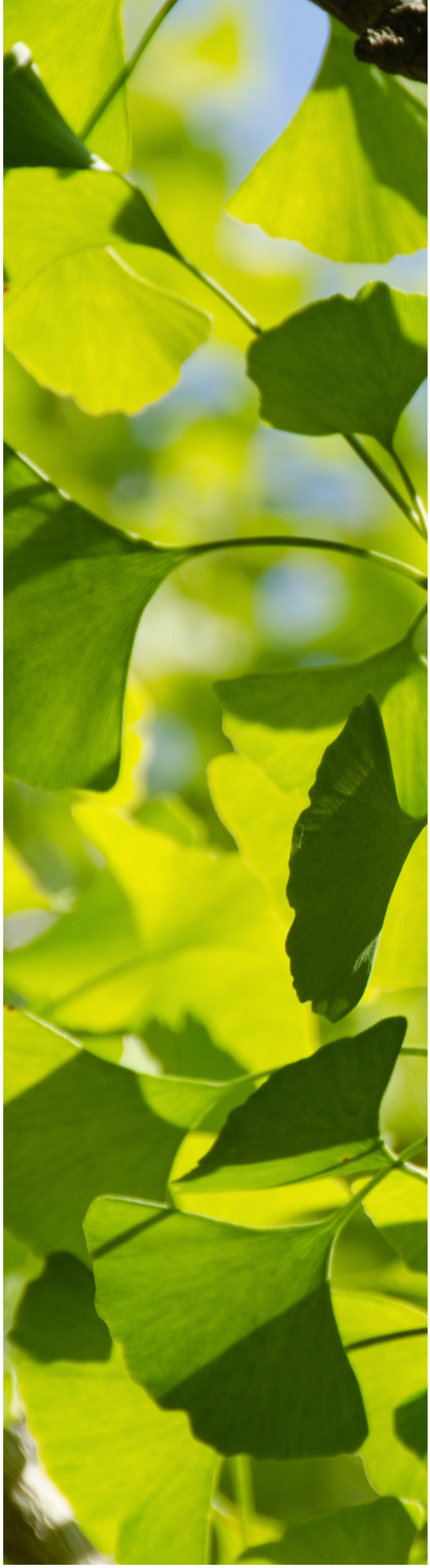


FROM THE EXECUTIVE DIRECTOR

As the Executive Director of Resources for Resilience, it has been an honor to witness the progress and expansion of this remarkable organization. Within the last two years, RFR responded to the needs of our community by developing new programs such as our Listening Circles, Implementation Coaching, and the Reconnect for the Caregiver™ curriculum; expanded the reach of Circle of Security® Parenting™ across North Carolina; and completed a comprehensive, multi-year audit with decidedly positive results.

In addition to these achievements, our team onboarded six new staff members and two new board members, supported the mentoring and certification of three new Senior Trainers, and recertified more than 70 Resiliency Educators. Since our founding in 2017, RFR has grown into a thriving organization, one that includes a highly-skilled and more racially representative board, staff, and team of Resiliency Educators. I am especially proud to lead this extraordinary and accomplished team of individuals.

Having honed our internal systems, developed our infrastructure, and built up our capacity over the past year, RFR is now positioned for continued growth and success. We look forward to the possibilities before us as we strengthen our existing relationships and broaden our reach to include new and emerging partnerships. I am grateful for the opportunity to serve this incredible organization and carry forward its mission to build up and support everyone's resilience.

ANN DUPRE ROGERS
EXECUTIVE DIRECTOR

2021 AT A GLANCE

In 2021, Resources for Resilience (RFR) worked to enhance the quality of our work. Following the exponential growth of the previous three years during which we reached more than 7,400 community members, our team focused its efforts on implementing curriculum enhancements, establishing robust internal workflows, and evaluating existing systems to ensure the long-term health of our organization. In addition, we invested notable resources in the recertification and professional development of our Resiliency Educators (REs).

