



Collaboratively Honoring & Healing Communities

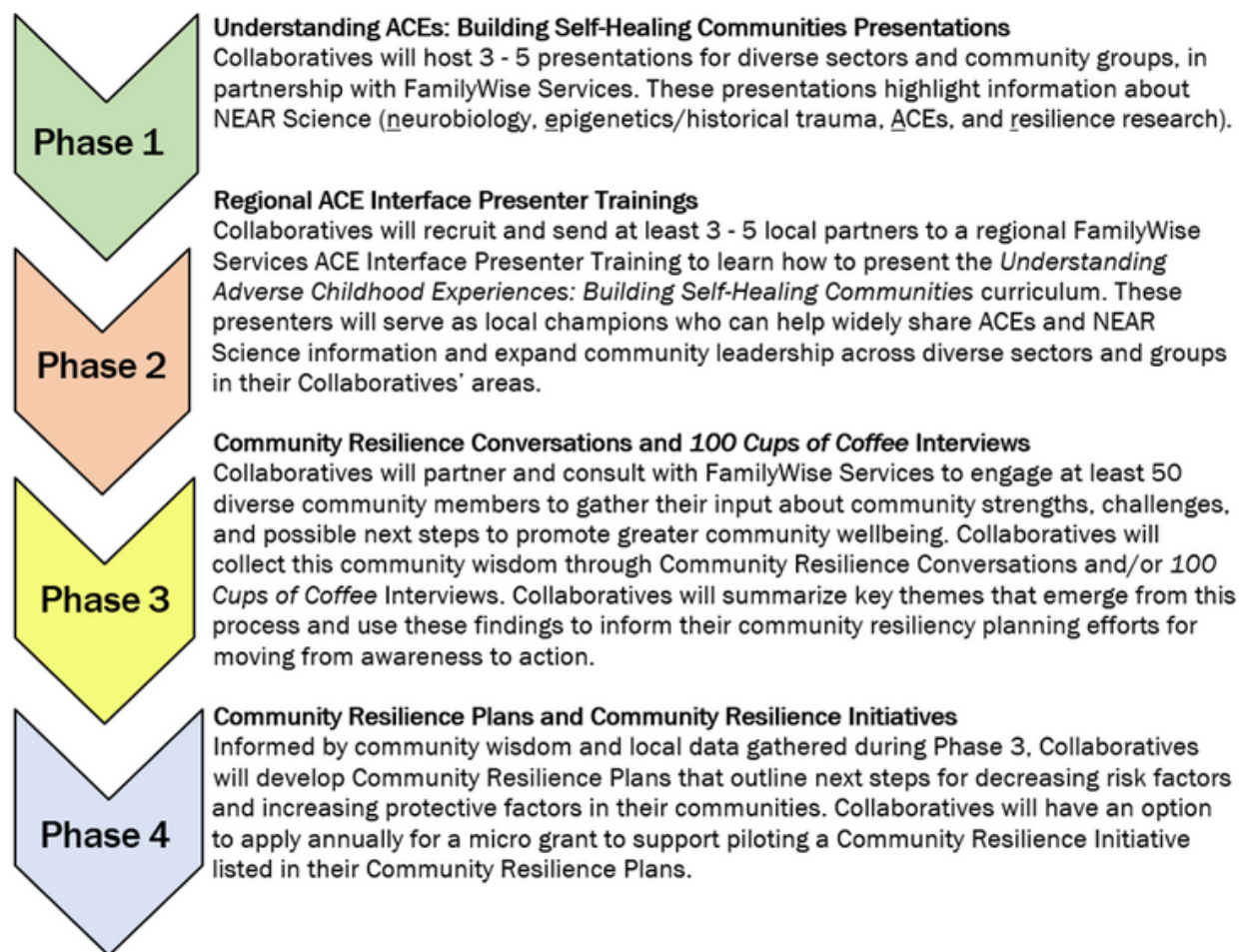
Guide to Using Community Wisdom and Data to Create Community Resilience Plans



Image source: Self Healing Communities Model

June 2023

More Resilient Minnesota - Phases



About the Creation of this Guide

In creating this guide, we have listened to and learned from More Resilient Minnesota Collaboratives who are engaged in Building Self-Healing Communities. The initial drafting of this guide was done by Becky Dale at the request of the Minnesota Department of Human Services for More Resilient Minnesota. Becky is a coach and consultant who works with communities implementing the Self-Healing Communities model. From 2001 - 2020, she worked with the More Resilient Minnesota team when it was housed at Minnesota Communities Caring for Children.

Coordinators of More Resilient Minnesota Collaboratives whose communities have implemented Community Resilience Plans at the time of this drafting were interviewed for this guide – their wisdom is included throughout, as well as some quotes from them. We appreciate their time and contributions! We also held listening sessions with Phase 2 and 3 Collaboratives, and their wishes and questions also helped shape this guide, as did the insights of More Resilient Minnesota staff at FamilyWise Services and Ann Boerth at the Minnesota Department of Human Services.

