



MARCH 2019

SUPPORT GROUP FACILIAATOR TRAINING

CONTENT CREATED IN COLLABORATION BETWEEN
NANCY ANSHELES, MECASA, AND 2017-2018 CLIENT
SERVICES WORKGROUP.

mecasa
MAINE COALITION AGAINST
SEXUAL ASSAULT

WELCOME & HOUSEKEEPING

TRAINING OBJECTIVES

1. Increase confidence and competency in facilitating a support group for sexual assault survivors.
2. Connect and collaborate with facilitators throughout the coalition.
3. Identify characteristics and benefits of a support group.
4. List the characteristics, skills, and value of an effective support group facilitator.
5. Review strategies for maximizing a co-facilitation partnership.
6. Practice skills and key structural elements of facilitating a support group.
7. Recognize self-care strategies, resources and next steps.

GROUP GUIDELINES

1. Ethical communication
2. Start and end on time
3. Hibernate technology in the room
4. Other?



Table discussion – 20 minutes

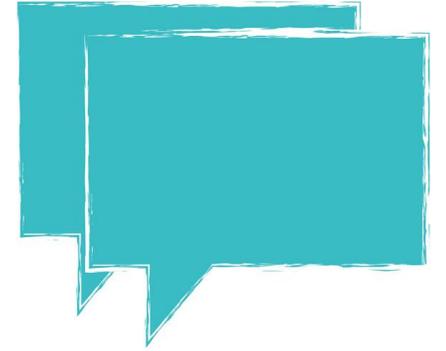


1. Reintroduce each other –
 - Name
 - Agency
 - Role
2. What is a hope you have for today's training?
3. What is your experience in or facilitating support groups?

SUPPORT GROUP PURPOSE & DEFINITIONS



Group discussion – 15 minutes



What is the purpose of a sexual assault support group?

How are our support groups different from therapeutic/clinical groups?

What are the characteristics of an advocate-led support group?

TYPES OF SUPPORT GROUPS



Traditional Support Groups



Outreach Support Groups



Experiential Support Groups

CONNECTING SURVIVORS WITH SUPPORT GROUPS



How (& when) do you talk to survivors and community members about support groups?

STARTING A SUPPORT GROUP



Why are you starting a group?



What are survivors asking for?



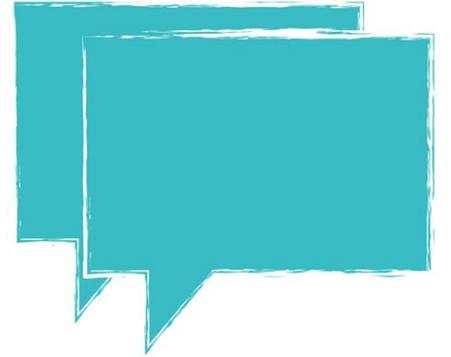
What partnership opportunities exist?



What funding opportunities exist?

Table discussion – 5 minutes

What specific outreach might work
in your community or region?



15 MINUTE BREAK & TABLE SWITCH



Introductions – name, agency, & your favorite things about spring.

SCREENING FOR SUPPORT GROUPS

Considerations

Quality Assurance Standards

Type of group

Who will do the interview

Style of interview

Appropriate for support group

Documentation

SCREENING FOR SUPPORT GROUPS

Participants should leave knowing

Group format

Group process

Facilitator roles & expectations

Confidentiality

Participant roles & expectations

SCREENING INTERVIEW OBSERVATION



REFLECTION

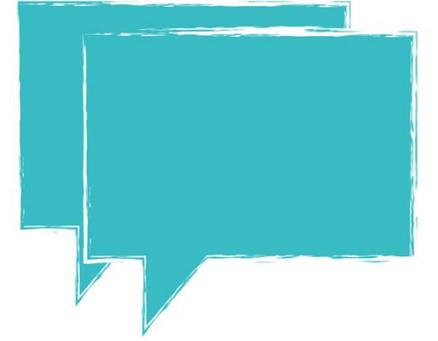
What is your authentic version of asking these questions?

Write 3-5 prompt questions for when you do a screening interview.



Table Discussion – 10 minutes

What are some strategies for potential participants who answer your questions with “yes” or “no”?



GROUP STRUCTURE & CONTENT



Opening



Norms



Topic



Discussion/Activity



Closing

ROLE OF THE FACILITATOR



Table discussion – 6 minutes

What are the skills & characteristics of an effective group facilitator?

