

## COMMUNITY RESILIENCE GATHERING NOTES FROM JUNE 27, 2019

### LESSONS LEARNED

- ITS NOT MY AGENDA
- ITS ABOUT THE RELATIONSHIPS & COLLABORATIONS
- BE PATIENT
- TAKE THE TIME TO BUILD A BETTER PRODUCT
- CELEBRATE VICTORIES
- BE PERSISTENT; OPEN MINDED; FLEXIBLE; HAVE EMPATHY; LISTEN
- DON'T GIVE UP, RECHARGE AS CAREGIVERS; IT TAKES A LONG TIME; BE PATIENT
- ORGANIZATIONS DON'T PARTNER, PEOPLE DO; KEEP TALKING TO PEOPLE, SEEK OUT AND SHARE  
KEEP COMMUNICATION OPENED, COMMUNITY CONVERSATIONS WHERE PEOPLE ARE  
IMPACTED.
- **HEAD START:** BE PASSIONATE OF WHO SERVES WITHIN THE ORGANIZATION, BEING ABLE TO  
DELEGATE AND TAKE RESPONSIBILITIES. WHEN PASSIONATE PEOPLE ARE IN LEADERSHIP ROLES,  
OTHERS TAKE NOTICE AND WANT TO JOIN.
- **LAW ENFORCEMENT:** AGREE THAT IF SOIL ISN'T READY, THE SEED WON'T GROW.
- THINGS PASSIONATE STAFF BUILDS HIGH QUALITY PROGRAMMING, HIRING PEOPLE WITH A  
SKILL SET ALONE DOES NOT EQUATE TO HIGH PRODUCTIVITY/SUCCESS. MUST HAVE THE RIGHT  
FIT, NO PASSION LEADS TO TURNOVER TOWARDS QUALITY PROGRAMMING.
- MESSAGES NEED TO BE CONSISTENT WHEN INVOLVING PEOPLE IN COLLABORATIVE  
PARTNERSHIPS, OR COMMUNITY
- NOT EASY WORK, DON'T GIVE UP; SUCCESS COMES WHEN WE ARE THERE FOR SOME REASON.

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### LESSONS LEARNED

- CRISIS B-4 ACTIONS; WHERE ARE THE DOLLARS FOR SUICIDE? LIVE WITH YOUR VOLNERABILITY.
- CAN'T CHANGE THINGS OVERNIGHT; NOT ALL IDEAS PAN OUT; TRIAL & ERRON, EVALS AND MOVE FORWARD.
- CHANGE IS HARD, GROWING PAINS INEVITABLE; IT'S OK TO BE UNCOMFORTABLE; SELF CARE INMPORTANT IN ORDER TO PROVIDE SUPPORT FOR OTHERS; NOT EVERYONE WANTS HELP.
- STOP AND LISTEN; SELF CARE; DON'T SEE SUCCESS RIGHT AWAY
- PEOPLE WHO SHOULD BE AT THE TABLE ARE NOT AT THE TABLE ASKING THE COMMUNITY WHAT THEY NEED; SMALL GROUP OF PEOPLE CAN START A CHANGE MOVEMENT.
- VERBAL TRANSLATING ISN'T GOING TO GET PEOPLE TO SHOW UP, MEET THEM FOR THEIR CULTURAL NEEDS.
- THE PROCESS TAKES TIME AND RELATIONSHIPS BUILDING AND COMMUNITY TRUST.
- PLANS WILL NEED TO CHANGE, GOALS MAY NEED REDIRECTED OR REFRAMED; PATIENCE- NO ITS NOT FOREVER, PEOPLE CLIMATE, FUNDS, PRIORITIES CHANGE.
- THERE IS OFTEN WILL, BUT WITHOUT PLAN OR IMPETUS, NOTHING HAPPENS AS PROVIDERS MEET PATIENTS BUY-INS.

