

SRF VOLUNTEER PROGRAM OVERVIEW & TOOLKIT

Version .02

June 2024

Thank you for your interest in volunteering!

Dear Volunteers,

The research is clear – expansion of gender-specific, diverse, and integrated recovery supports is needed to ease the impact of barriers and obstacles to long-term recovery facing women. The SHE RECOVERS® Foundation is uniquely positioned to provide such support – and we are here for it!

When Taryn and I created a Facebook Page called *She Recovers* back in June 2011, we had no idea that it would help spark a “modernized” women's recovery movement. In very short order, the most amazing women in recovery started coming together to connect, support, and empower one another - both online and in-person. What we have tried to do - both as individuals and now as a nonprofit foundation - is simply to make room for the co-creation of spaces where women can heal. We believe that when women heal, families heal, and communities do too.

We know with every fiber of our being that we need to support women and non-binary individuals who are recovering in all areas of their lives. And we need to help ensure that everyone can create their own unique patchwork of recovery. We haven't met a person yet who is not drawn to our Intentions & Guiding Principles - and our volunteers are living examples of our philosophy. You are here because something about our approach resonated, and we can't be more thankful that you found us.

Thank you for volunteering your time to our efforts, to our movement. Please, we invite you to take ownership of this phenomenon called SHE RECOVERS. We need your ideas, your contributions, your recovery. We're stronger together and we are definitely - without a doubt - stronger through your efforts. Thank you for giving your time and your heart to our community. We love you and we thank you.



Dawn Nickel
Founder & Board Chair

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[How many hours per week will I spend in my volunteer role?](#)

[The amount of hours a volunteer spends with SRF will depend on the role. Most roles require anywhere from 1-3 hours per week with some being more, such as the Chapter Lead roles described earlier which are estimated at 30-35 hrs per month. Other roles have time requirements that are monthly or project based rather than weekly. The volunteer can discuss their time commitment with the team lead.](#)

[Will I be paid for the hours I volunteer?](#)

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About SHE RECOVERS® Foundation

As a SHE RECOVERS® community member and volunteer you may be familiar with the SHE RECOVERS Foundation (SRF) Vision, Mission, Values, and Intentions & Guiding

Principles. They are provided below as a refresher, and so that you can see how your role aligns with our overall philosophy and approach.

Vision

A world where all women in or seeking recovery are celebrated, supported, and deemed essential to healthy communities.

**All expressions of women and non-binary individuals who identify with women's communities are welcome.*

Mission

To **redefine recovery**, inspire hope, end stigma, and empower women in or seeking recovery from life challenges including mental health issues, trauma, and substance use, to increase their recovery capital, heal themselves, and help other women to do the same.

SRF Core Values

Commitment to Mission.

All SRF programs, activities, and efforts should support the mission.

Integrity.

SRF acts with uncompromising honesty, integrity, and openness. Public trust and confidence in SRF's stewardship of resources is critical to the achievement of our mission.

Accessibility.

SRF believes we are all recovering from something and that ALL women must be supported to find their individual pathways and patchworks of recovery. We create and hold healing spaces to serve women from all walks of life.

Diversity.

SRF recognizes that diversity is our strength and all women and non-binary individuals who identify with women's communities are welcomed and respected in our movement. We honor, celebrate, and make space for difference in our healing communities.

Collaboration.

SRF works collaboratively with individuals, organizations, and institutions whose missions align with SRF. Collaboration maximizes impact and enhances outcomes for individuals who engage with our organization.

Trauma-Responsiveness.

SRF is committed to being trauma responsive. We examine every aspect of our language, programming, environments, and values to ensure trauma-sensitivity, trust, and inclusion.

Impact-Focused.

SRF believes that success is measured by outcomes.

We strive to deliver results that benefit our constituents and society at large.

SRF Intentions & Guiding Principles

- We are all recovering from something.
- We don't have to hit rock bottom to pursue recovery in any area of our lives.
We believe in early intervention.
- We must be supported to find & follow individualized pathways
& patchworks of recovery.
- Recovery is a journey to wholeness.
We learn to take care of our body, mind, emotions, and spirit.
- We answer the call to heal our past wounds and intergenerational traumas
so we can live fully in the present.
- We focus on our strengths, not our defects. This is how we change.
- We do our individual work in order to create & hold healing spaces for everyone.
All women deserve recovery.
- We understand that the practice of radical self-love is paramount to our well-being.
- When we're ready, we recover out loud so that women who are struggling can find
and join our movement.
- Connection is our sole (soul) purpose. We're stronger together.

Team and Board of Directors

SHE RECOVERS STAFF & CONTRACTORS	ROLE
Dawn Nickel, PhD, CPRC	Acting CEO, Co-founder & Board Chair
Taryn Strong, RYT, CPRC	Co-founder & Board Vice-Chair
Lisa Wall, SEP, CTP, SRCD	Community Care & Mission Programs
Dawn Nickel, PhD, CPRC	Development
Payton Kennedy, RYT, CPRC, SRCD	Events & SHE RECOVERS Dance Creator
Liana Kennedy, BA, CPRC, SRCD	Certification Programs
Casey Joy Carroll	Volunteer Development and Coordination
Carrie Potter	Design & Community Support
Debra Morrison, CPC, CPRC, SRCD, RYT	Donor Stewardship, Kindful Onboarding
Suzie Spitfyre, BA, Cert. PR	Marketing, Communications & Social Media
Kim Timothy	Web Design and Development
Regina Prince	Finance & Accounting
Dawn Nickel, PhD, CPRC	Acting CEO, Co-founder & Board Chair
SHE RECOVERS BOARD OF DIRECTORS	ROLE
Dawn Nickel, PhD, CPRC	Chair
Taryn Strong, RYT, CPRC	Vice-Chair
Cynthia Guzmán, PhD, MSCP	Member at Large
Mary Beth O'Connor, BA, JD	Member at Large
SHE RECOVERS ADVISORS	ROLE
Erica Hornthal, LCPC, BC-DMT	Embodied Movement
Ester Nicholson, CPRC	Spirituality in Recovery
Kim Bernosky, PhD	Grants & Research
Kimberly Allen, LCDC	Mental Health
Mandy Manners BA (Hon), CELTA, CPC, CPRC, CIRC	Education & Pedagogy
Onawa Labelle, PhD	Grants & Research
Shari Hampton, CPRC	Healing Racism in Recovery

Jayne Mattingly	Disordered Eating & Body Recovery
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Overview of SRF Volunteer Program

As a SHE RECOVERS Volunteer you play an integral role in helping the SRF to fulfill its mission of connecting, supporting, and empowering women through our virtual platforms and in-person community networks. Because of our volunteers, more people than ever before are finding and following individualized pathways and patchworks of recovery.