LUNCH & TABLE SWITCH



YOUR LIMITS & BOUNDARIES



Organizational Boundaries



Personal Boundaries



Confidentiality & Privilege



Co-facilitation

YOUR LIMITS AND BOUNDARIES



Table Discussion – 10 minutes

How do organizational and personal boundaries
different in the context of groups?

GROUP DYNAMICS & INTERVENTIONS

Group Stages

1. Forming
2. Storming
3. Norming
4. Performing

GROUP DYNAMICS - Forming

Characteristics

- Testing the waters

- Trying to understand what's allowed

- Why we are here

- Working to build trust

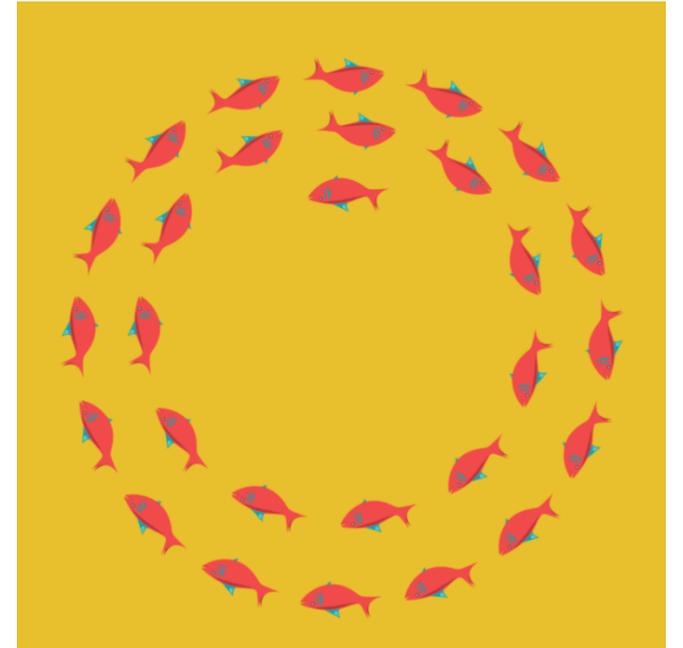
What they need from you

- Clarity about purpose & process

- Modeling participation

- Development of norms

- Leadership



GROUP DYNAMICS - Storming

Characteristics

- Testing each other and group agreements

- Conflict with each other and the facilitator

- Discovering roles and communication styles

What they need from you

- Opportunity to express ideas

- Modeling respectful conflict

- Involve all participants



GROUP DYNAMICS - Norming

Characteristics

Can work together & resolve conflicts

Increased trust

What they need from you

Challenging the group think

Connect to the big picture

Gentle nudges



GROUP DYNAMICS - Performing

Characteristics

Achieving common goals

Motivated

Participation by all members



What they need from you

Good listening & following their lead

Motivation

Recognition & celebration

New goals

INTERVENTION STRATEGIES

1. Go inward first (is it just me?)
2. Be curious vs. certain
3. Determine if the behavior is impacting safety and whole group
4. Consider: What options do you have?
5. Gently intervene.
6. Determine whether further discussion is needed in the moment or later.
7. Reflect later on learnings

INTERVENTION STRATEGIES



Table discussion – 15 minutes

Identify 3 – 5 strategies to address one of the following:

1. First meeting of a group – strategies to help create an environment for safe dialogue.
2. A lot of interest around a particular topic causing you to go off agenda.
3. Members are not supporting the norms.
4. Lack of verbal participation by several in the group.
5. A participant's behavior could be read as agitated or aggressive by others.
6. One person keeps monopolizing the conversation.
7. Appears to be conflict between a few participants.
8. One participant continues to give advice or offer solutions.

DAY ONE WRAP-UP





VISITOR permits include parking in any black lot, or visitor spaces.

Black Panel Lot: Visitor Parking

Signs showing lots to be practiced over all signs and permits.

Woolley Room

Parking 3/26

Food Options off Park Street:

- Aroma Joes
- Dunkin
- Orono House of Pizza

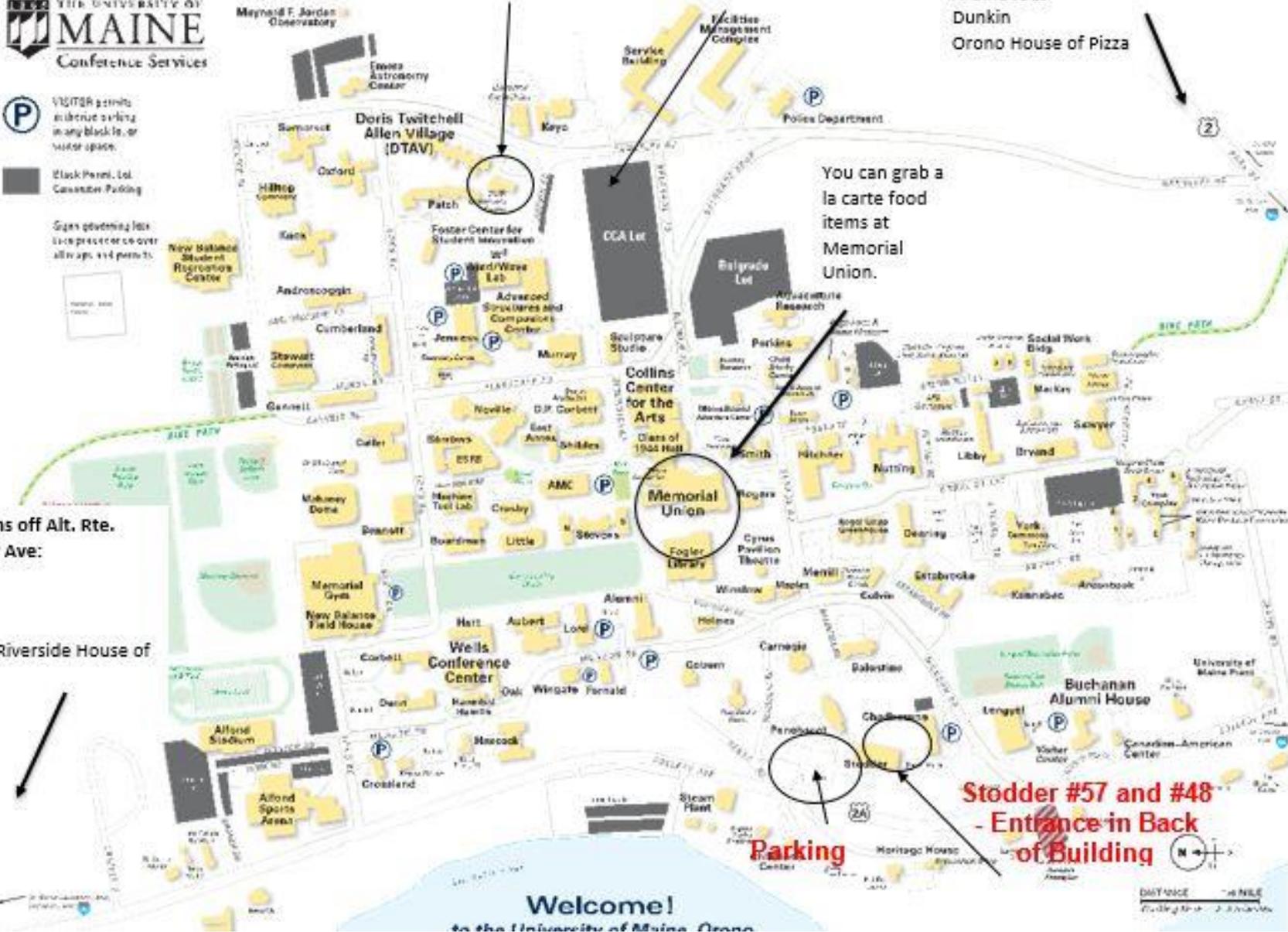
You can grab a la carte food items at Memorial Union.

Food Options off Alt. Rte. 2/Stillwater Ave:

- McDonalds
- Wendy's
- Burger King
- Governor's Riverside House of Pizza
- Hannaford

Stodder #57 and #48
- Entrance in Back of Building

Parking



Welcome!
to the University of Maine, Orono

DISTANCE 1/4 MILE
Building Map - 2.8 miles

WELCOME
BACK!

So glad
you're here!