These focused quality assurance and system-wide improvement initiatives included the strengthening of our operating systems, our migration to Office 365, the successful completion of RFR's first two-year audit with Corliss and Solomon, and the revision of our independent contractor Licensing Agreement with Murphy Fletcher of McGuire, Wood & Bissette. We also developed a social media marketing strategy for implementation in 2022 to increase our online visibility and engagement with existing and potential community partners.

Meanwhile, RFR continued to onboard and train new staff, and invested in 18 months of equity coaching for staff with Charryse Johnson, a five-week workplace wellness workshop with Rosie Molinary, and a 10-week antiracism seminar with Embracing Equity. We, likewise, invested in the professional development of our Resiliency Educators through weekly opportunities for discussion, reflection, and technical assistance, along with the launch of our first bi-annual recertification process. Finally, RFR invested notable resources in the revision of our Reconnect for Resilience™ (Reconnect) curriculum to better align with our overarching commitment to antiracism efforts and underscore the impact of historical, cultural, and intergenerational trauma.

RFR made a positive difference in the lives of so many this year, helping people apply our tools at home and at work. Our participants continue to learn, practice, and thrive in their commitment to addressing adversity in all forms, and we are proud of all that they do to help community members deepen their resilience and experience better days.

76

Number of Resiliency Educators Recertified in 2021

1,054

Number of Reconnect for Resilience Participants in 2021

92

Number of Listening Circles Provided in 2021

We continue to help people build their resilience and learn new ways to manage stress. Our team has now reached individuals, families, organizations, and communities all throughout North Carolina and as far away as London, England, and Bhopal, India.

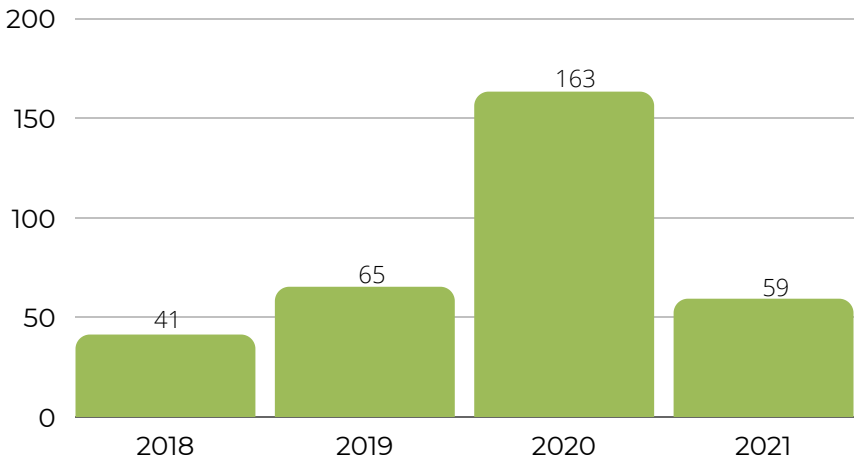


FIGURE 1.

Number of Reconnect for Resilience trainings each year, beginning in 2018. To date, RFR has reached almost 8,500 community members.

FINANCIAL HEALTH

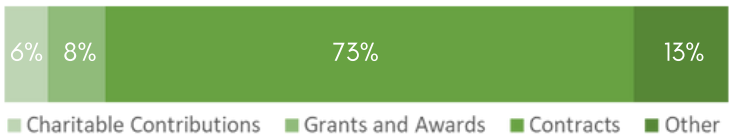
RFR experienced continued growth in 2021, requiring the expansion of our operating budget and the use of reserve funds to sustain our work. We are also grateful for the contributions of our donors whose generosity supported our efforts this year. As we look ahead at 2022, we are projected to continue along this growth trajectory. Recognizing that such growth may require the further use of reserve funds to uphold our mission, we are committed to building new partnerships and nurturing our existing relationships to ensure that we can continue to give back to the community in meaningful ways.

93%

OF EXPENSES GO DIRECTLY TO OUR COMMUNITY EDUCATION PROGRAMS

With support from Corliss and Solomon, an Asheville-based certified public accounting firm, RFR also underwent a multi-year audit in 2021. Their report indicated a clean audit with an unmodified opinion and without the requirement of a management letter. These positive results were despite the rapid growth of the organization during the two-year period that was included in their work.