Acts of Service in Recovery

Volunteering has been proven to show lasting effects on a person's mental, physical, emotional, and spiritual health. Women who are in or seeking recovery tend to experience the benefits of volunteering in an amplified way due to their openness, vulnerability, and willingness to do the work it takes to recover and heal.

Our Herstory & The Evolution of SRF Volunteers

"There is no greater source of inspiration or influence than a woman in recovery. Our story is proof." ~ Dawn Nickel, SHE RECOVERS

From its inception, volunteers have been at the heart of SHE RECOVERS. In February 2011, co-founder Dawn Nickel became the first volunteer when she started recovering out loud and sharing her thoughts on what recovery means to her in her blog, *Recovering Dawn*. Just a few months later, Dawn's daughter Taryn Strong (also in recovery) joined the conversation and SHE RECOVERS was born. Within a year, Taryn and Dawn were drawing upon their passion for recovery and their space-holding skills to host retreats and other in-person gatherings.

What started as a mother-daughter volunteer duo who desired to normalize what it meant to be a woman in recovery and inspire those seeking healing from addictions to find and follow individualized pathways and patchworks of recovery is the SHE RECOVERS we know and love today.

SHE RECOVERS Foundation is now a non-profit movement with over 200 volunteers serving 325,000 women dedicated to redefining recovery, inspiring hope, ending stigma,

and empowering women in or seeking recovery from life challenges including mental health issues, trauma, and substance use to increase their recovery capital, heal themselves, and help other women to do the same.

Purpose & Objectives of the SRF Volunteer Program SRT

“Recovery truly is the gift that keeps on giving. Being of service to those in or seeking recovery fills me with a sense of purpose I have never felt before. Every time I give back to others in recovery, that gift is returned back to me three-fold.”

- Lisa Wall, SHE RECOVERS

The SRF Volunteer Program is an integral part of achieving the SRF’s mission and focuses on the following intentions:

- Make an impact for recovering women in the SRF community by offering tangible ways to build connections, gain skills, and learn about themselves and others while in recovery;
- Resource others in the SRF community through providing accessible resources and support;
- Cultivate a sense belonging in recovery;
- Meaningfully involve SRF community members in achieving our mission while offering experiences that build self-compassion and confidence;
- Providing opportunities for SRF community members to get involved with an organization and community that means so much to them;
- Understanding that each person in recovery is a unique individual by providing a myriad of volunteer opportunities;
- Develop leadership abilities that foster and build recovery capital for all;
- Contribute to early intervention and recovery management strategies within a recovery-oriented system of care.

Improving Diversity, Equity & Inclusion

SHE RECOVERS welcomes and celebrates all pathways and patchworks of recovery, and all races, sexual orientations, body sizes, differences of life situations, backgrounds and abilities, and encourages all to share their cultural experiences and identities to enrich our community.

We believe DEI must go far beyond simply being anti-discriminatory. We acknowledge that marginalized populations can face more mental health challenges and barriers to recovery due to racism, identity-based trauma, inequality, discrimination and stigma.

We are committed to “doing our own individual work in order to create & hold healing spaces for everyone”, recognizing our own internal biases, identifying our privilege(s), and leveraging them to amplify the voices and work of those who are not afforded the same advantages.

We are working to dismantle systems that create inequality, oppression, and disparity and hold an organizational mindset that values cultural humility, recognition, and accountability. We prioritize the needs of folks who have been pushed to the margins of society such as LGBTQ+ folks and women of color, and provide identity-based populations with dedicated spaces and support.

We offer sliding scale pricing and financial empowerment opportunities when possible for our paid offerings and we create mission-driven opportunities for individuals, organizations and businesses to support our cause.

In our recruitment practices, we actively encourage applications from members of groups with historical and/or current barriers to equity.

We collaborate with Trusted Advisors to develop, implement, and sustain a comprehensive approach for the integration of culturally and linguistically responsive programming, policies and practices across all aspects of the organization.

To learn more and read the SHE RECOVERS 'Diversity, Equity & Inclusion' statement in full please visit > <https://sherecovers.org/diversity-equity-inclusion/>

Making Space For Women Who Have Been Historically Pushed to the Margins of Society

In our work here at SRF it is important for us to acknowledge and address the specific needs of women who have been pushed to the margins of society. It is part of our mission to provide identity-based support and resources to those who have experienced systemic oppression, discrimination, and marginalization based on their identities such as race, ethnicity, gender, sexual orientation, body size, socioeconomic status, and/or disability. It is part of our recovery paradigm to acknowledge that certain groups have historically faced significant disadvantages, identify the privileges we hold, and intentionally work to address and repair these inequities in our spaces and within the realm of recovery.

Prioritizing individuals who have been historically marginalized is rooted in the principles of social justice and equity. It acknowledges that systemic barriers and biases have disproportionately affected certain groups, leading to disparities in access to opportunities, resources, and rights. By making space for these individuals, we can aim to dismantle these barriers, create more equitable conditions, and ensure that everyone has an equal chance to thrive in recovery. When marginalized women are heard, seen, supported and empowered to heal, **we all benefit.**

SHE RECOVERS is for All Women & Non-Binary Individuals Who Identify With Women's Communities

In any introduction to SHE RECOVERS it is important for us to note that we support women and non-binary individuals who identify with women's communities. When we say women we mean trans women too. Because trans women are women. She / Her / Hers + They / Them / Theirs are pronouns you will hear resonating within the SHE RECOVERS Community.

It is important to acknowledge and honor the gender identities and expressions within our community because many of these folks have experienced discrimination, marginalization,

stigma, and/or trauma because of who they are, the body they were born with, and/or their gender identity. Perhaps even more importantly though, they deserve to be acknowledged and honored simply because they are human beings who are worthy of belonging.

“Trans gender populations often experience high levels of both perceived and internalized social stigma, social isolation, discrimination, and victimization. Extreme social exclusion and lack of acceptance of trans gender populations in different settings diminish their self-esteem and ability to participate in social events. These situations often lead to symptomatic psychological distress, depression, anxiety and other mental health difficulties among this population.” [Simran Shaikh](#) et al via [U.S. National Institutes of Health’s National Library of Medicine](#).