Introduction

This guide is especially intended for More Resilient Minnesota Collaboratives moving from Phase 3 to Phase 4 (see image on previous page). You have shared the NEAR (Neurobiology, Epigenetics, ACEs, and Resilience) Science information in your community (Phases 1 and 2). You've listened to many voices in your community, particularly those usually left out of the community decision-making that affects them (Phase 3). And, you have gathered community data. This guide shares wisdom from Minnesota and beyond on how to use what you've found to build and implement a Community Resilience Plan.

Community and Culture are Core Protective Systems

The Self-Healing Communities Model has shown that when communities engage in ever-expanding inclusive leadership, ongoing shared learning, coming together to focus their efforts, and regularly reflecting on and learning from the results of their efforts, they can reduce the impacts of Adverse Childhood Experiences (ACEs). Community norms and environment really matter for preventing ACEs. Strengthening the community environment to better care for and support families and children creates a virtuous cycle that continually strengthens all parts of our communities. Conversely, adversity in the community environment increases stressors on families and children and can increase the risk of ACEs. We can make a difference by building Self-Healing Communities.

Be Inclusive

For any plan to succeed, it is critical to include the wisdom of the community where it will be implemented. It is especially important to include the voices of those usually left out of the decision-making that affects them. As you work on your plan, think about how you will build belonging and welcoming in your community.

Build on Strengths

In each phase of the More Resilient Minnesota work, we focus on both strengths and challenges. We have what we need to address the challenges that face us and acknowledging and celebrating our strengths and successes help us stay the course and continue to the ongoing process of increasing community care.

Be Creative!

The ideas in this guide are intended to spark your own ideas and creativity. Use them, adapt them, and add to them to spark your own ideas and creativity. Share what you learn.

A Living Document

This guide is a living document – it will grow and shift as we learn together. Tell us what you discover! Yes, tell us what works; and remember what Rhianna says: “never a failure, always a lesson”. Share with us what you are learning! Even in this guide, it is our aim to learn together and include more and more community wisdom. We will reach out to the network periodically for input, and feel free to contact your regional director any time you have a suggestion.

What is Your Community?

As you read this guide, keep your community in mind. This may be a county, town, neighborhood, church, school, workplace, family, or any group of people you choose. Having your specific community in mind will help make the ideas in this guide more concrete. Also remember that your Community Resilience Plan may include activities piloted by smaller segments of your community; it can be easier to think about implementation on a small scale first. And, of course, big ideas are also welcome!

Learn from Nature, Aim for Virtuous Cycles

Throughout this guide we'll refer to the metaphor of seasons. There is much wonder and awe to be found in nature and we often forget that we are part of (not separate from) nature. Earth, wind, fire, and water flow through our bodies. Watch for lessons from nature and offer grace to yourself and your community as you travel up and down hills, through sunshine, rain, and all the seasons on your journey in this work. Keep asking: In all these conditions, how can we create cycles that build toward flourishing communities?



Table of Contents

Section 1 of this guide highlights steps in the process of creating a Community Resilience Plan. It addresses challenges identified by communities in Minnesota. It is presented in something of a step-by-step order, knowing that each community will need to find its own path/order and may find some sections more useful than others.

Section 2 includes topics and information that may be of use both as you create your plan and as you move into implementation.

Table of contents sections are hyperlinked to where they are in the document for ease of moving through the document. Each page also has a “return to top” link in the footer. You may go through the guide in order or hop to whatever section is most relevant to where you are in your process. Each section is kept short, with links to more information to explore as you wish!

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Section 1: Steps in Creating Your Plan

Compiling and Assessing Your Community Data

There are several types of community data that will help guide your plan to success. Some, like Minnesota Student Survey data or data gathered for the Statewide Health Improvement Plan (SHIP), are ongoing sources of data in your community. Others you may have collected in Phase 3, especially for your Community Resilience Planning, like responses at Community Resilience Conversations or from 100 Cups of Coffee Interviews. A big step in transitioning to action is making sense of the community data.

Here are some ways Collaboratives' communities have compiled both types of data:

- ⇒ Melissa Adolfson (Wilder Research) and Jacquelyn Freund (EpiCog) have worked with many Minnesota communities to assess Minnesota Student Survey data as well as many other types of data. They have shared their process and resources in this excellent webinar: [Using Superpowers to Advance Health Equity. Bam!](#)
- ⇒ Here is the More Resilient Minnesota guide for [Summarizing Phase 3 Data: Community Resilience Conversations & 100 Cups of Coffee Interviews](#). It is found within the [100 Cups of Coffee Toolkit](#).
- ⇒ There are also many helpful video modules among the *100 Cups of Coffee* Interviews: Training Videos, including:
 - Module 5: Initial Planning – Where to Start?
 - Module 8: Qualitative Analysis – Capturing Voices
 - Module 9: Sharing Findings – Making Meaning Out of the Data

Please contact Cassandra at FamilyWise (cberg@familywiseservices.org) for more information about accessing these videos.