Primary Income Sources



Primary Expenses

GIVING BACK

Thanks to the generous support of our donors and other notable contributors, RFR was able to give back to the community in substantial ways in 2021. As a direct result of their giving, we provided the following trainings and other supports at no cost to the community or to program recipients.

- Provided more than 60 Listening Circles in response to the dual pandemics of COVID-19 and racialized trauma, and other environmental disasters across western North Carolina.
- Presented eight resiliency tools workshops to North Carolina law enforcement officers and first responders in Avery, Buncombe, Haywood, Henderson, and Wilkes counties through the Crisis Intervention Team (CIT) program.
- Offered four partial and 27 full equity assistance seats to help eliminate barriers to participation in our community Reconnect trainings.
- Co-facilitated three Wellness Recovery Action Plan (WRAP®) trainings with Vaya Health for residents of Caldwell county.
- Delivered more than 90 Reconnect orientations to parents, caregivers, and child-serving agencies.

ABOUT US

Resources for Resilience 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 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.

MEET OUR TEAM

MC ELLIS
Senior Implementation Specialist

KATIE GOETZ
Quality Assurance Supervisor

MARY LLOYD
Family Engagement Specialist

MADELINE ORTIZ MÉNDEZ
Program Coordinator

CAT PARKER
Program Coordinator

ASHLEY PUTNAM
Program Director

ANN DUPRE ROGERS
Executive Director

MICHELLE TYLER
Director of Operations

GRANT-FUNDED INITIATIVES

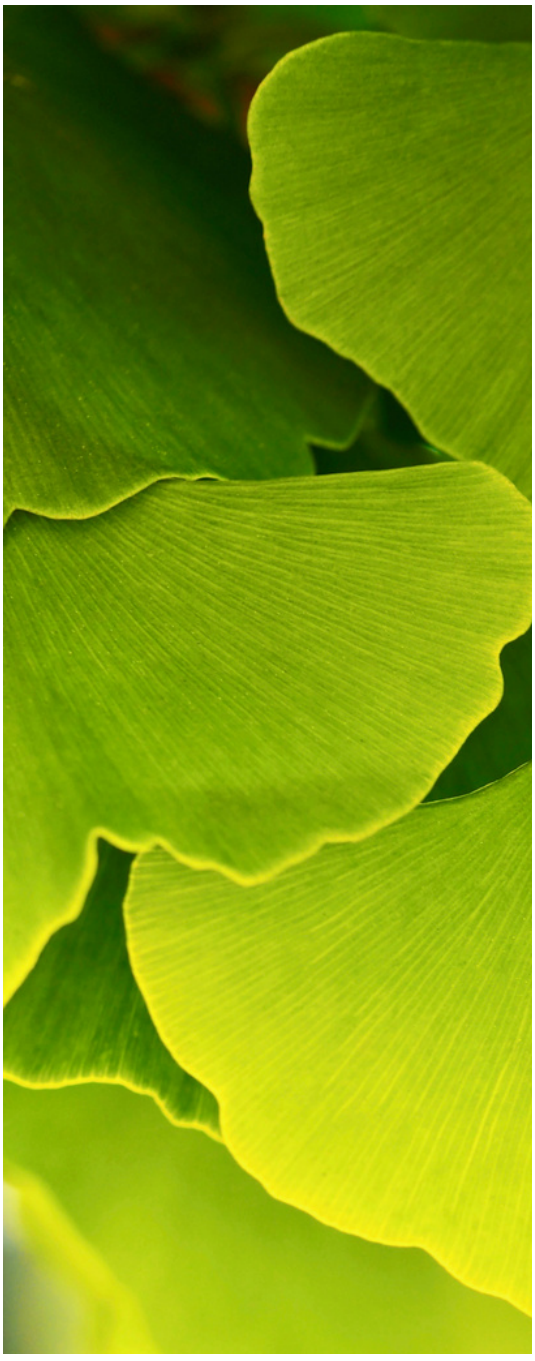
Pisgah Health Foundation Early Childhood Initiative

RFR was honored to partner with the Pisgah Health Foundation (PHF) to promote resilience among more than 200 child-serving professionals and caregivers in western North Carolina. Thanks to the generous funding that we received through PHF, our team of Resiliency Educators was able to teach 10 Reconnect trainings, offer five Resiliency Champions workshops, and provide implementation coaching and technical assistance to 25 new Resiliency Champions. These Champions, who are embedded in early childcare centers throughout Buncombe, Henderson, Haywood, Madison, and Transylvania counties, are now charged with promoting trauma education and sharing resiliency tools in their organizations and communities across the region.