We welcome those who feel uncomfortable with what we have shared so far to consider a few things:

1. Perhaps this is a great opportunity to dive deeper into your own individual work to create and hold healing spaces for everyone. Waking up and doing the work needed to heal in recovery is sometimes just that – work. We promise though, it is always worth it. It is ok to shed old beliefs. It is ok to unlearn things. It is ok to ask questions. It is ok to be curious. It is ok to notice biases. It is ok to learn. It is ok to not understand.

It is never ok to be hateful or disrespectful towards others in the process.

2. Consider that it is not the use of pronouns such as she/her/hers or they/them/theirs – or the presence of trans women and non-binary individuals who identify with women’s communities in our spaces – that take away from, or suppress, women’s voices and experiences. It is systems, people, cultures, and a society driven by values of oppression and control (i.e. Patriarchy) that do. Opening hearts, minds, and doors to a rainbow of definitions, life experiences, and expressions are matriarchal approaches that foster inclusivity.

Perhaps if you feel uncomfortable with the Patriarchy, you have more in common with trans women and non-binary individuals than you originally thought.

3. The trauma, experiences, and stories of one, do not discredit, erase, or take away from the trauma, experiences, and stories of another. All that we arrive with in recovery is valid, however; the opportunity for individual and collective healing is amplified when experience, strength, and hope – are shared.

We must never respond to someone with an energy or belief that their story or experience takes away from our own. There is room enough for all.

4. Add some words to your recovery vocabulary and get to know these terms, identities, expressions, and people : LGBTQIA2S+: Lesbian, Gay, Bisexual, Trans gender, Trans Woman, Queer and/or Questioning, Intersex, Asexual, Two-Spirit, and the other affirmative ways in which people choose to self-identify. Our friends at [Faces & Voices of Recovery](#) have a great post on how to ask, respect, and practice the use of pronouns.

Recovery has many layers. It is a journey of waking up, navigating discomfort, and doing the work.

Healing Racism in Recovery

First and foremost we wish to thank [Shari Hampton](#), [Elora Kindred](#), and [Rosie Leyva](#) for their invaluable contributions that informed this section. We are deeply grateful for their voices, wisdom, courageous vulnerability, and stewardship in the SHE RECOVERS community. These women of color and SHE RECOVERS Coaches have a deep desire to help us all create more welcoming, supportive and inclusive spaces. They have all spent time, shared their lived experience, and suggested resources for us to include in this curriculum so we may all learn and grow. We hold immense gratitude in our hearts for their leadership, guidance, grace, and grit.

As a community made up primarily of white, cis-gendered women, we must become aware of the privilege we hold when it comes to the color of our skin. There may be times, where clients or members of the SHE RECOVERS Community share that part of their

trauma was at the hands or by the voices of white folks. It is not a personal attack. It is an invitation to listen, hold space, act as an empathic witness, and to learn how – the privileges and biases we hold – may have caused harm, or continue to do harm, to those who are not white.

“It is important to understand that Black, Indigenous & women of color are often perceived as being exclusive. This perspective lacks the awareness that it is not always by choice that BIWOC folks find their own spaces but rather out of necessity. In order SHE RECOVERS spaces to truly be inclusive, they must be more than invitational towards marginalized groups. Being invited is not the same as being included.” – Shari Hampton

In essence, being invited is a starting point that acknowledges the presence of BIWOC individuals, while being included is an ongoing commitment to creating an inclusive and equitable environment that embraces and amplifies their voices, experiences, and contributions.

Including Black, Indigenous & women of color and other marginalized groups means to actively create a space where these individuals feel welcomed, respected, valued, and supported. It involves intentionally addressing and dismantling barriers, power imbalances, and biases that might prevent them from fully participating, and creating an environment that fosters equity, belonging, and empowerment.

It's important to recognize that the experiences and perspectives of BIWOC individuals can vary significantly, and the understanding and implementation of inclusion can differ across contexts and individuals. It is crucial to engage in open dialogue, actively listen to BIWOC voices, and work collaboratively to create inclusive spaces that authentically value and uplift diverse perspectives.

Expressions of Racism

Racism is built on a foundation of prejudice, oppression, social and institutional power, advantage, historical racist practices, and white supremacy. It is expressed in systems, structures, institutions, and individuals. Expressions of racism include:

Systemic: The ways policies and systems and procedures of institutions create different outcomes for different racial groups.

Institutional: Discriminatory treatment proceeded and perpetuated by institutions.

Structural: The normalization of dynamics – historical, cultural, interpersonal and institutional – that routinely advantage white people.

Individual: Beliefs, attitudes and actions of individuals that support or perpetuate racism in conscious and unconscious ways.

SHE RECOVERS held a Critical Conversation about ‘Healing the Effects of Racism for Black Women in Recovery’. Please tune in to this critical conversation <http://bit.ly/SRCC-HealingRacism-ReplayFB> to learn about what healing the effects of racism has to do with recovery, and how we can heal – together.

The Impact of Racism in Recovery Spaces

“In doing our own work, we must acknowledge that racism does exist in recovery programs, pathways and spaces. The racism experienced in recovery spaces is a micro of the macro that exists and most often parallels what is happening in society.” – Shari Hampton

Some of the ways racism impacts recovery programs, pathways and spaces, and harms Black, Indigenous and people of color are:

- The criminalization of substance use in Black, Indigenous, and people of color
- Insufficient access to identity-based resources
- Stigma associated with mental health issues, trauma and substance use
- Loss of trust in the healthcare system
- Inadequate insurance and financial resources
- Cultural bias

- Reliance solely on religion or faith tradition
- Lack of diversity in teams including paid staff, contractors, collaborators, leadership, advisors, and board members

Continuing the Work of Unmasking Racism in Recovery Spaces

We strongly encourage all SHE RECOVERS volunteers to participate in SHE RECOVERS Trusted Advisor of Healing Racism in Recovery Shari Hampton's training titled 'Unmasking Racism in Recovery Spaces'. We believe this training is essential for all leaders and occupiers of recovery spaces who wish to cultivate welcoming and inclusive spaces. This is a great place to learn more about how racism threatens recovery and to discover solutions for building welcoming and supportive environments for Black, Indigenous, and women of color.