- ⇒ Some Collaboratives have partnered with others in their area to compile their data. Potential local partners for help with data compilation:
 - Colleges or Universities, including student research interns
 - Public Health
 - Health Care Organizations
- ⇒ In the next section of this guide, we will talk more about engaging your community to assess your data and translate it into action steps.

Phase 4 Collaborative Quotes:



We are lucky we have the college here ... on our group is one of the professors out there that runs the data processing, and they ran all our data, we actually gave a stipend to the student who did it. They had a student who ran all our data, categorized it.

- Stevens County Family Services Collaborative



So, I would say that I did the most work with creating it based on the input of our 100 Cups. And then we also looked at our social determinants. So, we looked at the child protection reports for our zip codes. We looked at juvenile citations. We looked at poverty ... We just pulled a ton of data from the public health department. So, we used that in comparison, but then ultimately, we had to scale it down to what could we do in this year and then in the next year. And then also what did we have finances and either in-kind or revenue to do.

- Robbinsdale Area Redesign (Hennepin County)



Identifying Action Steps for Your Plan

This section offers several things you can do to identify action steps for your plan! It is not necessary to do them all – they are options to spark your thinking. Choose, use, adapt, invent!

- ⇒ Start out by reviewing More Resilient Minnesota’s [Community Resilience Plan Guidance Document & Template](#) and keep it handy to refer to it as you go!
- ⇒ Also, check out [Phase 4: Community Resilience Plans & Initiatives](#) on More Resilient Minnesota’s website.

Phase 4 Collaborative Quote:

“When you were asking what supported us to create our plan, I think the main thing was having that Community Resilience Plan Template ... the examples on the template were helpful ... In fact, one of them felt like a good fit for what we were doing in our community and the data was showing us, too. So, it got us going.

– Anoka County Children & Family Council

⇒ **What Does your Data Suggest?**

Note the things or themes that were frequently cited in your Community Resilience Conversations or 100 Cups of Coffee Interviews. Taking action in response to what the community identifies builds trust, encourages future engagement, and improves the chances of success!

Note the strengths that were cited in your Community Resilience Conversations or 100 Cups of Coffee Interviews. How might you build on those strengths in your Community Resilience Plan?

Consider which Collaborative activities might lead to the greatest impact. Look at Minnesota Student Survey data, both ACEs data and Protective Factors data for guidance, using the Fact Sheets compiled by Melissa Adolfson and Jacqueline Freund, and consider where your Collaborative may be able to make the most difference in addressing ACEs or promoting protective factors.

Learn how others have used data to inform their community resiliency planning. View Melissa Adolfson’s webinar, [Using Local Data to Drive Community Resilience Planning](#), for ideas on using local data to determine what activities to implement and tips for setting specific, measurable, achievable, relevant, and timely outcomes.

Phase 4 Collaborative Quotes:

“ What supported us to go to Phase 4? I think it was just what we heard in Phase 3. Actually, it started with Phase 1 when we learned how our student ACE scores compared to their county peers and their state peers, when we realized where our need was, our greatest need.
– Robbinsdale Area Redesign (Hennepin County)

“ One of the main things we came up with [in our data] was that there was no knowledge of resources. That was a big thing. So, we made a Stevens County resource page on our Morris Area Chamber of Commerce [website]. Then we did magnets and we publicized that. We put ads in the paper. We have a big Hispanic population, we have it in both Spanish and English, and we did all our publicity in that as well.
– Stevens County Family Services Collaborative

“ We had 75 people in the room for our community gathering, and we all went through the whole process, and everybody said the thing we need to focus on is the lived experience of other people and getting a more diverse group ... If you have everybody converging and they come from all these different sectors, then you have an endorsement to move forward. Then when you talk about your results, people go, “Oh, okay.” This all started when the County Commissioner was there and Sanford [Health] was there. It gives it validity.
– Beltrami Area Service Collaborative

⇒ **Host a Community Workshop for Prioritizing Action Steps**

In the fall of 2022, Crow Wing’s Collaborative’s community hosted a community workshop to look together at the data from their *100 Cups of Coffee* Interviews and prioritize steps for their action plan. Here is an outline of that [Community Workshop for Prioritizing Action Steps](#) that you can use and adapt for your community if you wish!

⇒ **Envisioning the Future Activities**

We often overlook the power of taking time to imagine the outcomes we want to achieve. There is a lot of research supporting the power of imagining and envisioning. Here is a [link](#) to some of that research and a guided imagery activity from The Center for Mind Body Medicine.

