



# Planning a Trauma Healing Ministry



AMERICAN BIBLE SOCIETY

# Planning a Trauma Healing Ministry

This document is for administrators and program staff looking to add Bible-based Trauma Healing to the work of their organization. Taking time now to consider your plans and goals will make long-term sustainability more likely. Think of a three- to five-year plan to build a program of trauma healing that is rooted in church ministries. This document draws on our experience and lists some of the factors you should consider.

## 1. When the program is mature, what do you want to see?

- ☑ Trauma Healing facilitators leading healing groups in their churches and communities? Which churches and denominations? Which communities?
- ☑ Children and teens being helped to recover from trauma they have experienced?
- ☑ Bible schools and seminaries teaching a trauma healing course as part of pastoral training?
- ☑ Story-based trauma healing in place for oral communicators?
- ☑ Audio trauma healing programs being broadcast? Other?

## 2. How will churches and organizations hear about Trauma Healing?

Church and organizational leaders need to learn enough about Trauma Healing to make an informed decision for their ministry. We recommend offering a brief experience of Trauma Healing and an overview of how the program model works, along with time to discuss and decide if their ministry would benefit from this model. This is usually done in a **convening or awareness** session and can take a full day. A training session (also called equipping session) should be planned around three or four months after the convening session for organizations who want to train their leaders.

## 3. How will facilitators be trained?

Facilitator training involves a five-day **initial training** session, a six-to-nine-month period for apprentice facilitators to lead at least two healing groups in their communities (**practicum**), and then a five-day **advanced training** session. Facilitators are certified when they and their mentors are confident that they are able to lead trauma healing sessions well. Yearly **Community of Practice** (COP) gatherings keep facilitators engaged

and improving their skills, in addition to providing networking and problem-solving.

It is better to train fewer facilitators well than to train a large number poorly. You need competent people who have a vocation for trauma healing as well as available time for this ministry.

- ☑ Early on, identify a **core group** of people who have the capacity to be trained to become master facilitators—those who excel and can mentor others. You may need expatriate staff to begin with, but having nationals lead the program as soon as possible lowers costs and generally increases effectiveness, as they are native speakers of the language(s) and members of the culture and society.
- ☑ In most cases, trauma healing facilitators are volunteers who do trauma healing as part of their ministry. Be clear about financial matters as you work with organizations and facilitator candidates.
- ☑ As you organize the first group of people to train as facilitators, think of where you would like Trauma Healing to spread: Which cities? Which ministries? Which churches? Select at least two or three people from each of these places so that these facilitators can go back and train others in their contexts.
- ☑ We refer to the first group that is trained as Generation 1, and the second as Generation 2. Plan your program to build Generation 2 out of those trained in Generation 1. This means continuing to give support and guidance to help them succeed. Each of the Generation 2 contexts should develop their own training and master facilitators in due course. In this way the program will spread and be strong.
- ☑ Who will manage the training program? This may be a small role initially, but as the program expands, **staff** will be needed to manage the project: to coach facilitators, provide oversight, plan the program on a national level, organize the national-level Community of Practice, manage any funding projects and relationships with donors, and so on.

#### 4. What materials are needed in which languages?

- ☑ *Healing the Wounds of Trauma* classic book; *Scripture Companion Booklet*; Facilitator Handbooks?
- ☑ Children's program facilitator's book? *Healing Hearts Club* activity books for children?
- ☑ *Trauma Healing Story Book* and Facilitator Handbook?
- ☑ If the materials are published elsewhere, will you order copies or print them in your country?
- ☑ Do any of the materials need to be translated into the other languages in your country? If so, what materials and in which languages?

Translation and publication rights need to be licensed in advance through the Trauma Healing Institute.

#### 5. How will the program be funded in an ongoing way?

Costs of the program include: minimal convening session costs; training facilitators at equipping sessions; annual COP gatherings; and initial costs for translation of materials and publication. Healing groups can usually be run in churches and communities using local resources, except in cases of extreme poverty. Income from the sale of publications can be put into an account and used for ongoing publication needs. This is referred to as a revolving fund.

Trauma healing may need to be accompanied by other holistic relief and development programs such as village savings & loans, food or water programs, micro-enterprise, and so on. These are often done by partner organizations with expertise in these areas. If the nBS wants to administer such programs, funding is needed.

Think about how you see the program going on in the churches over the long term. Work back from there to be sure the program will be sustainable. Some funding options include:

##### ☑ For training and COP:

(1) *Registration fees*: Estimate the cost for trauma healing equipping sessions using the budget planning sheet below. Divide the total cost by the number of participants you expect to determine the registration fee per participant. In this way, equipping sessions can be self-funded. The participants can find ways to fund their participation, either through their church, organization, friends, or personally. If possible, have some scholarship funds available to help out those in special need.

(2) *Local sponsors*: Find churches or organizations that will agree to sponsor or co-sponsor trauma healing.

For example, a church might agree to fund the participation of ten participants at an equipping session. Or different churches could take responsibility to provide the food each day of a session. Or a church may have a staff person designate their work time to managing Trauma Healing programs.

(3) *External funding*: Find an external donor to fund a three-to-five-year program, in part or in whole. Be sure to set up the funding in such a way that local churches and communities can continue with Trauma Healing after the external funding stops. The donor funds should serve as a catalyst. For example, external funding might cover international airfares to bring in expatriate staff while national staff are being trained, but local costs would be paid for locally.

##### ☑ For materials translation and publication:

(1) use existing Bible Society translators and consultants who are already hired to do translation; (2) work with other translation organizations that are interested in trauma healing; or (3) develop a funding proposal for the translation of materials.

#### 6. How will you predict impact?

ABS-funded programs require Bible Societies to predict the number of people impacted by the ministry each year. Even if you are securing funds internally or from another source, thinking through impact is useful.

ABS staff can help you think through your program. The impact graphic gives a general template, and if your program matches it exactly, you can expect to reach around 15,000 people in three years of program, counting impact through the fourth year as the program continues in churches and organizations. This includes 31 equipping cohorts (initial, practicum, advanced).

#### 7. Budget planning forms

The forms below reflect costs that are typical for a trauma healing ministry. You can adjust them to your context to help calculate your estimated costs.

**CONVENING SESSION PLANNING** (up to 50 participants)

<i>Item</i>	<i>Number of items</i>	<i>Unit Price</i>	<i>Total</i>
Food (morning coffee break and noon meal)			
Materials			
Meeting hall			
Special guests (accommodation, meals, travel)			
Local transportation			
Facilitator travel & visa			
Preparation costs (phone cards, local transport, invitations, etc.)			
Administration			
<b>Total</b>			

**EQUIPPING SESSION PLANNING** (up to 35 participants)

<i>Item</i>	<i>Number of items</i>	<i>Unit Price</i>	<i>Total</i>
Accommodation and food			
Materials: HWT book, Scripture companion booklet, handbooks, notebook, pen			
Meeting hall			
Trainee travel			
Staff travel and visas			
Local transportation			
Ministry funds for trainees (if applicable)			
Administration			
Contingency			
<b>Total for the initial session</b>			
Add the same total for the advanced session			
<b>Total for training sequence</b>			

*For more information on Bible-based trauma healing, contact us at [TraumaHealing@americanbible.org](mailto:TraumaHealing@americanbible.org).*



The **Trauma Healing Institute** at American Bible Society equips local churches around the world in Bible-based trauma healing so they can care for people with deep emotional and spiritual injuries caused by war, domestic violence, natural disasters and other traumatic events. The Institute is a Mission Resource Centre for the United Bible Societies. Our programs serve the whole church: Catholic, Orthodox and Protestant.

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