In addition, RFR provided opportunities for family engagement as part of this resiliency-focused initiative. Through the year, our team held five Reconnect orientations for parents and caregivers. These events were designed to foster strong, collaborative partnerships between the child-serving agencies who participated in this project and the families whom they serve. These brief, 90-minute presentations offered families a better understanding of how the Reconnect model and its resiliency tools are being used in the classroom and encouraged resource-sharing between the home and school environments to promote children's resilience.

STRATEGIC PARTNERSHIPS

RFR contracted with 19 North Carolina agencies to bring the Reconnect curriculum to their staff and local partners, allowing us to reach more than 600 community members. In addition to these individual partnerships, RFR undertook several large-scale projects to promote our ongoing resiliency-building efforts across the state.



Charlotte ReCAST

Through our partnership with Charlotte ReCAST and the Charlotte Area Health Education Center (Charlotte AHEC), our team provided nine Reconnect trainings for more than 225 school administrators and educators in Mecklenburg County. We also offered two opportunities for past participants to refresh their tools as they continue to implement the Reconnect curriculum in their schools and classrooms. In addition, RFR offered four Community Connections presentations to 240 Mecklenburg County residents and helping professionals, including law enforcement officers, early childcare professionals, social workers, faith leaders, and behavioral health providers.

NC Department of Health and Human Services

RFR was pleased to continue its partnership with the North Carolina Department of Health and Human Services (NCDHHS) and to support their ongoing resilience-building initiatives. This year, we provided four Reconnect trainings for residents and service providers and produced 60,000 Resiliency Toolkits to be distributed to individuals, families, and community members across the state. These interactive toolkits will include videos, journals, workbooks, calendars, and information about how residents can tap into and build their resilience using RFR's simple tools and techniques.

Family Preservation Services

Our team had the privilege of providing 38 Listening Circles for Family Preservation Services (FPS), a North Carolina behavioral health provider. These events provided their staff with bi-weekly opportunities to practice the resiliency tools in real-time to reset, connect with one another, and build their individual and organizational resilience.