Everything humans create starts with an idea. Sometimes those ideas just occur to us as a lightbulb. And we can cultivate more possibilities by practicing ideation!

Here is a link to an [Imagining the Future Activity](#) you can use with community members to help guide actions you might take.

In addition to the activity above, there are other ways to stimulate our right brain creativity as we build our plan:

- Invite community members of all ages to draw a community where they have felt seen, heard, cared for, etc. Acknowledge that some may not be able to think of a time like that and invite them to imagine what that would be like and draw it. Notice what is in the pictures. What does it suggest you might create/work toward? How could that become a step in your plan?

⇒ **Remember the Importance of Insight**

We feel a great sense of urgency to solve the problems we face, and in that urgency, we often rush over insights.

Take some time for yourself and others in your community to name and notice the insights you have had as you have been learning NEAR Science and working to build Self-Healing Communities.

Reflect on these questions and others that occur to you:

- How has your view of yourself and those around you changed as you've learned about NEAR Science?
- What are the implications of those changes in how you do your work?
- What are the implications of those insights for community norms of how people interact with one another, provide support, and hold accountability?
- How does it change how you want to receive support and services?
- What do you notice in your community data about insights others are having?
- Talk with others on your Community Resilience Planning Team about these questions.
- What do the answers suggest for your plan?

We often avoid discomfort as we are considering community changes. **It is NORMAL to feel discomfort when changing individual habits and community norms.** (I'm sure you can easily think of examples of discomfort in changing individual habits – remember this when working with your community). Sometimes this period is called the “Groan/Grown Zone”. While we don't want to get stuck in the Groan Zone, leaning into its discomfort can often allow new ideas to emerge, and pushing past it too quickly can result in returning to old habits and norms that don't actually help. You can find more about this in the World View webinar linked below or this [Art of Hosting Handbook](#).

Phase 4 Collaborative Quotes:



Now we need to figure out what's next. And I think it's hard to have new models of leadership that don't look like the old models. And I don't know exactly how to do that. And I feel like that's what our next piece has got to be.

– Beltrami Area Service Collaborative



I would say [we could use] more training in how to create a leadership team that is different than what is typical, so that we do have diversity and different experiences at the table. I would say that's the biggest thing. Like, I am very much a task-oriented person, so I really had to learn to slow my pace and stop trying to run everything and stop trying to control things

– Beltrami Area Service Collaborative



⇒ **Remember the Impact of World View**

How we see the world and make sense of it has a big impact on how we respond to each other – and those impacts are often invisible to us. As we work to shift to respond to one another in more trauma informed ways, our world views can get in the way of those changes without our even realizing it! To learn more about World View and how understanding it can help your planning succeed, check out this [World View webinar from Dave Ellis](#).

⇒ Remember Virtuous Cycles

Just like the cycles of the seasons of nature, building Self-Healing Communities, building a culture that supports all community members to thrive is an ongoing process. As you plan your community process, what are cycles that will support that to be ongoing?

- If there are regular “seasons” for hearing community voices, for trying new initiatives, for reflecting on what is working and what needs adjusting and so on, community members will have predictable ways to participate. The more these cycles repeat, the more they become habit and then continuous learning and growth toward flourishing will become a community norm.
- Remember that your plan can include revisiting Phase 1, 2, and/or 3 activities if your community data indicate that that is what is needed!
- Please see the recording and resources from Laura Porter's [Community Stages of Change Webinar](#) presented June 1, 2023.

Phase 4 Collaborative Quote:

“ And so now going forward ... we're actually going to go back to kind of the beginning and start doing more awareness again. We did ACEs trainings [at] all the schools, but since we've done them, our teacher turnover has been really high. So probably, I would say up over half ... more than half of our teachers, I bet have never seen it or, and if they've heard of it ... So, we're going to start with the schools again.

– Stevens County Family Services Collaborative

⇒ Looking for More Ideas?

The [Community Resilience Initiative](#) has a [Community Action Manual](#) that you can check out from the Family Wise [Lending Library](#). (Note that the Lending Library is in the Collaborative Coordinator Portal. Check with the [FamilyWise Regional Director](#) for your region if you need to get access.)

[PACES Connection](#) has a variety of resources, such as the [Growing Resilient Communities Framework](#):

- Educate ---> Aggregate ---> Engage ----> Activate ---> Celebrate

Drafting Your Plan and Getting Stakeholder Approval of the Plan

⇒ More Resilient Minnesota Plan Template

Now is the time to start filling in your Plan! Remember: you don't need to fill out every goal or objective.

⇒ **Who Will Draft Your Plan?**

Once your Community Resilience Planning Team has agreed on what your plan action steps will be, who writes the first draft of the plan has varied from community to community depending on who has the capacity to do so. It could be one person or a group. It could be the Collaborative Coordinator, an engaged volunteer, a community partner, or all the above.