Learn More > <https://anti-racism-academy.thinkific.com/>

Acknowledging & Addressing Internal & Implicit Biases

Internal and implicit biases affect how we treat certain people or groups because of their race, gender, sexuality, age, body size, disability, mental health, socioeconomic status, and/or religion. Both types of biases can influence a person's thoughts, feelings, and/or behaviors.

Internal biases are beliefs, attitudes, prejudices or stereotypes a person consciously holds about marginalized people and groups. These biases can be formed through personal experiences, cultural influences, and/or societal conditioning.

Implicit biases are unconscious. They are impulsive and reactionary, and often influenced by exposure to societal stereotypes, media portrayals, and/or cultural conditioning.

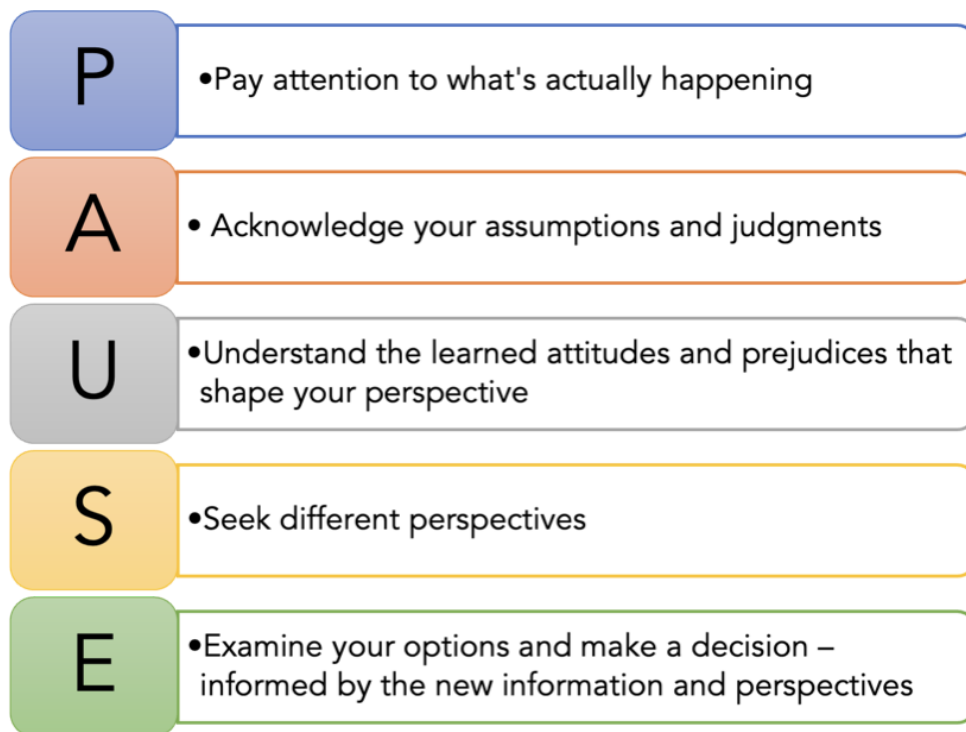
It is especially important for folks who are not from a marginalized group to work on becoming aware of their internal and implicit biases so that they don't stand to harm or negatively impact those often pushed to the margins of society, so they can

improve the care they provide to others, and become better allies. By acknowledging and addressing these biases we can uncover how we may be consciously or unconsciously inflicting harm on others, and develop stronger and more authentic relationships with the people we are connected to. Some ways that undressed internal biases can cause harm are:

1. Discriminatory actions or treatment against individuals or groups based on characteristics such as race, gender, sexuality, disability or age. Discrimination can manifest in various forms, including unequal opportunities, unfair treatment, or exclusion from certain spaces or resources.
2. Reinforce stereotypes and prejudice, perpetuating negative assumptions or generalizations about certain people or groups. This can lead to misunderstandings, bias-based judgments, and marginalization of individuals based on inaccurate or limited perceptions.
3. Contribute to systemic inequalities and inequities by perpetuating biased practices and structures. This can result in disparities in areas such as education, employment, healthcare, and criminal justice, where certain groups face disproportionate disadvantages or barriers.
4. Perpetuate microaggressions which are the seemingly subtle actions or comments that communicate derogatory or negative messages to individuals based on their identity.
5. Strain relationships and lead to conflict or misunderstandings. Biases can hinder effective communication, limit empathy, and perpetuate harmful dynamics within personal, professional, or community settings.
6. Causes individuals to be overlooked and prevents them from accessing equal opportunities reflective of their talent and skills, hindering their personal and professional growth and limiting perspectives, innovation, diversity, and inclusivity.

7. Cause or exacerbate trauma (including childhood, intergenerational, racial, religious, body-related, and gender-based trauma) mental health issues, substance misuse, chronic stress or other life challenges for marginalized individuals because of their identity.

The following PAUSE model, adapted from [Vanderbilt University](#), can help individuals consider and address their internal biases.



Recognizing & Responding to Micro-Aggressions

Microaggressions are the subtle yet significant intentional or unintentional, conscious or unconscious, verbal, nonverbal, and environmental behaviors that communicate hostile, derogatory, or negative messages to individuals solely because they belong to marginalized groups. These microaggressions are manifestations of implicit bias, representing unconscious worldviews of inclusion, exclusion, superiority, and inferiority.

To effectively recognize and respond to microaggressions, it is crucial to acknowledge one's own internal and implicit biases in an effort to treat others with respect, develop the ability to identify when they occur within your interpersonal relationships, in your community and in society, and understand the underlying messages they convey. The context of the relationship and situation is critical in this process. The following chart from US Santa Cruz, Academic Affairs is helpful in identifying the themes of microaggressions, some examples and the messages they communicate.

[UC Santa Cruz, Academic Affairs | Microaggression Examples PDF](#)

In addition to understanding the above micro-aggression themes and what they convey, it is also important to understand how these messages are communicated. The following article from Readers Digest explores these themes and provides specific examples related to each.

<https://www.rd.com/article/microaggressions-at-work/>

Reconciliation-Based Land Acknowledgements

A reconciliation-based land acknowledgement is a statement that recognizes the ongoing relationship between Indigenous peoples and their traditional lands, and includes a commitment to working towards healing and reconciliation with Indigenous peoples in a meaningful and respectful way.