### STRENGTHS

- ACES TRAINING – VARIETY OF PEOPLE HEARING TRAINING MORE PEOPLE ACROSS COUNTIES
- BECOMING LUNCH BUDDIES, LUNCH 2<sup>ND</sup> GRADE + ADULTS WONDERFUL AND POSITIVE.
- MENTAL HEALTH-VIDEOS ON ACES; RESILIENCE AND PARENTING GROUPS AT JAIL – DAWA CTY
- COUPLE OF AGENCIES WORKING TOGETHER, EARLY CHILDHOOD - LIVABLE WAGE
- PROGRAMS/SCHOLARSHIP – MONEY FOR KIDS/PARENTS
- WORKING TOGETHER IN AGENCIES; STRONG EMPLOYEES
- OPOIDS TASK FORCE – DOUGLAS; MAKE IT OK THROUGH HEALTH PARTNERS; REDUCE STIGMA OF MENTAL ILLNESS; BOUNCE BACK

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### STRENGTHS

- AWARENESS OF ACES IN DOUGLAS; STRONG PARTNERSHIPS; SCHOOLS, HOSPITALS, ALEZ PH, MENTAL HEALTH TASK FORCE – DOUGLAS
- HELPS FAMILIES SET/MEET GOALS, SHARING SUCCESS STORIES, MAKING LIFE CHANGES, POSITIVE SURVEY RESULTS.
- **HEADSTART:** STAFF TO FAMILY/CHILD RELATIOHSIP BUILDING, SUPPORT, CONNECTIONS TO COMMUNITY.
- **MORRIS HEADSTART:** LUNCH BUDDIES, OLDER CHILDREN READ TO AND EAT LUNCH WITH ELEMENTARY STUDENTS.
- INSISTING ON ATTENTION TOWARDS RURAL MN. FOR UMN; APPLYING FOR MAJOR FUNDINGS TO TRAIN STUDENT IN PUBLIC HEALTH TO QUALIFY FOR LADC EXAM, TO DO COMMUNITY ENGAGEMENT REASEARCH AND OUTREACH; STRENGTHEN TIES BETWEEN U 9CST) AND COMMUNITY ORGANIZERS; WORKING WITH 8<sup>TH</sup> JUDICIAL DISTRICT COURT TO ELEVATE PROGRAMS – ID PROB/STRENGTHS.

### SUCSESSES

- PARENTING WITH RESILIENCE – DOUGLAS COUNTY JAIL
- “LONGEST TABLE” EVENT IN DILLWORTH MOORHEAD, EARLY CHILDHOOD INITIATIVE CRITICAL IN THIS PROJECT
- RESILIENCE MOVIE SHOW IN 5 HORIZON PH COUNTY MANY TIMES TO DIFFERENT AUDIENCES.
- ECI COLLABORATING WITH CHILD CARE LICENSORS TO DO CHILD CARE APPRECIATION EVENTS.
- ALEX PUBLIC SCHOOL – WORKING ON TRAUMA INFORMED CARE. ALL ELEMENTARY STAFF TRAINED
- OPIOIDS TASK FORCE - INVOLVED MANY COMMUNITY MEMBERS EVOLVED FROM ONLY OPIODS, TO ADDING ACES TO THE WORK PLAN.