⇒ **Getting Stakeholder Approval**

Once your plan draft is complete, share it with your Collaborative's community for final touches. Offering those who have given input into the process has at least four big benefits:

- 1) It allows you to find out if the community's wishes were accurately transferred into your plan and adjust if needed.
- 2) It shows community stakeholders that they were heard.
- 3) It builds momentum, excitement, and engagement for implementation of the plan.
- 4) It continues to deepen the community relationships that will be the foundation of a Self-Healing Community.

What other benefits can you think of?

⇒ **Celebrate Your Community Resilience Plan!**

Once your plan is drafted and approved, find a way to celebrate with all those who have helped it come to fruition. Celebrating is a great way to kick it off! (See the [Have Fun! Bring Joy! Celebrating!](#) section of this guide.)

⇒ **Looking for More Ideas?**

- Contact your colleagues! You could ask to see the Community Resilience Plans of other Collaboratives, or just call to process what you are thinking about with them. Many Collaborative Coordinators have said that connection with other Collaboratives in this process is invaluable.
- The Community Resilience Initiative has a [Community Action Manual](#) that you can check out from the More Resilient Minnesota [Lending Library](#). (Note that the Lending Library is in the Collaborative Coordinator Portal. Check with the [FamilyWise Regional Director](#) for your region if you need to get access.)

Section 2: Tools and Ideas for Your Community Resilience Initiative Journey

Wisdom, Ideas, and Advice from Collaboratives that Implemented a Community Resilience Plan

Several of Minnesota's Collaboratives have already implemented a Community Resilience Plan. You can check out Collaboratives' completed *100 Cups of Coffee Community Summary Reports*. You've seen some quoted already throughout the guide. Here is a summary of some things that worked for them:

- Get as many people on board as you can – a coalition where everyone does their part.
- Start slow to go fast. Get the right people at the table to hear the community story. Have those with buy-in invite others.
- *Be flexible. You know, work plans are that. They're plans. And budgets are that. They're budgets. And life is ever-changing. And, you know, we had to adjust our Phase 4 a couple times because of just the emerging need.* – Robbinsdale Area Redesign (Hennepin County)
- Remember: this work is ongoing!
- Sharing your local Minnesota Student Survey data widely with your school district and community can be very motivating – one community included their local data in all of their NEAR Science presentations and found that it really impacted audiences.
- Regional Collaborative meetings are helpful – when we share across communities, we lift each other up. Connect with others.
- Make sure to identify your key areas to work on. Resilience is broad!
- Include both people with lived experience and people in power.
- Keep growing public and partner support/networks.
- Keep referring back to the plan as activities evolve. Celebrate wins!

You may also want to see [Findings from an Evaluation to Inform the Minnesota Department of Health's ACEs Prevention Grant](#). Wilder Research reported on what Minnesota communities are doing to prevent and address ACEs and how they're capturing the impact of their work.

Maintaining Momentum, Staying the Course (and, Rest is Necessary!)

Ups and downs are normal in any journey. People change jobs. Passionate volunteers may work hard for a while and then need a rest or move on to something else. Your community may do big, amazing things (check out the “[Whole People](#)” series that St. Cloud’s community made with Twin Cities Public Television), then find the work in a place that feels like a stuck slump. We all faced big challenges during the COVID-19 pandemic.

So, maybe maintaining momentum is an unrealistic expectation. Let’s think instead about staying the course. Whether you are going up or down a hill, you are still making progress toward your destination! And remember Rhianna’s wisdom: “Never a failure, only a lesson.”

And still, the down times are tough. Help us continue to build this section of ideas for navigating those tough times! What ideas do you have for staying the course when the going gets rough? What have you learned or found successful in navigating the tough times? Remember, this is a living document that we can continue to co-create.

Here are some ideas for staying the course when things feel hard that we have gathered so far:

⇒ **Gather Stories of Sunshine and Flowers in the Summer and Tell Them in the Winter**
Document your successes, gather stories and images you can refer back to when times are harder. Check out the delightful children’s book [Frederick the Mouse](#) by Leo Lionni for inspiration.

In “[Hardwiring Happiness](#)”, Dr Rick Hansen says that our brains are “Velcro for the negative and Teflon for the positive”, and that we can increase our ability to see the positive by naming it and revisiting it.

There is a great deal of research on the value of gratitude practice as well – check out the [Three Good Things](#) project from Crow Wing Energized.

⇒ **Give Yourself Permission to Rest**
Winter and night are natural parts of our cycles. Maybe that’s a good time for slowing our pace, taking time to reflect and to rest. As humans, we have come to (wrongly) see ourselves as separate from nature, we have developed habits of continual urgency and resisted the natural cycles of rest and activity. Rest can be uncomfortable. And when we allow it, often we find insight to address the challenges we face.