Land Acknowledgments must be more than a checkmark agenda item or a script to read off with no meaning. Otherwise, they stand to contribute to erasure or colonizer complacency and have the opposite impact of what may be intended. For Land Acknowledgements to contribute to our collective healing, we must view acknowledgement as an action word.

“A Land Acknowledgement requires more than a vague admission that Indigenous Peoples were here first. At its heart, a Traditional Land Acknowledgement is the understanding that a region is not an inanimate object without Spirit, but it is instead alive and connected in every aspect. Each region we acknowledge has immeasurable life within it, all the way down to the Land and Water as living Beings participating in the web of

interconnection. Along with all of that is the understanding that the web has always and will always rely upon the stewardship of Indigenous Peoples.

There are also multiple ways to do a respectful, reflective Land Acknowledgement that anchors your intention in true Reconciliation. Everything comes back to the relationship to Place and understanding the intricacies of your impact and responsibilities in that Place. There can be no Reconciliation without truth, and there can be no truth without every individual on this Land taking the time to learn the real history and impacts of colonization and their role in it. Taking the time to really sit with and understand the depth of your place here and the depth of Indigenous People's place here is vital to being able to craft a Land Acknowledgement that contributes to Reconciliation.” – Jenn Greenway, Go Smudge Yourself Podcast.

Learn more about reconciliation-based land acknowledgements with Jenn Greenway here > <https://www.jengreenway.com/post/reconciliation-based-land-acknowledgements>

Learn more about the lands you currently occupy here > <https://native-land.ca/>

The SHE RECOVERS® Foundation Land Acknowledgement

SHE RECOVERS Foundation Headquarters is located on the traditional, ancestral and unceded territory of the Tewa people—O’gah’poh geh Owingeh (White Shell Water Place)—now present day Santa Fe, New Mexico.

We acknowledge the Indigenous roots of the land on which the SRF Headquarters now stands. We recognize that this land is also part of a much larger sovereign landscape for Indigenous peoples: the Nambe Pueblo; the Tewa; and the Jicarilla Apache, the Diné (Navajo), Cochiti, Taos, and Hopi Pueblos.

As residents, we offer our gratitude to the ancestors and stewards of this land past, present and future.

SHE RECOVERS believes in eliminating implicit cognitive imperialism from the organization while amplifying Indigenous ways of knowing and being in order to facilitate reconciliation and foundational shifts in culture, programming and processes to redefine recovery by including the recovery of the Earth and all her inhabitants in our holistic recovery philosophy.

It is our wish for all individuals and organizations with whom we are aligned to take conscious action in honoring Indigenous pedagogy and ways of knowing and being that recognize the inextricable link between the health of the Earth and that of her people. SHE RECOVERS respects and recognizes the value of Indigenous systems of knowledge that ask us to steward the air, lands, and waters that we currently occupy. We seek to nurture and support a reciprocal relationship with the natural world through weaving the recovery of the Earth—our collective home—throughout all of our pathways and patchworks.

Communication Recovery

In doing our own work it is important to recognize that our words and actions may not always have the impact we intended and simply saying “I didn’t mean it that way” doesn’t minimize the impact words can have. Conflict is a natural aspect of any community-based or relational endeavor. At SRF we’ve adopted a spirit of “rupture and repair” and “ouch and oops” when navigating potential conflicts and harms.

Rupture & Repair

The concept of rupture and repair refers to a disruption or breakdown in the connection, understanding, or trust between two individuals. This rupture can manifest as a conflict, misunderstanding, or any other event that creates a sense of disconnection or harm.

Repair involves the process of responding and tending to the rupture with the intention of improving communication, restoring trust, rebuilding the connection between the individuals involved. Repair requires active communication, empathy, accountability, and a willingness to acknowledge and address the impact of the rupture on the relationship.

The concept of rupture and repair recognizes that conflicts are a natural part of human interactions, and the quality of our relationship is not dependent on the absence of ruptures, but rather by the ability to navigate and repair them by acknowledging the rupture, engaging in open communication, being transparent, taking responsibility, working together towards resolution, and apologizing through changed behavior or actions.

Therapist and creative illustrator Lindsay Braman has a beautiful guide to exploring the process of rupture and repair > <https://lindsaybraman.com/rupture-repair-attachment/>

Ouch & Oops

Ouch and oops refers to the process, communications and actions of a rupture and repair process. “Ouch” is when someone steps on your toes. “Oops” is when you step on someone else’s.”

"Ouch" is an expression used by an individual to indicate that something said or done has caused them discomfort, offense, or harm. It serves as a way of voicing the impact of someone else's words or actions.

"Oops" is a response used by the person who caused the harm or offense. It is an acknowledgment of their impact and a recognition that their words or actions were not as they intended. "Oops" represents a willingness to take responsibility for their behavior and a commitment to learning and growth.

When it comes to harm in any form as discussed earlier, “oops” must be more than lip service. Simply saying “I didn’t mean it that way” is not enough to truly repair this type of oops. “Oops” is an action word that also often requires an individual to take time to do their own work to really understand the other person’s experience and take steps towards changing the behavior.

The concept of "ouch and oops" can empower individuals to express their feelings when they experience harm and encourages those who have caused harm to listen, validate, and take steps to repair the damage. By using "ouch and oops" in our interactions, we can foster understanding, promote empathy, and build healthier and more respectful relationships.

Our friends at Diversity Inclusion Center have a brilliant article that fully outlines and explains the concept of ouch and oops >

https://www.diversityinclusioncenter.com/archives/ouch_files/Archives/Ouch_Vol5No1.html

Holding Healing Spaces For Ourselves

There are always going to be times when we don’t get things quite right, feel activated in our roles, are invited to participate in a rupture and repair conversation, experience intentional or unintentional harm from others in our recovery and our work, or receive overwhelmingly positive news. A tool that our team loves to lean on to hold a healing

space for ourselves (and take care of our emotional landscape) is called the “Sacred Pause” or S.O.B.E.R which stands for - Stop. Observe. Breathe (or Be). Expand. Respond.