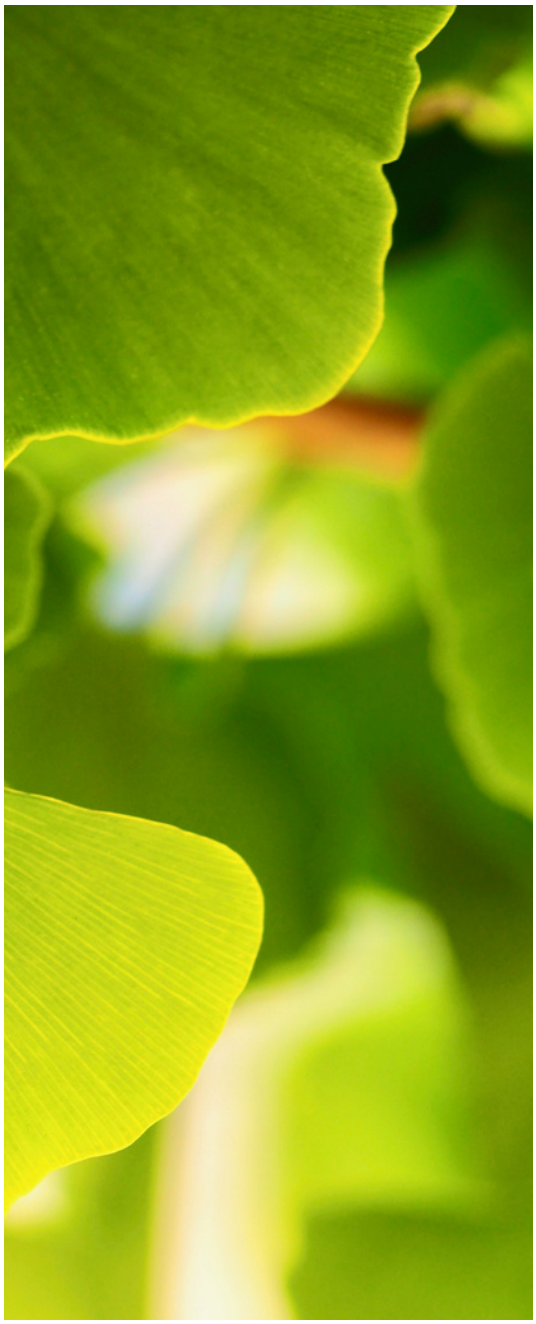
CIRCLE OF SECURITY® PARENTING™ GROUPS

RFR supported the continued expansion of Circle of Security® Parenting™ (COSP) across our state. This evidence-based, 8-week parenting program was developed by Circle of Security International and offers caregivers a roadmap to better understand their child's emotional world and give them a feeling of security and confidence.

COSP for Early Intervention Specialists
RFR set out to provide 10 COSP groups for NC infant, toddler, and family specialists. These initial groups were so well-received, that three additional groups were added. This allowed us to reach a total of 104 early intervention professionals, 11 of whom have now been certified by Circle of Security International to facilitate COSP groups.

COSP on the Qualla Boundary
RFR was honored to partner with Qualla Boundary Head Start and Early Head Start to bring COSP to early childhood educators who are living and working on the Qualla Boundary. Through this initiative, 35 of their staff completed the 8-week COSP program to further their ongoing commitment to fostering healthy relationships and resilience in the children they serve.

Buncombe County "Circle Up" Project
We continued our partnership with Buncombe County Health and Human Services (BCHHS), providing nine COSP groups and three reunion events to caregivers who are receiving support from Child Protective Services (CPS). In addition, 55 CPS staff have now participated in the full, 8-week series with others requesting the opportunity to participate in 2022. As part of this initiative, RFR partnered with the Triangle-based nonprofit, Partners for Impact, to conduct two focus groups for COSP facilitators, along with a year one program evaluation. The outcomes of their analysis revealed a statistically significant positive impact on wellbeing among participating families. RFR has since been invited to extend Circle Up for a third year, and this program is being held up as a model for other COSP providers nationally.



RECERTIFICATION

RFR was excited to launch its new recertification process in August 2021. This process gave Resiliency Educators (REs) the opportunity to showcase their learning, growth, and development as Reconnect for Resilience trainers and prepared them to teach updated sections of the curriculum in the communities they serve.

REs play a crucial role in the success of RFR while also working to sustain resiliency-building efforts in the organizations in which they are embedded. To ensure their continued success and promote the professional development of our training force, RFR introduced a bi-annual recertification process. As part of this initiative, REs reviewed relevant materials and engaged in reflective exercises, demonstrated their ability to facilitate practice groups and co-train the updated sections of the curriculum, and renewed their licensing agreement to utilize our trademarked training materials. They also received support, feedback, and technical assistance from senior trainers and staff throughout the process to encourage their continued growth as community educators.

72 Resiliency Educators completed the recertification process in 2021.

Requirements included:

- Review antiracism resources and complete an antiracism reflection
- Review all curriculum updates and demonstrate the ability to co-train using the revised sections of the Reconnect curriculum
- Demonstrate the ability to facilitate a practice group
- Develop and share a Reconnect elevator speech
- Renew and sign the updated licensing agreement

CURRICULUM UPDATES

In 2020, RFR released an updated Reconnect slide deck to better underscore the effects of Historical Trauma on the nervous system.