⇒ **Trust Emergence and Watch for Windows of Opportunity**

We tend to focus a lot on trying to make things happen, rather than watching for where there is energy and interest and supporting it to blossom. And we also try to make things happen faster than they may be able to happen. Remembering to learn from cycles of nature, we can help set the conditions for plants to thrive (tend the soil, plant in the sun, pull weeds), but we can't make them grow out of season.

How does trusting and flowing with the cycles of nature transfer to your community work? What thoughts do you have in response to that question? Pause and notice.

Here are some thoughts: You can watch for who has interest and passion for the work and invite them in, support their vision. When things seem hard you can pause, step back, and observe – what are the current conditions? How can you work with those conditions? You can ask: What is the lesson this challenge is pointing to? You can take a break – not an indefinite break, though; ask your intuition how much of a break you need, then set a reminder to come back and look again at the situation with fresh, rested eyes.

⇒ **Think Long Term and Set Realistic Expectations**

Especially when faced with the major challenges, trauma, and harm that are part of human society, we urgently want things to change right away. And they might! We can allow for the possibility of rapid change while also looking to the long term. If we only look for quick change, discouragement is likely. Our focus on quick change can keep us from planting and tending seeds that may take generations to grow. The sooner we start planting the long-term seeds, the sooner they will start to grow – we can watch them sprout and grow over years and take joy in the small steps as well as the large ones.

Phase 4 Collaborative Quote:

“ COVID? Well...you know, it, put a stop to everything and put a stop to ACE presentations and put a stop to, you know, just meeting in general. But we just found ways to, hopefully, we kept meeting. And we did like a whole thing of random acts of kindness last year, to support the community. We ... made some nice postcards, and we put them in all kinds of businesses, and we took them to the schools. And then we encouraged kids, and people in general, just to write notes of thank you. And then those notes, once they were done, because they were on postcards, then we posted them at the businesses, or if they were directly to someone then we made sure that they got those ... I laugh because you go to the businesses, and they're still up there. Nobody's taken them down. And in a year. Yeah. And I just think that's pretty good that they keep those up there. And when you walk in, you can see them --- the positive notes. So that was something we did. We just kept meeting and kept talking. We did. We went over our data, where should we go from here? Those kinds of things. We just tried to keep going.
– Stevens County Family Services Collaborative ”

Having Fun! Bringing Joy! Celebrating!

Of course, addressing trauma and healing can be hard, painful, and uncomfortable. And part of our work is building our capacity for being with and holding space for the difficulties.

AND that doesn't mean we can't also have fun, bring joy, and celebrate. In fact, cultivating joy and fun in our work together makes navigating the difficulties much more possible, replenishes our energy, and supports healing.

So, how are you bringing fun and joy? How are you tracking success (even and especially seemingly small successes) and celebrating them?

Pause for a moment before reading on and:

- Name for yourself the ways you already have fun, bring joy, and celebrate
- Imagine and make a note of ideas you have for how to do these things more often

And here are a few ideas you can draw on:

- **Play Games!** The Community Resilience Initiative has developed a series of Games to help us all think more deeply about how to Build Community Resilience. Many of them are variations of familiar games. There are multiple copies of all of them as well as films in the More Resilient Minnesota [Lending Library](#). Check them out and at your next community event, make some time to PLAY! (Note that the Lending Library is in the Collaborative Coordinator Portal. Check with the [FamilyWise Regional Director](#) for your region if you need to get access.)
- **Dance!** You can add a dance break to anything – even a Zoom meeting! And you can always find something to celebrate. Find someone who is OK dancing in a way that anyone can dance to get it going and invite others in. Make a dance playlist you can pull up at a moment's notice. (Mine starts with Kool and the Gang's "[Celebration](#)")
- **Use Music.** As people gather for meetings, online or in person, have music playing that helps set the stage. Here's a "[music for meetings](#)" [Spotify Playlist](#) – you can make your own on whatever platform you like.
- **Watch for successes,** including ripples, and celebrate as many of them as you can and as often as you can.

Phase 4 Collaborative Quote:

“ Another system, Sanford Health, was looking at putting up a wellness and sports complex. We said, "The very people who have health inequities might be the same people who can't access it. If you don't thoughtfully from the beginning think about that equity piece and what would make them be able to go into that space. What would they want to do in that space, and how would they need to feel welcomed?" We took what we learned from our *100 Cups*. There are these health inequities when it comes to mental health, and inclusion in the community and race were another couple things. There's a lot of power and power dynamic involved in something like putting up a multimillion-dollar structure. And I think it's an opportunity for more of a "kumbaya" than we've ever had in our community. But it's hard. We did fifty *100 Cups of Coffee* [Interviews] with people who typically are marginalized and brought those results to Stanford [Health], who was involved in writing the questions with us, and Peacemaker [Resources] helped as well. We were all trained in how to do the questions, and now they're stalling out a little bit in the next steps. But we've got United Way working with us, too. They're going to be talking with some for whom maybe this whole idea of lived experience and planning for that is new. They have a real sense of how much to push and where to hold back.