S.O.B.E.R is a mindfulness based technique that was passed on to me by a horse named lightning during an equine therapy session along with his therapeutic partner who got it from her mentor who received it from her mentor (intergenerational healing yall!) and sadly its origin story got lost along the way. Here is what it looks like in action:

1. STOP: Stop what you are doing. Dis-engage. Taking a "sacred pause". You can stop by physically leaving a situation, actively redirecting your attention to your internal experience, or calling a fellow traveler to process.
2. OBSERVE: Notice what is happening or arising in your body and mind. Perhaps you notice a racing heart, tightness in your chest, thoughts of frustration, feeling angry, or maybe even feeling excitement and joy. Perhaps you also name the feelings that arise out-loud or to yourself and imagine them flowing past you or along a river.
3. BREATHE / BE: If you are able to, take a moment to breathe as an intervention to self-regulate. You can also practice being with what thoughts or feelings that are arising or sense in to what you are observing through your senses and notice what you hear, see, smell, touch, taste or sense if the invitation to breathe feels unhelpful or inaccessible.
4. EXPAND: Perhaps by this point, you are in a space where you can expand your awareness so you are better able to see the situation from a more objective or curious way—either with yourself or others. Sometimes we may come to find that our "reaction" is actually in alignment with how we wish to "respond" and sometimes this is an opportunity to shift our thoughts, feelings, behaviors and actions.
5. RESPOND: As a result of this practice, we may now be in a place where we are better equipped to respond from a place that is integrated with what our bodies / hearts / minds / relationships need and in alignment with our beliefs and values.

A meditative practice by Catherine Lewis is one we love to guide us through the process of S.O.B.E.R: <https://insighttimer.com/catherinelucas>.

Practicing Radical Self-Love

We asked the SHE RECOVERS Community *“When you think of the intention & guiding principle we understand that the practice of radical self-love is paramount to our well-being, what comes to mind? What are some of the practices of radical self-love that have been a part of your recovery?”* Here is what they had to say.

“Radical self love means forgiving myself for it all and at the same time taking up the challenge to change.”

“Radical self love to me means despite everything, and maybe even because of everything. Love and compassion for me and others, warts and all.”

“For me, radical self love can produce some discomfort - it often looks like setting and tending my boundaries, both with myself and with others.”

“Learning a new way to talk to myself, with compassion. Forgiving myself for the things I did before I discovered recovery. Choosing to surround myself with people who are kind and let me be me. Unapologetically resting. Living an authentic life in which I follow my inner compass, even when it scares me a little. Doing my best to trust my higher power. This is one of my fave intentions and guiding principles—it is absolutely unique to She Recovers from my experience.”

“Releasing the shame of past mistakes and giving myself compassion because I didn’t know better. Allowing myself to do the intensive work to heal from the trauma I tried to numb myself from.”

“Forgiving myself for it all and at the same time taking up the challenge to change.”

We believe that self-love – like recovery more broadly – is entirely individualized. You get to define what self-love in recovery and as an SRF volunteer looks like. We are rooting for you, always.

Volunteering with SRF

Volunteer Role Descriptions (Summary)

VOLUNTEER ROLE	TEAM/VOLUNTEER LEAD	DESCRIPTION
Research Support	Dawn Nickel dawn.nickel@shercovers.org	An SRF Volunteer who researches topics, special projects, industry related trends and other miscellaneous items based on the mission of SRF.
Gathering Host	Lisa Wall lisa.wall@shercovers.org	An SRF Volunteer who starts the SHE RECOVERS Together Online Gathering, manages the technology aspects, provides support, and ensures all participants are adhering to the gathering agreements.
Gathering Host Coordinator	Lisa Wall lisa.wall@shercovers.org / Lisa Cordero (scheduling), DJ Cabrera (onboarding/training), Megan Bolinder (onboarding/training) + recruitment)	An SRF Volunteer who coordinates and is responsible for ensuring hosts are onboarded, trained and available to volunteer. Maintains the host schedule and monitors the closed group chat/email.
Gathering Guardian	Lisa Wall lisa.wall@shercovers.org / Robyn Witherell robyn_witherell@yahoo.com	An SRF Volunteer who supports the SR Host and SR Certified Professional Volunteer Facilitator to ensure the SHE RECOVERS Together Online Gatherings remain welcoming and supportive. Monitors the chat and videos to scan for unwelcomed participants or those who are violating the gathering agreements.
Gathering Guardian Coordinator	Robyn Witherell robyn_witherell@yahoo.com / Megan Bolinder (recruitment)	An SRF Volunteer who coordinates and is responsible for ensuring guardians are onboarded, trained and available to volunteer. Maintains the guardian schedule and monitors the closed group chat/email.
Online Gathering Facilitator	Casey Carroll casey.carroll@shercovers.org	An SRF Volunteer who is an SRCP (Certified Coach, Yoga Teacher or Professional) who has completed the facilitator onboarding training.

Facebook Guardian	Lisa Wall lisa.wall@shercovers.org / Nadine Braithwaite	A Volunteer SHE RECOVERS® Facebook Group Guardian inspires hope, smashes stigma, and empowers women as a steward and space-holder within the SHE RECOVERS® Together (SRT) private Facebook Group and/or a SHE RECOVERS® Identity Based (SRIB) private Facebook Group. This role is also committed to cultivating an inclusive, welcoming, and supportive environment by modeling the SHE RECOVERS® Together Online Agreements and Intentions & Guiding Principles.
Content Curator	Lisa Wall lisa.wall@shercovers.org	An SRF Volunteer who curates content alongside the SR Marketing and Communications Team
Yoga Facilitator	Payton Kennedy payton.kennedy@shercovers.org	An SRF Volunteer who has completed their 200 hour YTT training and is certified through the SRF Trauma Informed Yoga Program with SR Founder and creator of SHE RECOVERS Trauma-Informed Yoga Yoga, Taryn Strong, designated as SRYT for in person and online gatherings.
Online Yoga Coordinator	Payton Kennedy payton.kennedy@shercovers.org	An SRF Volunteer who coordinates and is responsible for ensuring yoga teachers are onboarded, trained and available to volunteer. Maintains the online yoga schedule and monitors the closed group chat/email.
Administrative Support & Scheduling	Dawn Nickel dawn.nickel@shercovers.org	An SRF Volunteer who supports SRF senior leadership virtually and/or In-Real-Life (IRL) with administrative tasks related to operations, data entry, research, scheduling, and other duties as deemed appropriate to further the SRF mission.
Fundraising	Dawn Nickel dawn.nickel@shercovers.org / Debra Morrison debra.morrison@shercovers.org	An SRF Volunteer who supports general fundraising efforts as well as fundraising projects and special events.
Special Events	Payton Kennedy payton.kennedy@shercovers.org	An SRF Volunteer who supports In-Real-Life (IRL) events/programs/opportunities that are approved and/or rolled out by HQ and supported by Chapters in local communities.
IRL Sharing Circle Facilitator	Casey Carroll casey.carroll@shercovers.org	A SHE RECOVERS Certified Professional who voluntarily facilitates a SR Sharing Circle in their community.
Dance Facilitator	Payton Kenned ypayton.kennedy@shercovers.org	An SRF volunteer who has been trained to lead the trauma-informed SHE RECOVERS Dance sessions