CO-FACILITATION

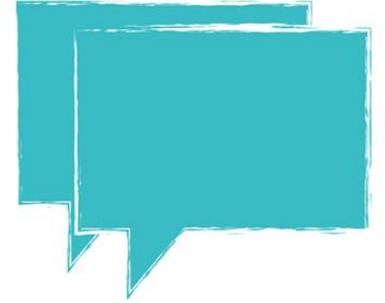
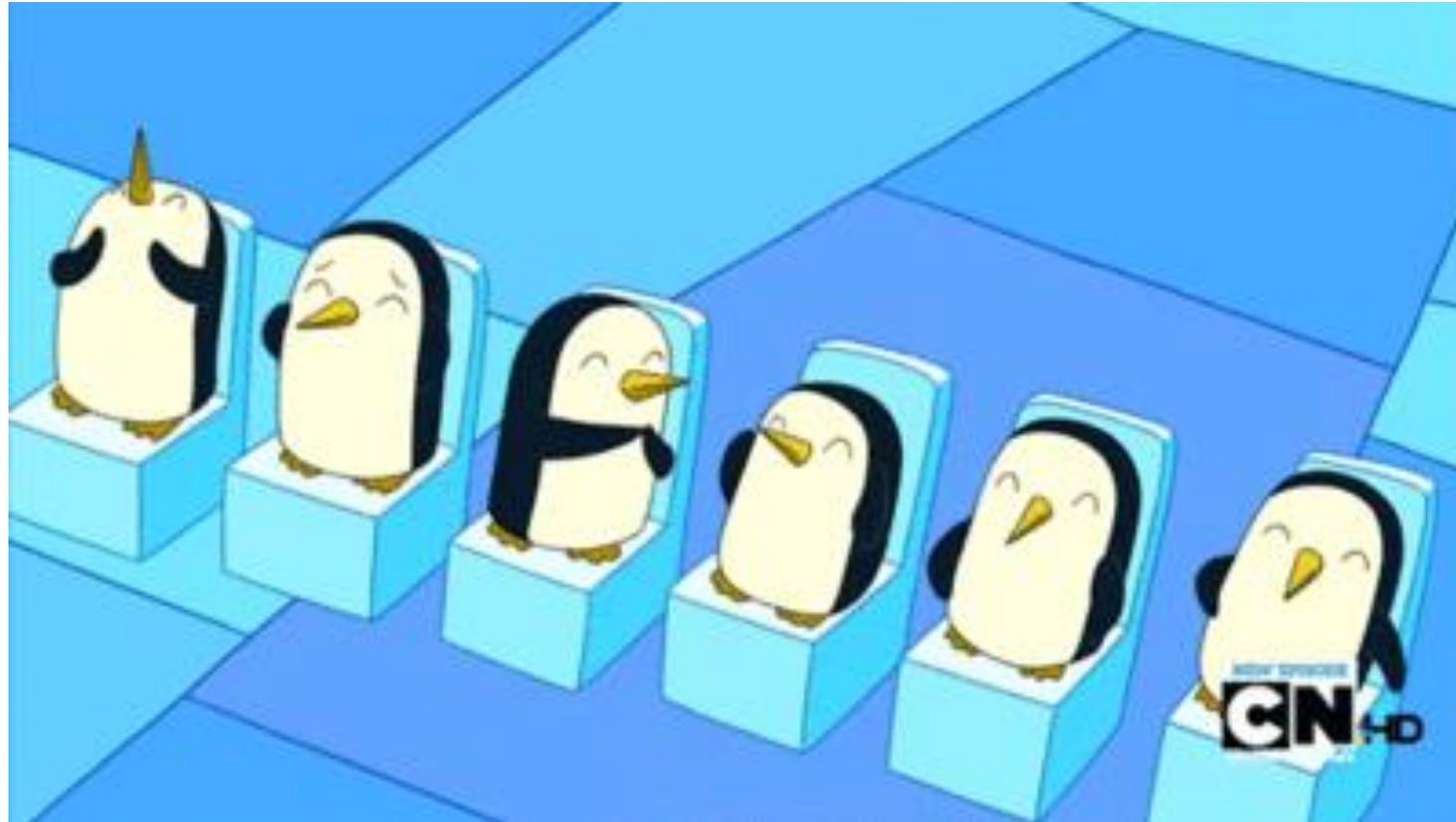


Table discussion – 7 minutes

Choose one category to discuss:

1. Benefits –what you are looking forward to about co-facilitating?
2. What are some concerns about co-facilitating?
3. What are some actions you can take with your co-facilitator before the group meeting?
4. What are some actions you can take with your co-facilitator during the group meeting?
5. What are some actions you can take with your co-facilitator after the group meeting?

PANEL



FACILITATION PRACTICE

Facilitation plan – 5 minutes

Facilitation prep – 20 min

Reconvene & review plan – 10 min

Practice – 30 min

Small group debrief – 10 min

Big group debrief – 20 min



Then said my friend Daniel,
(brave even among lions),
“It’s not the weight you carry

but how you carry it –
books, bricks, grief –
it’s all in the way
you embrace it, balance it, carry it

when you cannot, and would not,
put it down.”

So I went practicing.

Have you noticed?