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### SUCSESSES

- MANY RELATIONSHIPS/PARTNERSHIPS COLLABORATIONS.
- COLLABORATIONS WITH OTHER AGENCIES; GOOD LEADERSHIP; GOOD FOLLOW THROUGH WITH CARE
- PASSIONATE COMMUNITY MEMBERS; BREAKING DOWN SILOS; WORKING TOGETHER
- BRINGING COMMUNITY/ACE TRAINERS TOGETHER – GRANT COUNT, UNITED WAY, FOOD PANTRY, COAT DRIVE.
- CHURCH FOOD DRIVES; BACK PACK ATTACK-(PROVIDING FOOD AND SNACKS FOR WEEKENDS, AND SCHOOL BREAKS). YOUTH INVOLVEMNT EMT/CNA PROGRAMS-(TEACH TEAM BUILDING, SOCIAL SKILLS, GROUP INVOLVEMENT, AND SENSE OF PURPOSE.
- **DOUGLAS COUNTY:** SHOP WITH A COP AT CHRISTMAS- (FOR UNDER PRIVELEDGED KIDS) JAKES BIKES REFURBISHED DONTED TO JINGLE BELLS; BREAKING DOWN SILOW, WORKING TOGETHER (EXAMPLE) OPOIDS TASK FORCE (38 DIFFERENT ORGANIZATIONS; VA, PH, PWH, LAW ENFORCEMENTS, FAITH COMMUNITIES, MENTAL HEALTH, ACT TEAM.)
- **GRANT COUNTY:** COMMUNITY CONVERSATIONS, BRINGING COMMUNITY MEMBERS IN ALONG WITH ACES TRAINERS, COMMUNITY WORKERS, EDUCATORS, PH/HS, MEDICAL COMMUNTY MH)
- **LAW ENFORCEMENT:** CONFLICT RESOLUTIONS IN SCHOOLS – 350 CHILDREN INVOLVED. REDUCTION IN INCIDENTS/ISSUES; LOT OF SUCCESS WITH RESTORATIVE WORK.
- **DOUGLAS COUNTY POLICE:** ACE TRAINER CAPT. UNDERSTANDING TRAUMA BASED
- **DOUGLAS COUNTY SHERIFF:** WORK WITH INMATES; FACE BOOK PAGE FOR FORMER CLIENTS TO PROVIDE RESOURCE FORMER “CLIENT: NOW ON HEALTHY NEW PATH.
- **ENNEAGRAM PRISON PROJECT:** FORMER INMATES BECOMING AMBASSADORS.
- **STEARNS COUNTY:** CAR SEAT PROGRAM; HIRED SOMALIA SPEAKING STAFF: SHENIGINANS INDOOR PLAYGROUND-SPLASH PAD PLAYGROUND IN ALEXANDRIA.
- PARTNERSHIPS ARE STRONG; AGENCIES WORKING TOGETHER; PHONE CALLS/EMAILS ARE ANSWERED TIMELY; FOOD SHELF/FOOD DROPS.

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### SUCCESES

- STUDENT (NURSING) SET UP FOOT CARE CLINIC (AT A SENIOR CENTER/QUICK CARE CLINIC)
- OPENED “WET HOUSE” (SAFE HOUSING FOR PEOPLE WITH ALCOHOL PROBLEMS, PERMANENT FACILITY).
- CONVERTED OLD CHURCH BUILDING INTO A STAY-THE-NIGHT FACILITY

### CHALLENGES

- HOW TO ENGAGE EVERY POPULATION WHEN YOU START A PROJECT
- RESOURCES ARE TIGHT; HAVE TO BE RESOURCEFUL
- POLICIES DON'T CHANGE TO FIT CURRENT NEEDS
- LACK OF PARENT INVOLVEMENT
- CHILD CARE PROVIDERS WANT A “SILVER BULLET:” OR “QUICK FIX”
- CHILD CARE PROVIDERS HAVE LONG HOURS, SO EVENING TRAININGS ARE HARD TO PARTICIPATE IN.
- “SILOS” SOMETIMES CREATE BARRIERS
- HIPAA; HARD TO NAVIGATE; LACK OF DIRECT CARD PROVIDERS; LACK OF CHOICES.
- NON-COMPLIANCE; LACK OF ACCOUNTABILITY; LACK OF FUNDING; LACK OF COMMUNICATION.
- FUNDINGS/SUSTAINABLE TRAININGS; FOR PROFIT OR BOARD; CONTINUED ENGAGEMENT
- WORKLOAD YOU PUT ON THE ENGAGED PEOPLE; GETTING THE CERTAIN “SUBSET” POPULATION TO THE TABLE.
- FUNDING/SILOS; HAVING TIME TO TALK TO PEOPLE; HOW TO FOCUS; NON-EXISTING RELATIONSHIPS THAT ARE KEY.
- FUNDING; LEADERSHIP; MAKING TIME FOR NEW PROPOSALS; SAME PEOPLE, HOW TO RECRUIT, COVERING 5 COUNTIES, CULTURAL DIFFERENCE IN EACH COMMUNITY.