		online or IRL, designated SRDF.
Chapter Lead	Dawn Nickel dawn.nickel@shercovers.org	A general term for any of the five Chapter Lead Volunteers
Chapter Chair	Dawn Nickel dawn.nickel@shercovers.org	An SRF Volunteer SHE RECOVERS® Foundation (SRF) volunteer who is the primary advocate to support the mission, vision, and values of SRF on a local level. The Chapter Chair is responsible for leading and managing Chapter activities and working in partnership with SRF Headquarters, community partners, and other key constituents and donors.
Chapter Community Service & Events Lead	Dawn Nickel dawn.nickel@shercovers.org	An SRF Volunteer who coordinates and manages local events, SHE RECOVERS sanctioned events and workshops, Sharing Circles, SHE RECOVERS Dance, SHE RECOVERS Yoga, and community service events.
Chapter Communications & Outreach Lead	Dawn Nickel dawn.nickel@shercovers.org	An SRF Volunteer who manages Chapter communications, Facebook Administrators, Chapter Portal, and Chapter meeting notes. Conduct outreach to local providers and organizations as well as recruit women to join the movement.
Chapter Development / Fundraising Lead	Dawn Nickel dawn.nickel@shercovers.org	An SRF Volunteer who manages and seeks local sponsors and donors. Coordinates fundraising activities (including those in collaboration with SRF HQ).
Chapter Finance/Accounting Lead	Dawn Nickel dawn.nickel@shercovers.org	An SRF Volunteer who manages all financial transactions, tracking, and reporting for the Chapter.
Grant Writing	Debra Morrison debra.morrison@shercovers.org	An SRF Volunteer who supports the SR grant writing process by researching and identifying applicable grants and working with our Development team on submissions.
Trusted Advisors	Dawn Nickel dawn.nickel@shercovers.org	An SRF volunteer who offers support and wisdom in their area of expertise.
Board of Directors	Dawn Nickel dawn.nickel@shercovers.org	An SRF volunteer who determines the mission and purposes of the organization, evaluating the performance of the executive director, assists in strategic and organizational planning, ensures strong fiduciary oversight and financial management, fundraises, enhancing SHE RECOVERS® Foundation's public image and assesses its own performance as the governing body of SHE RECOVERS®.

IT Infrastructure	TBD	An SRF volunteer who ensures our virtual platforms and systems are relevant, up to date and synchronized.
BIWOC Advisory Council	Lisa Wall lisa.wall@sherecovers.org	SRF volunteers who provide support to the SHE RECOVERS Board of Directors and Executive Staff in developing a unified voice for Black, Indigenous and Women of Color (BIWOC) by advising, supporting and guiding the organization in creating awareness of the SHE RECOVERS offerings/spaces created and maintained for their identity based group and to increase engagement and impact in the communities they represent.
Yoga Financial Empowerment Team	Liana Kennedy yoga@sherecovers.org	A small group of SRYTs that review applications and make recommendations.

Volunteer Registration Process

- Potential volunteers fill out the [SRF Volunteer Registration Form](#);
- A welcome email is sent letting the potential volunteer know we are looking for available roles in their categories of interest;
- The potential volunteer may reach out to the appropriate team member about which role(s) they are interested in and/or the team member will reach out to the volunteer directly;
- Once the volunteer is placed in their role they may attend trainings by their department lead, live quarterly SRF trainings and the SRF Teachable platform online training;
- The volunteer is given access to the volunteer portal with information regarding the organization's mission, Intentions & Guiding Principles and much more.

Volunteer Requirements

- **Volunteer Hours and Impact Tracking:** In the last quarter of 2023 we will ask that you track your volunteer hours and/or impact in order to reflect the level of volunteer giving within SRF. Please be on the lookout for more information soon;

- **Background Checks:** SRF Volunteer Leads who engage with financial transactions are required to have background checks. Examples of volunteer roles that this pertains to are Chapter Leads and Chapter Finance Leads.
- **General Insurance & Liability:** All registered SRF Volunteers are covered by SRF general and liability insurance and are required to agree to SRF terms & conditions, guidelines, and agreements prior to volunteering.

Onboarding & Orientation

Volunteer Orientation

Volunteer orientation is held quarterly via Zoom and available at any time on the Teachable platform (coming soon!).

Trauma-Informed Volunteering

The SRF Trauma-Informed & Inclusivity Volunteer Training Program will educate, inform, and encourage SRF Volunteers to become regulated and confident leaders within both the SRF Community and their local communities. This program is being developed to meet the increasingly diverse needs of our growing community and in response to our global expansion as we continue to launch in-real-life opportunities for connection through the SRF Global Chapter Network in 2023. SRF is currently seeking funding for this project to complete in 2024.

Volunteer Documents

All volunteers consent to the following through their application submitted [here](#). Downloads and documents available for reference within the online volunteer portal:

sherecovers.org/volunteer-portal

[Volunteer Agreement](#)

[Code of Conduct](#)

[Intentions & Guiding Principles](#)

SRF Volunteer Benefits & Recognition

At SRF, our volunteers are integral to the work we do to provide critical support to women/non-binary individuals in or seeking recovery. Outlined below are just some of the ways we recognize these true champions of recovery.

SHE RECOVERS volunteers can:

- Redefine recovery
- Smash stigma
- Connect, support & empower others
- Make an impact
- Feel a sense of community & belonging
- Receive mentorship
- Build professional skills
- Develop leadership expertise

Gain valuable skills and experience in areas such as:

- Philanthropy and social impact awareness
- Team building
- Project management
- Social Media best practices
- Critical thinking
- Crisis response

Receive:

- A dedicated badge to display across your social platforms to represent yourself as a SHE RECOVERS [Volunteer] Ambassador
- Free access to personal development programs such as [SHE RECOVERS Out-Loud](#)

Earn the chance to access special recognition experiences such as:

- Recognized as a SHE RECOVERS Gem for your dedication and impact
- Invitation to participate in a SRF Podcast
- Invitation to write for the SRF Blog

Invitations & Special Discounts

SRF Volunteers are the first to find out about our specialized programming and events. They also receive a discount on all SRF swag in our [merchandise shop](#) with the code **SRFVolunteer15** at checkout.

