



The Building Resiliency Together Project came into being as the result of six victim serving organizations in North Dakota courageously seeking innovative solutions to address the impact of vicarious trauma, empathic strain, and burnout in their organizations and teams. Since the inception of the project in 2020 with a ND Collaboration VOCA Grant the project has impacted many more victim serving organizations. Several leaders from these organizations continue to work to sustain the mission and goals of the project.

Strengthening victim serving organizations & leadership by addressing vicarious trauma and building resilience.

Project Components

1. **RST Program:** RST stands for Resiliency, Support, & Therapy. RST is an employee assistance program specifically for victim service providers (including law enforcement, medical professionals, social service providers, advocates, and mental health professionals) in North Dakota wanting to address the impact of working in high stress and trauma-exposed fields. RST has designated providers with specialty training and expertise in treatment of trauma and vicarious trauma. Services provided include individual sessions that focus on building resilience for working in trauma-exposed fields, low impact debriefing, vicarious trauma support, or evidence-based therapy for vicarious trauma.
2. **Resources:** Maintain webpages and disseminates digital resources on vicarious trauma and building resilience for victim serving organizations and professionals.
cacnd.org/building_resiliency
3. **Training & Professional Development:** We have several trainers that can provide training on vicarious trauma and building resilience for MDT partners at no cost. The project works to support these trainers and develop content. The hope is this will spread wider into the local universities to introduce new professionals to these topics in training. We also held a large training in 2020 on vicarious trauma and building resilience and aim to continue providing professional development opportunities on the topics of vicarious trauma and building resilience.
4. **Leadership Support:** The project hosted a monthly community of practice meeting for directors from victim serving organizations and teams the first year and a half and now we gather the directors quarterly to share resources and provide updates. A crucial part of building healthy organizations is investing and supporting the leaders, our hope is to provide more active support moving forward.

The Membership Plan

The project has been grant funded over the last 3 years and all services were provided at no cost. However with funding changes, we are needing to pivot to achieve long-term sustainability

of the project and services. In an effort to sustain the support and services of the project we are launching a membership plan.

Services and support through the Building Resiliency Project will only be available for members. As a member you will have access to several components of Building Resilience Together and we hope as the membership grows so will the opportunities for your organization as a member.

Membership Includes

Access to the RST program for all employees of your specific department, team, or agency.

Monthly Resource Email

Monthly Community of Practice for Agency/Team Directors

Annual Virtual Training

Building Resilience Together Resources

Membership Fees

The cost of membership is based on the number of employees of your specific department, team, or agency. For instance if your agency has 100 employees but your victim service team is 15, you could elect membership for just the victim service team. In specific situations we may consider an ongoing contract. Please contact pcondol@dakotacac.org about specific contracts.

Cost per a year, billed annually.

- \$2500: 1 - 10 Employees
- \$5000: 11 - 20 Employees
- \$7500: 21 - 30 Employees
- \$10,000: 31 - 50 Employees
- \$15,000: 50 - 100 Employees
- Negotiated Contract: 100+ Employees

Membership for this program will be available starting January 1, 2023. Contracts are annual and will start the month an agency joins.

Why Is This Important?

Working in a victim serving organization is incredibly rewarding and at the same time very challenging. The rewards keep us going and the challenges can wear us down. Exposure to trauma is part of everyday life for those working in victim serving organizations, and unfortunately there is no magic immunity to the impact of the pain and suffering witnessed. Ultimately working in high stress and trauma exposed environments impacts everyone at some point. Rachel Naomi Remen says, "The expectation that we can be immersed in suffering and loss daily and not be touched by it as unrealistic and expecting to be able to walk through water without getting wet." There for it is critical that victim serving organizations invest in the well-being of employees and have policies and procedures that guard against vicarious trauma and build resiliency. It is not sufficient to expect employees to handle the impact of work on their own time and that if they are impacted it is because they are not doing sufficient self-care, the organization has a responsibility to staff to provide support and protection, in a sense this is like providing psychological PPE for your employees that daily are at risk of vicarious trauma.

ORGANIZATIONAL COSTS RELATED TO BURNOUT/VICARIOUS TRAUMA*

• Absenteeism costs	• Presenteeism costs
• Sick leave and disability costs	• Increased health burden in work force
• Overtime	• Increased health care costs
• Replacement workers	• Increased grievances and disputes
• Return to work protocols	• Staff turnover and retention
• Cost for managing disability cases	• Cost of recruitment
• Work overload for colleagues	• Higher proportion of new workers
• Loss of critical skill capacity	• Increased cross generational conflict
• Indirect harm to work team	• Internal communication challenges
• Increase in errors	• Divisions among staff
• Decrease in quality of work	• Cost of onboarding and training
• Decreased morale	• Lost productivity
• Lower employee satisfaction	• Challenges to community relations
• Increased conflict	• Loss of intellectual capital

*TEND Academy "Business Case"

Why the Membership Subscription is Beneficial

1. You can easily plan and budget for the cost year-over-year.
2. Your billing department will like it because they only need to pay one bill annually.
3. Some agencies may have an EAP, but likely do not have hand-picked quality-trained trauma-focused counselors.
4. Helps your organization be more vicarious-trauma informed and you have the support and resources at your fingertips which ultimately reduces the time you spend problem solving and navigating these challenges alone.
5. Will save you tens of thousands of dollars, this is an investment that overtime pays off!

Next Steps:

1. At this point we are trying to survey interest in participation in this membership program. Please [click here](#) to take this survey.