– Beltrami Area Service Collaborative



Building Partnerships

Phase 4 Collaborative Quote:



I would say our biggest asset is that we have some really good buy in from lots of good programs that support each other and let each other know what to do.

– Stevens County Family Services Collaborative



A big challenge for many Collaboratives is that Collaborative Coordinators have a lot on their plates, and in some cases the Collaborative Coordinator role is very part time. Partnerships with other community organizations and passionate community volunteers have been key for many successful efforts.

Work with who wants to work with you. Build an irresistible garden that everyone wants to be part of. Whenever anyone wants to join, welcome them, even if (especially if!) they resisted the work previously. Shifts happen. Sometimes it's hard to explain what we are working toward; we have to SHOW it.

The Collaboratives who have implemented Community Resilience Plans all emphasized the importance of local partnerships. Through partnerships, there has been support for the legwork of the initiative as well as financial support. Of course, partners vary from community to community. Here is a list of partners that have supported the Community Resilience Plans of Minnesota's Collaboratives that are already implementing their plans:

- Local Public Health
- Local Early Childhood Initiatives
- Statewide Health Improvement Partnership (Find SHIP in your community at this link)
- Regional Initiative Foundations
- Other regional foundations
- Schools
- Local Health Care Organizations
- Local Higher Education (including student interns)
- Safe Families for Children
- Local Youth
- Local Businesses
- Members of diverse cultural communities

Collaborative Quotes:

“ Public health, which has been an instrumental and a really good partner for this kind of [initiative] has taken it into their own plan.
– Stevens County Family Services Collaborative ”

“ I would get as many people on board as you can. Build a good coalition of individuals who are willing to do their part. Sometimes, I mean, this is one committee, where everybody does their part ... Sometimes as a Coordinator, I think I'm the one that does everything. Do you know what I mean? And you need to [know] you can't do it all. I mean, it just is hard to do it all ... And if you can build that coalition, you will make things happen.
– Stevens County Family Services Collaborative ”

“ Then also make sure that you involve a combination of people with lived experience and people who are in powerful positions. Get your people in your corner that can make change and have access to some funding so that you can move forward the dream and goal of the group that comes together. The Resiliency Team did a bunch of presentations over time. It led to the county saying, “Hey, we want to do this.” And it led to Northwest Minnesota Foundation providing some funding and then Blandin Foundation providing some funding.
– Beltrami Area Service Collaborative ”

“ “Them” could include anybody. It included people who maybe had lived experience. We had an open invitation to about, I would say, 200 people who had been involved in one way, shape, or form, an email that would go out. We posted on our website: “Anybody's welcome to come”.
– Beltrami Area Service Collaborative ”

Practicing Resilience in Community

Perhaps the most powerful thing you can do in community is make self- and co-regulation practice a community norm. As humans, we all face moments when our nervous systems get dysregulated. And all of our nervous systems impact one another. Think about what it feels like to be near someone who is peaceful and calm. Think about how helpful it is to have someone offer peaceful and calm support when you are upset. Cultivating regulations when others around us are dysregulated can be tough – it can be easy to get dysregulated when others are upset.

There are many things we can all do to cultivate self- and co-regulation. We get good at it when we practice it even when we think we don't need to! Making short co-regulation practices a regular part of community gatherings is one way to cultivate that norm.

At the same time, these practices can be easy to discard – they may seem “too simple” to make a difference, and yet actually doing them can be quite difficult and sometimes uncomfortable.

Here are some resources for self- and co-regulation practices you can draw on:

- **Building Resiliency Handout** - This handout, developed by Susan Beaulieu for Minnesota Communities Caring for Children (now part of FamilyWise Services), lists many resilience building resources, research sources, and ideas.
- **Remembering Resilience Podcast** from the Tribal NEAR Science and Community Wisdom Project - “This series highlights Native American resilience through and beyond trauma ... exploring concepts, science, history, culture, stories, and practices that we are working with as we seek to shape a future for our children and our grandchildren that is defined not by what we have suffered, but what we have overcome.”
Quote from <https://rememberingresilience.home.blog/>
- **Practicing Resilience in Community** – In the spring of 2020, the staff of Minnesota Communities Caring for Children (now part of FamilyWise Services) created a weekly online opportunity for people across the state to come together to practice self- and co-regulation. Those sessions are all still available at the link that started this paragraph and may be used as examples of things you could do in your community.
- **The Center for Mind Body Medicine** has a wealth of tools used to help communities around the world heal population wide trauma and build resilience. They do regular training and there are many people in Minnesota trained to share these tools! Here are some examples of communities around the world that are using these tools.