SRF Gems

SRF Volunteer Gems are true treasures. They have been nominated by fellow community members for going above and beyond. We would love to hear from you if a community member has made an impact on you and/or our community. We invite you to [nominate a SRF Volunteer Gem](#) so we can recognize them and the amazing ways they support SRF and the people we serve.

SRF Volunteer Recognition Events

SRF recognizes our volunteers in a variety of ways. A few examples include: events held online and in person during National Volunteer Month (April), at the annual SRF conference, monthly Gem awards, and the President's Volunteer Award, which is spearheaded by [Points of Light](#).

Additional Support

Ongoing Training

SRF Volunteer Trainings will be held quarterly to review materials, answer questions, and maintain a connection with SRF HQ. Feel free to email any questions, comments, or suggestions to volunteers@sherecovers.org.

Reporting Issues to SRF

SRF Volunteers are not responsible for managing interpersonal conflicts or complaints about the program or SRF more broadly.

If any participants contact you about an issue, or if you see something that requires reparative action from the SRF team, please take appropriate action and provide your feedback via email to community@sherecovers.org.

Please include:

- Date
- Reporting/involved participant name and contact email
- Description of event
- Your reflections
- Actions taken

Some examples that may require action from the foundation include: intention to harm others in the space, i.e. verbal abuse or harassment, racist remarks, non-inclusive behavior towards trans women, members who are sharing under the influence, and/or any other violations of the SRT Gathering Agreements.

A follow-up communication will be shared with involved parties when appropriate upon resolution and/or decision of follow-up action.

Responding to Members in Distress/Crisis

For volunteers who spend time in the online Zoom gatherings: as per the SRT Gathering Agreements, all individuals participating in this space agree to contact a higher level of care when in distress. As appropriate, please share SRF trusted resources:

sherecovers.org/trusted-resources/

Please follow the reporting process and wait for guidance from appropriate team members before continuing to engage with a person in distress.

Additional Support for Volunteers

Holding space in recovery communities takes dedication, empathy, compassion, problem solving, and critical thinking skills (to name a few)! You will often hear us referring to this energy as “relentless support.”

Please remember that you too deserve the relentless support you so freely give to others as a fellow traveler, SRF volunteer, and person in recovery.

If you would like to debrief or receive guidance and support in your role as a volunteer please reach out directly to one of the following contacts:

- **Debriefing support:** Rochelle Davidson at community@sherecovers.org
- **General volunteer support:** Casey Carroll at volunteers@sherecovers.org

All community members deserve respect and discretion when it comes to any crisis situation in our spaces. Information on crisis situations should only be shared with relevant volunteers and team members.

Frequently Asked Questions

How many hours per week will I spend in my volunteer role?

The amount of hours a volunteer spends with SRF will depend on the role. Most roles require anywhere from 1-3 hours per week with some being more, such as the Chapter Lead roles described earlier which are estimated at 30-35 hrs per month. Other roles have time requirements that are monthly or project based rather than weekly. The volunteer can discuss their time commitment with the team lead.

Will I be paid for the hours I volunteer?

The role of a SRF Volunteer is 100% voluntary.

Can I volunteer in more than one role?

Each volunteer is invited to serve in as many available roles as they have the time, passion, and capacity to fulfill.

How can I volunteer as a facilitator for the twice-daily online zoom gatherings?

Once you have completed a SHE RECOVERS Certified Professional Training such as the SHE RECOVERS [Coach Designation Program](#), the SHE RECOVERS [Professionals Designation Program](#) and/or the [Trauma Informed Yoga Teacher Designation Program](#), and have been through the onboarding process, you will be eligible to facilitate the online gatherings.

For specific questions about certification, please reach out to Liana Kennedy at liana.kennedy@sherecovers.org.

If you are already a SHE RECOVERS Certified Professional, please fill out the [SRF Together Online Facilitator Discovery Form](#) and a SRF team member will contact you.

How can I volunteer as a facilitator for the weekly online yoga gatherings?

Once you have completed the [Trauma Informed Yoga Teacher Designation Program](#) you are eligible to facilitate the online yoga gatherings as well as the main zoom gatherings.

For specific questions about the trauma informed yoga gatherings, contact Casey Carroll at casey.carroll@sherecovers.org.

If you are already a SRYT, please fill out the [SRF Together Online Facilitator Discovery Form](#) and a SRF team member will contact you.

I am a business owner and want to feature my SRF volunteer role on the about page of my website. Is that okay?

Absolutely! Once you have been onboarded as a volunteer, you will receive access to the Volunteer Toolkit & Guide [portal](#). Here you will find a downloadable volunteer badge to add to your website, socials, and more.

How can I volunteer for a local chapter?

To connect with a local chapter click here <https://sherecovers.org/chapter-network/>.

Can I be a local volunteer for a chapter and a volunteer for SR Headquarters?

Yes, you can be a volunteer for both as long as you are able to fulfill the estimated hourly commitment and activities of both roles. An example of this might be someone who supports a fundraising event in a local chapter by helping set up, direct day-of events, check in attendees, or whatever else is needed, and who is also a guardian for a SHE RECOVERS Together Online Gathering. Please note that you would have one contact for your chapter volunteer role and a different contact for your HQ volunteer role.

How do I start an SRF Chapter in my area?

Applications for Chapters are currently put on hold. SRF volunteers will be the first to know when applications open up again!

For specific questions, please contact Kelly Zelenka at srfchapters@sherecovers.org.

How do I start an SRF Sharing Circle in my community?

Sharing circles are a professionally facilitated and peer-supported container of support.

All SRF Coaches, Trauma-Informed Yoga Teachers, and other SRF Certified Professionals are welcome to facilitate.

Please read through the [Sharing Circle Toolkit & Guide](#) followed by filling out the [Sharing Circle Facilitator Discovery Form](#).

To learn more please visit sherecovers.org/sharing-circles/.
For specific questions, please contact approvals@sherecovers.org.

Have a question that wasn't answered here?

Please contact us at volunteers@sherecovers.org.