RESILIENCE
ADVOCATES FOR ENDING VIOLENCE

NEW ENTRY TRAINING – WINTER 2027

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.

Which in-person training sessions should I attend?

Direct work with survivors:	**Indirect work:**
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)
Attend Week One and Two	**Attend Week One**
Monday, January 11 – Thursday, January 14 Tuesday, January 19 – Thursday, January 21	Monday, January 11 – Thursday, January 14

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

In the event of agency closings due to inclement winter weather, our policy will be to move to online virtual training rather than in-person. We would use the Microsoft Teams link.

The session will only be rescheduled if the presenter is unable to participate. Make-up dates include:

Monday, January 25, 2027
Tuesday, January 26, 2027

PART 1: MIVAN ONLINE TRAINING - 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 ***– watch in-person Session 2***	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 so we can see your training transcript.

Begin viewing trainings when your account is activated.

For this cohort, the six-month window to complete MiVAN training starts January 11, 2027 and ends July 11, 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. *Contractual SANE Advocates are exempt from in-person sessions 3, 5 & 7.*

Session One	**Monday, January 11, 2027**	**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.	Megan
7:00-8:30pm	**The Survivor Centered Approach** An overview of empowerment and survivor-centered advocacy.	Elizabeth
Session Two	**Tuesday, January 12, 2027**	
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: • *Culturally Honoring Victim Services Pokagon Band Discussion (22:14)* • *Restorative Justice – Judicial Practices looking through Culturally Honoring Lenses (12:46)* • *NHBP Food Sovereignty – Food Supporting Culturally Honoring Community Responses (6:17)*	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 *Black Women's Triangulation of Rape: The SASHA Center Model for Helping Survivors (1 hour)*	Suzanne
Session 3	**Wednesday, January 13, 2027**	
5:30-6:30pm	**Resilience Program Panel** Overview of Ginny's Place Shelter, Supportive Housing, and Champions of Healthy Manhood Program.	Elizabeth, Dre, Brad

6:30-8:30pm	**Perpetrator Dynamics** A deeper dive into perpetrator dynamics of domestic and sexual violence. Watch *Perpetrator Dynamics – Inside the Minds of Domestic Abusers & How to Support Women* (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
Session 4	**Thursday, January 14, 2027**	
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	**Watch these videos before Tuesday's session.** PPO video on assisting survivors with the PPO process. MiVAN trainings as pre-homework for session five. PPO Video Creating a Shared Understanding of Domestic Violence Creating a Shared Understanding of Sexual Violence	
Session 5	**Tuesday, January 19, 2027**	
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	Laura

	regarding DV, SA and stalking. Including perpetrator dynamics.	
Session 6	**Wednesday, January 20, 2027**	
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).	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 21, 2027**	
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
Make-up Dates	**In the event of agency closings due to inclement winter weather, our policy will be to move to online virtual training rather than in-person. We would use the Microsoft Teams link.** **The session will only be rescheduled if the presenter is unable to participate. Make-up dates include:** **Monday, January 25, 2027** **Tuesday, January 26, 2027**	