

## NEW ENTRY TRAINING – FALL 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](mailto:LesleyC@ResilienceMI.org) for questions related to New Entry Training.

Contact Nicole Stewart at [NStewart@ResilienceMI.org](mailto:NStewart@ResilienceMI.org) for more information about how to become a volunteer or apply for an internship.

### Which in-person training sessions should I attend?

<b>Direct work with survivors:</b>	<b>Indirect work:</b>
All Direct Services w/ survivors including Help Line and SANE Apparel and Essentials Room Childcare Community tabling events Front Desk Reception	Data entry Fundraisers Research or communications project-based internships or volunteering Sorting Donations (training not required) Indoor/Outdoor projects (training not required)
<b>Attend Week One and Two</b>	<b>Attend Week One</b>
Monday, August 31 – Thursday, September 3 Tuesday, September 8 – Thursday, September 10	Monday, August 31 – Thursday, September 3

New Entry Training includes in-person and virtual MiVAN modules for a total of 40 hours of training.

## 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. Contractual SANE Advocates are exempt from in-person sessions 4, 6 & 7.
- **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

You can get started with the online training by creating an account on [MiVAN.org](#).

Choose Resilience: Advocates for Ending Violence as your organization.

Begin viewing trainings when your account is activated.

For this cohort, the six-month window to complete MiVAN training starts on August 31 and ends March 1, 2027. You are welcome to get started on this before attending in-person sessions.

## 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, August 31, 2026	Presenters
5:30-6:30pm	<b>Welcome &amp; General Overview of Agency Services</b> An overview of Resilience programs and services. An overview of Advancement and fund development, and volunteer timesheets.	Lesley, Danielle, Teresa
6:30-7:00pm	<b>Introduction to Confidentiality and Ethics</b> An overview of Resilience’s confidentiality and mandated reporting policies.	Megan
7:00-8:30pm	<b>The Survivor Centered Approach</b> An overview of empowerment and survivor-centered advocacy.	Elizabeth
Session Two	Tuesday, September 1, 2026	
5:30-7:00pm	<b>Uniting Three Fires Against Violence</b> 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: <ul style="list-style-type: none"> <li>• <i>Culturally Honoring Victim Services Pokagon Band Discussion (22:14)</i></li> <li>• <i>Restorative Justice – Judicial Practices looking through Culturally Honoring Lenses (12:46)</i></li> <li>• <i>NHBP Food Sovereignty – Food Supporting Culturally Honoring Community Responses (6:17)</i></li> </ul>	Lesley
7:00-9:00pm Longer session	<b>Service Provision Through a Cultural Lens</b> 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

<b>Session 3</b>	<b>Wednesday, September 2, 2026</b>	
5:30-8:30pm	<b>Neurobiology of Trauma &amp; Childhood Sexual Abuse</b> Warning signs, impact on the brain, community partnerships for service delivery, grooming tactics, delayed disclosure, mandated reporting.	Krystal
<b>Session 4</b>	<b>Thursday, September 3, 2026</b>	
5:30-6:30pm	<b>Resilience Program Panel</b> Overview of Ginny's Place Shelter, Supportive Housing, and Champions of Healthy Manhood Program.	Sara, Dre, Brad
6:30-8:30pm	<b>Perpetrator Dynamics</b> A deeper dive into perpetrator dynamics of domestic and sexual violence. Watch <i>Perpetrator Dynamics – Inside the Minds of Domestic Abusers &amp; 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
<p><b>NOTE:</b> All employees, team members, interns, and volunteers working directly with survivors complete the FULL in-person training and continue with the schedule below.</p> <p>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.</p>		
<b>Homework</b>	<b>** Personal Protection Orders</b>  Watch PPO video as pre-homework for session five. Provides guidance on assisting survivors with the PPO process.	<a href="#">View video</a>
<b>Session 5</b>	<b>Tuesday, September 8, 2026</b>	
5:30-7:00pm	<b>SANE Advocacy</b> Presented by the Sexual Assault Survivor Advocate and SANE Program Coordinator. Overview of Resilience's SANE program, SANE advocacy, medical exam procedure and	Maddie

	evidence collection procedures. SANE advocacy role plays when answering the Help Line (.25 hours adolescent SANE).	
7:00-8:30pm	<p><b>Basic Principles of Advocacy and Community Resources - Part 1</b></p> <p>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.</p>	Suzanne
<b>Session 6</b>	<b>Wednesday, September 9, 2026</b>	
5:30-6:30pm	<p><b>Review of MiVAN Virtual Components</b></p> <p>Review basics of domestic and sexual violence power and control, content from MiVAN trainings, and Q&amp;A from virtual sessions. Watch the PPO video before this session.</p>	Lesley
6:30-7:30pm	<p><b>Assessing for Safety &amp; Risk</b></p> <p>Topics include assessing risk, safety planning, key components of stalking, tech abuse, and understating escalation of violence and perpetrator dynamics.</p>	Laura
7:30-8:30pm	<p><b>Legal Issues</b></p> <p>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.</p>	Laura
<b>Session 7</b>	<b>Thursday, September 10, 2026</b>	
5:30-8:30pm	<p><b>Basic Principles of Advocacy and Community Resources - Part 2</b></p> <p>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.</p>	Suzanne