

NEW ENTRY TRAINING - WINTER 2026

This training is mandatory for onboarding new Resilience team members. Participants will learn about Resilience programs and services and increase their knowledge to support survivors of domestic and sexual violence. New Entry Training occurs annually in Fall, Winter, and Spring.

Contact Lesley Coghill at LesleyC@ResilienceMI.org for questions related to New Entry Training.

Contact Nicole Stewart at NStewart@ResilienceMI.org for more information about how to become a volunteer or apply for an internship.

PART 1: MiVAN Trainings - [MiVAN trainings](#)

- **New employees and team members working with survivors** are required to complete this full list of MiVAN trainings within 6 months of hire. Prioritize trainings marked with * and ** within the first 30 days of hire and then work toward completing the list.
- **New interns and volunteers working with survivors** are required to complete this full list of MiVAN trainings within 6 months of start or during the internship. Prioritize trainings marked with * and ** within the first 30 days and then work toward completing the list.
- **New employees, volunteers, and interns NOT working directly with survivors** must complete a minimum of the three required MiVAN trainings indicated by the * within the first 30 days.

Title	Hours
* Creating a Shared Understanding of Domestic Violence	1
* Creating a Shared Understanding of Sexual Violence	1
* Children and Trauma	1.5
** Understanding the Confidentiality Requirements of VOCA, FVPSA, and VAWA	2
Help for the Helpers: Vicarious Trauma, Compassion Fatigue, Burnout, and Self Care	1.5
Privilege, Intersectionality, and Allyship	1.5
Social Norms, Rape Culture, Glorification of Violence	1.5
Being an Advocate	1.5
Concrete Resources for Survivors	1.5
Trauma Across the Lifespan	3.5
Breaking Barriers: Uniting Three Fires Against Violence – <i>watch in-person Session 2</i>	1.25
Breaking Barriers: Working with African American Sexual Assault Survivors - SASHA Center	1
Breaking Barriers: Working with Latina/x/e Survivors - CHASS	1
Breaking Barriers: Working with Individuals with Intellectual and Developmental Disabilities	1

PART 2: In-Person Training

All new employees, team members, volunteers, and interns complete the in-person trainings. Participants not working directly with survivors will complete sessions one through four.

Employees must attend in-person. Absences are made-up in the next New Entry Training series.

Session One	Monday, January 12, 2026	Presenters
5:30-6:30pm	Welcome & General Overview of Agency Services An overview of Resilience programs and services. An overview of Advancement and fund development, and volunteer timesheets.	Lesley, Danielle, Teresa
6:30-7:00pm	Introduction to Confidentiality and Ethics An overview of Resilience's confidentiality and mandated reporting policies.	Elizabeth
7:00-8:30pm	The Survivor Centered Approach An overview of empowerment and survivor-centered advocacy.	Elizabeth
Session Two	Tuesday, January 13, 2026	
5:30-7:00pm	Uniting Three Fires Against Violence Watch videos from the Breaking Barriers: Uniting Three Fires Against Violence MiVAN module and have a robust discussion after each video about sovereignty, historical trauma, and jurisdiction in Indian Country within the context of domestic and sexual violence advocacy and prevention. Watch videos: • <i>Culturally Honoring Victim Services Pokagon Band Discussion (22:14)</i> • <i>Restorative Justice – Judicial Practices looking through Culturally Honoring Lenses (12:46)</i> • <i>NHBP Food Sovereignty – Food Supporting Culturally Honoring Community Responses (6:17)</i>	Lesley
7:00-9:00pm Longer session	Service Provision Through a Cultural Lens Presented by a program coordinator to address implicit bias. Discuss the Breaking Barriers MiVAN sessions above. Watch and discuss <i>Black Women's Triangulation of Rape: The SASHA Center Model for Helping Survivors (1 hour)</i>	Suzanne

Session 3	Wednesday, January 14, 2026	
5:30-6:30pm	Resilience Program Panel Overview of Ginny's Place Shelter, Supportive Housing, and Champions of Healthy Manhood Program.	Brad, Elizabeth, Nicole
6:30-8:30pm	Perpetrator Dynamics A deeper dive into perpetrator dynamics of domestic and sexual violence. Watch <i>Perpetrator Dynamics – Inside the Minds of Domestic Abusers & How to Support Women</i> (1:20), an interview with Lundy Bancroft. Have a robust discussion of domestic and sexual violence perpetrator dynamics and understand power and control and abusive behaviors including the Vulnerable, Accessible, Credible (VAC) Model.	Lesley, Suzanne
Session 4	Thursday, January 15, 2026	
5:30-8:30pm	Neurobiology of Trauma & Childhood Sexual Abuse Warning signs, impact on the brain, community partnerships for service delivery, grooming tactics, delayed disclosure, mandated reporting.	Krystal
NOTE: All employees, team members, interns, and volunteers working directly with survivors complete the FULL in-person training and continue with the schedule below. Training participants who are <u>not</u> working directly with survivors complete the four in-person sessions above and three MiVAN trainings: Creating a Shared Understanding of Domestic Violence, Creating a Shared Understanding of Sexual Violence, and Children and Trauma. Then your training is complete.		
Homework	** Personal Protection Orders Watch PPO video as pre-homework for session five. Provides guidance on assisting survivors with the PPO process.	View video
Session 5	Tuesday, January 20, 2026	
5:30-6:30pm	Review of MiVAN Virtual Components Review basics of domestic and sexual violence power and control, content from MiVAN trainings, and Q&A from virtual sessions. Watch the PPO video before this session.	Lesley

6:30-7:30pm	Assessing for Safety & Risk Topics include assessing risk, safety planning, key components of stalking, tech abuse, and understating escalation of violence and perpetrator dynamics.	Laura
7:30-8:30pm	Legal Issues Topics include intro to court proceedings (including criminal prosecution, family and divorce law), priorities of the court, PPOs, victim rights, legal resources, and Michigan laws regarding DV, SA and stalking. Including perpetrator dynamics.	Laura
Session 6	Wednesday, January 21, 2026	
5:30-7:00pm	SANE Advocacy Presented by the Sexual Assault Survivor Advocate and SANE Program Coordinator. Overview of Resilience's SANE program, SANE advocacy, medical exam procedure and evidence collection procedures. SANE advocacy role plays when answering the Help Line (.25 hours adolescent SANE).	Beth, Maddie
7:00-8:30pm	Basic Principles of Advocacy and Community Resources - Part 1 Topics include effective communication, de-escalation, empowerment-based communication, conflict inventory and managing conflict. Staff and volunteers participate in crisis intervention role plays and review 24-Hour Help Line procedures. Consider perpetrator behavior and how it is impacting the survivors in each scenario.	Suzanne
Session 7	Thursday, January 22, 2026	
5:30-8:30pm	Basic Principles of Advocacy and Community Resources - Part 2 Topics include effective communication, de-escalation, empowerment-based communication, conflict inventory and managing conflict. Staff and volunteers participate in crisis intervention role plays and review 24-Hour Help Line procedures. Consider perpetrator behavior and how it is impacting the survivors in each scenario.	Suzanne