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### CHALLENGES

- BALANCE OF DESK TIME, RELATIONSHIP TIME; LACK OF PARTNERS DOING WHAT WE DO; WORKING ALONE.
- STRUCTURE FOR LARGE GRANTS; STIGMA, LANGUAGE BARRIERS, CULTURAL BARRIER
- **HEADSTART:** RESISTENCE TO HELP FAMILIES, ACCESS TO RESOURCES IN RURAL AREA, NUTRITIOUS -FOOD, TRANSPORTATION – MENTAL HEALTH SERVICES, FUNDINGS.
- **HEADSTART:** COUNTY LINES ARE AT TIMES CONFUSING, FINALLY SOME COUNTY PROGRAMS ARE INCLUDING OTHERS/CROSS COUNTY, WITH REPS IN EACH COUNTY.
- **HEADSTART:** BOUNDARIES OPPORTUNITIES ARE NOT EQUAL, SOMETIMES WITHIN THE SAME COUNTY. RULES AND GUIDELINES LIMIT HOW FUNDS ARE DISTRIBUTED FROM COUNTY TO COUNTY.
- WORK FRAGMENTS EASILY WHEN IT WOULD WORK BETTER TOGETHER; NEW PROBLEMS KEEP ARRIVING; TIME; FUNDING LONG TERM, SUSTAINABLE FUNDINGS.
- COMMUNICATION AND PLANNING WITH COORDINATING EFFORTS, STAFFING, POLITICAL CLIMATE; RURALNESS AND BEING FORGOTTEN.
- STUDENTS HAVE CHALLENGING LIVES, LOTS OF ACES, LOTS OF ESL, 1<sup>ST</sup> GENERATION.
- FINDING TIME TO DEDICATE TO IT (BALANCE WITH WORK. HOME LIFE) NOT SURE WHATS OUT THERE TO BE INVOLVED IN GETTING STARTED, GETTING COMMUNITY CONVERSATIONS STARTED.
- **HEADSTART:** RULES AND GUIDELINES LIMITS FUNDS FROM PROGRAM TO PROGRAM, INCOME GUIDELINES ARE RESTRICTING
- DIFFICULTY ASKING FOR/ACCEPTING HELP; MAINTAINING MOTIVATIONS/MOMENTUM; FINANCIAL BARRIER; MOTIVATING INVOLVEMENT/PARTICIPATION OF NEW PARTICIPANTS CAN BE DIFFICULT.
- **LAW ENFORCEMENT:** PEOPLE OF COLOR ARE NOT ADEQUATELY REPRESENTED AT TABLE (STEARNS/SOMALI). NEED HELP WITH SOMALI ELDERS. OUTSTATE DOESN'T HAVE EQUAL RESOURCES.

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### CHALLENGES

- MENTAL HEALTH ISSUES OVERRIDE ALL NEEDS FOR DELIVERING EFFECTIVE SERVICES. NEVER ENOUGH MONEY/TIME BODIES; LAWS/RULES; PAPERWORK; EMPLOYEE BURNOUT; HAVING A POSITIVE SUPPORT SYSTEM; LACK OPPORTUNITY.

### BARRIERS:

- MONEY, PARENT INVOLVEMENT, COMMUNICATION
- TIME COMPLEXITY – GENERATIONAL SYSTEM IS HARD; SYSTEMIC SYSTEM STRETCHED THIN
- LACK OF CHILD CARE PROVIDERS ACROSS THE BOARD; MIDDLE CLASS FALL THROUGH CRACKS
- TRANSPORTATION; LACK OF RESOURCES AWARENESS.
- **HEADSTART:** LOW TURNOVER WITH RELATIONSHIP BASED WORK.
- **LAW ENFORCEMENT:** WE REALLY DON'T KNOW HOW TO GET THE RIGHT PEOPLE TO THE TABLE. HOW DO WE ASK?
- MISUNDERSTANDINGS DUE TO USE OF JARGON/TCH TERMS COULD BE BARRIERS TO PARTICIPATION FOR SOME.
- LACK OF DIVERSITY (ETHNIC) CAN BE A BARRIER; DIVISION BETWEEN VARIOUS SOCIOECONOMIC GROUPS; YOUTH INVOLVEMENT LACKING; CHALLENGING TO ENGAGE THEM.