

SANCTUARY MODEL OF CARE-OUR CARING CULTURE

Sanctuary is an organizational model for change that Wings has been using since 2013. It is based on the tenets of four pillars; trauma theory and addresses the ways in which trauma, chronic stress, and adversity can influence individual behavior of not only our clients but our staff. We use a planning process called SELF when issues arise or somethings needs planning for. This model includes 7 commitments and 10 tools for implementation.

Four Pillars:

- Trauma Theory
- SELF problem solving
- 7 Commitments
- The Tool Box

Sanctuary is based on 7 Commitments that our agency and our service to families are based on:

- Non-violence – building safety for all.
- Democracy – creating an opportunity for everyone to have a voice in decision making.
- Open Communication – having honest conversations that promote healthy boundaries.
- Social Learning – creating an environment where team members can learn from each other.
- Emotional Intelligence – being aware of your own emotions and what others may interpret
- Social Responsibility – rebuilding social connections and empowerment.
- Growth and Change – restoring hope

These commitments, together with a toolkit of supports, help guide us in creating a truly trauma-informed culture. This toolkit includes community meetings, Safety and Self-Care Plans for all staff, a Sanctuary Core Team, and other supports as well.

Some tools that our Care Coordinators and Family Support Partners may use:

- ✓ Community Meeting- A quick feelings check-in held at the start of every meeting.
- ✓ Safety Plan- Helps identify potentially stressful situations and coping strategies to help.
- ✓ Red Flag Meeting- a problem solving/solution finding process
- ✓ Sanctuary Psychoeducation Groups-these are groups to help with Sanctuary learning.