Excerpt from *Heavy*, Mary Oliver

CARING FOR
OURSELVES

CARING FOR OURSELVES

Group discussion – 15 min

Read & chat: *This Is What 'Self-Care' REALLY Means, Because It's Not All Salt Baths And Chocolate Cake*



REFLECTION



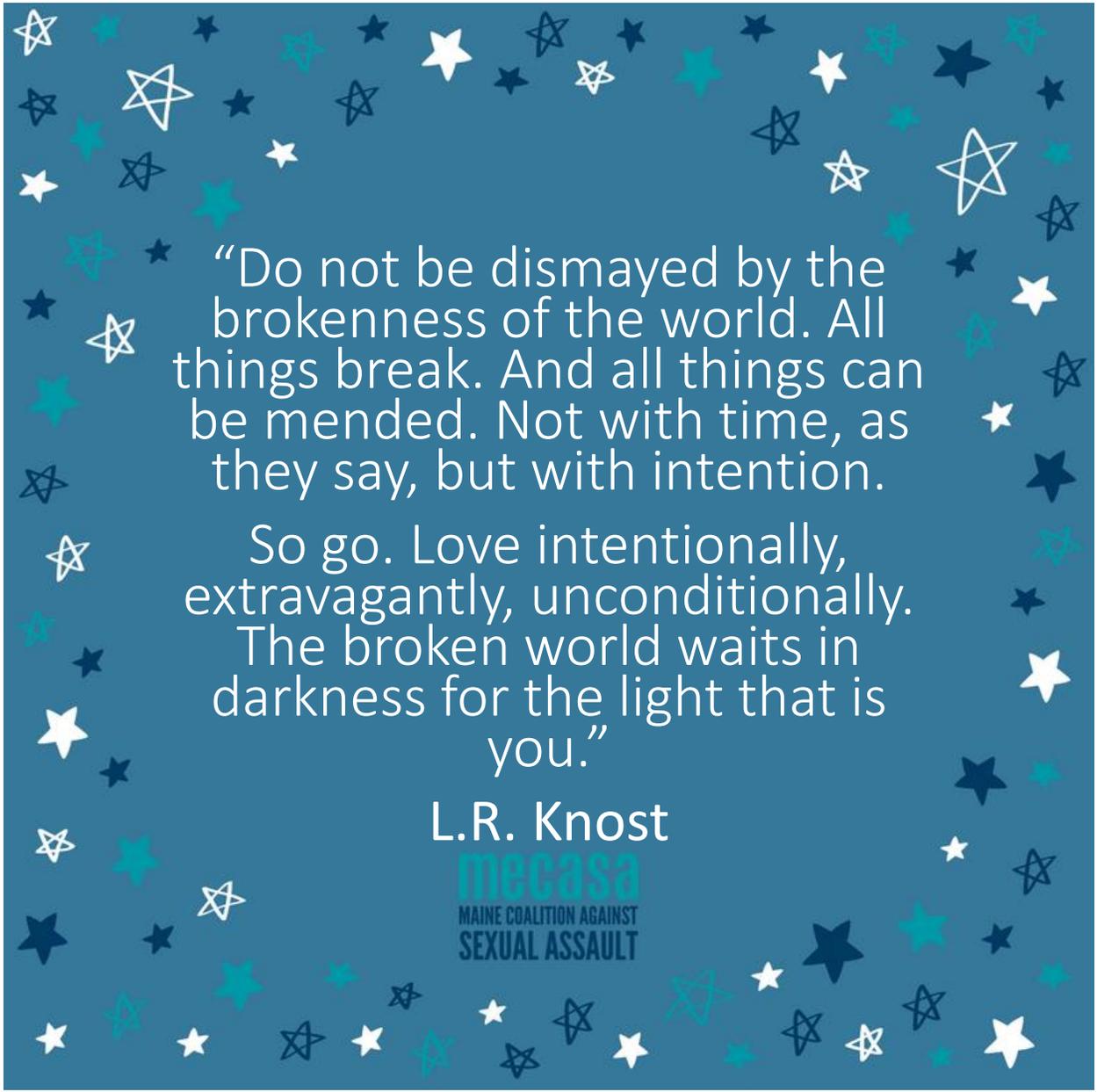
How can you care for yourself before, during, and after support groups?



How do you practice self-care in an on-going way?



What role does supervision (support from others at your agency) play in self-care?



“Do not be dismayed by the brokenness of the world. All things break. And all things can be mended. Not with time, as they say, but with intention.

So go. Love intentionally, extravagantly, unconditionally. The broken world waits in darkness for the light that is you.”

L.R. Knost

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