- **Brain Gym** - Designed for children and youth, these simple brain-science based activities can also work with adults and in intergenerational settings and “often bring about dramatic improvements in areas such as: Concentration and Focus; Memory; Academics: Reading, Writing, Math, Test Taking; Physical Coordination; Relationships; Self-Responsibility; Organization Skills; and Attitude.”
Quote from <https://www.braingym.com/the-activities/>
- **Resmaa Menakem’s** book, *My Grandmother’s Hands: Racialized Trauma and the Pathway to Mending Our Hearts and Bodies*, offers many practices that can help heal racialized trauma in all of us. Chapter 14 of the book, “Harmonizing with Other Bodies”, offers many co-regulating practices you can use in groups that know each other and have built trust. Part III of the book focuses on “Mending our Collective Body” and creating culture. Pages 238 - 242 offer many ideas for setting the stage for co-regulation in events. Read the whole book and do the practices – that will give you the context for using them in your community.
- **The Whole-Brain Child: Twelve Revolutionary Strategies to Nurture Your Child’s Developing Brain** - This book by Dan Siegel and Tina Payne Bryson is full of concrete tools and illustrations for use by parents and children – and they can all be transferred for use with adults and in community settings. There is also an accompanying workbook available
- **The Embodiment Institute** (TEI) “is a training institute, research entity, and cultural change engine that strategically develops people and organizations to be agents of transformation in families, social moments, and the environment.” As Bessel Van Der Kolk says, “The Body Keeps the Score.” We store trauma in our bodies; healing trauma requires healing in our bodies. Embodiment practices are a piece of that healing puzzle, and The Embodiment Institute is an excellent source for learning embodiment practices. On the TEI website are practice examples and a self-guided Embodiment basics course. TEI has resources available for all as well as offerings designed especially for Black Bodies.

Models and Tools

Models and Tools in Minnesota

- **Change to Chill** - Mindfulness and stress relief resources for teenagers, through Allina Health, used by Anoka County Children & Family Council.
- **Minnesota Thrives** - This is an interactive database of current efforts to promote mental wellbeing and inclusive, thriving communities in Minnesota.
- **More Resilient Minnesota** - Check this site for new information related to all Phases of this initiative and a growing list of Learning Resources. Remember to check the resources available through the Collaborative Coordinator Portal, too.
- **Peacemaker Resources** (Bemidji) - Statewide leader teaching Social Emotional Learning and Trauma Responsive Practices in schools and beyond. They have recently been partnering with the Statewide Health Improvement Partnership (SHIP) around Trauma Sensitive Practices and Resiliency. Check with your local SHIP partners to see if they are part of this effort.
- **Safe Families for Children** - Stevens County Family Services Collaborative uses this approach.

Models and Tools from Other Parts of the County

There are many models around the country that you may wish to draw from. Listed below are a few that Minnesota communities have worked with. This [National Models Review document](#) gives a brief overview of each tool listed here plus some tools that may not have been tried in Minnesota yet.

- **Building Community Resilience** – The BRC model has many free tools available online. Dr. Wendy Ellis presented in Minnesota at the 2nd Annual Growing Resilient Communities - Collaboratives Addressing ACEs Gathering in 2019.
- **Building Self-Healing Communities** and **ACE Interface Understanding** NEAR curriculum and model – This model is the foundation of More Resilient Minnesota’s approach.
- **Community Resilience Initiative (CRI)** Trainings – Based in Walla Walla Washington, CRI’s work helped define the Building Self-Healing Communities model. Many Minnesota communities have used the movie, *Paper Tigers*, which came out of CRI’s work in Walla Walla. Several Minnesota folks have also participated and been inspired by the trainings offered by CRI.
- **Montana Institute** – Itasca County Family Services Collaborative has worked extensively with the Montana Institute’s Science of the Positive and Positive Norms model and highly recommends it.
- **PACES Connection** has a wealth of information about Positive and Adverse Childhood Experiences (PACES) as well as community networks, including several in Minnesota. We encourage you to join the statewide [Minnesota ACEs Action](#) community and any others that are relevant for you.

Books and Other Guides

Here are a few additional books, films, and guides that have influenced the information in this document and may be of further use to you!

- **Community Resiliency Model® Workbook**, Elaine Miller-Karas (from the Trauma Resource Institute)
- **Emergent Strategy: Shaping Change, Changing Worlds**, Adrienne Maree Brown
- **Holding Change: The Way of Emergent Strategy Facilitation and Mediation**, Adrienne Maree Brown
- **Paper Tigers & Resilience**, KPJR Films (These documentaries are available to each of the 7 Collaborative regions. More information about these films along with discussion guides can found in Collaborative Coordinator Portal)
- **Resilience Trumps ACEs - Community Action Manual**, Teri Barila and Mark Brown (Available in More Resilient Minnesota Lending Library – See Collaborative Coordinator Portal)
 - **Community Action Toolbox**
 - **Building a Work Plan**