A small committee of REs and RFR staff worked through early 2021 to further develop these slides and more clearly explain the Legacy of Disruption that stems from these types of trauma. While enhancing this segment of the curriculum, the decision was made to rework the entire Trauma section to improve overall flow and incorporate a more trauma-informed and resiliency-focused approach to discussing these difficult topics. As part of the recertification process all REs were required to demonstrate proficiency with this new material. Our primary focus was ensuring that all REs felt comfortable navigating these difficult conversations and could support a learning space that engages participants. REs were asked to review a video of RFR staff teaching the new content, to review the new curriculum, and were invited to attend an interactive webinar before partnering up and recording themselves teaching the new section as part of their recertification process.

MAKING AN IMPACT

> This was the best professional development training I have attended in a long time. The best part was practicing each tool and building connections with everyone. This was powerful in many ways. *Reconnect Participant, Greenville, NC*

> The opportunity is allowing me to take time for self-care and also lets me know that the company cares about my self-care... I would strongly recommend [them] to everyone. *Listening Circle Participant, Family Preservation Services*

> This is an excellent training that should be mandatory for all individuals working with students. *Reconnect for Resilience Participant, Charlotte, NC*

> This has to be one of my favorite trainings in my entire career. *Reconnect Participant, Henderson County, NC*

NEXT STEPS

RFR is poised for continued growth in 2022 as we expand our social media presence and develop a strategic marketing plan. These efforts will enable us to engage new individuals, organizations, and communities across the state and to extend our reach beyond North Carolina. As part of this effort, RFR is preparing to launch new iterations of our curriculum that have been tailored and contextualized for specific audiences. These include caregivers, the Spanish-speaking community, and first responders.

RFR will also continue to develop its capacity to offer other evidence-informed and evidence-based training curricula to the communities we serve. In 2021, we supported additional staff in becoming Circle of Security® Parenting™ facilitators. In addition, RFR built its internal capacity to deliver both Youth and Adult Mental Health First Aid trainings, as well as Darkness to Light: Stewards of Children trainings.

01

Reconnect for the Caregiver

In development since early 2021, this caregiver-specific curriculum offers participants a chance to develop the tools they need to provide children with a resilient foundation. RFR is pleased to be partnering with the Tzedek Foundation and Helpmate to pilot this program in 2022.

02

Reconnect for the Spanish-speaking Community

More than 90 percent of our Reconnect for Resilience slides have been translated into Spanish with support from the Cenzontle Language Justice Cooperative. In addition, we have begun training bilingual and bicultural REs to deliver the training to the Spanish-speaking community.

03

Reconnect for First Responders

In partnership with NC DHHS, RFR will offer a series of Reconnect trainings for NC first responders. Recognizing the unique training needs of law enforcement officers, paramedics, and fire fighters, we have adapted and contextualized our existing curriculum to better serve these groups.

04

Mental Health First Aid and Darkness to Light

RFR will expand its existing evidence-based and evidence-informed offerings to include both Youth and Adult Mental Health First Aid and Darkness to Light: Stewards of Children. Staff have been certified to teach these curricula and are eager to provide them beginning in 2022.

We thank you for your ongoing support of our programs.

Acknowledgements

Grants and Community Partnerships

Buncombe County Department of Health and Human Services
Charlotte Area Health Education Center & Charlotte ReCAST
Pisgah Health Foundation
North Carolina Department of Health and Human Services

Donations and Charitable Contributions

Montreat Presbyterian Church (PC-USA)
Tricia Wilson

Contracted Support Services

Affordable Bookkeeping
Alannah Scardino
Charryse Johnson Consulting
Cenzontle Language Justice Cooperative
Craft HR Solutions
Corliss & Solomon
Dundee Design & Development
Jason Foster IT Services
McGuire, Wood & Bissette
Rosie Molinary

Founding Members

Mary Lynn Barrett, Stephanie Citron, Ginger Clough, Katie Roberts, Ann DuPre Rogers, Beth Turner, and Susanne Walker Wilson

Senior Trainers

Mary Lynn Barrett, Stephanie Citron, Ginger Clough, MC Ellis, Victor Jones, Ann DuPre Rogers, Jenny Vial, and Susanne Walker Wilson

Resiliency Educators and Staff

Board of Directors

Noreal Armstrong, Beth Fountain, Kerry A. Friedman, Dawa Hitch, Joseph Jamison, Laura Jeffords, Evan Richardson, Aisha Shepherd

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