



During times of mounting crisis, organizational leadership may be tasked with multiple pivots, all while managing the staffing and care of an organization. Who is responsible for the care of directly impacted leaders - those whose lived experience makes them keen and adept leaders, yet leaves them more vulnerable to the impacts of stress and trauma?

Borealis Philanthropy's Spark Justice Fund (SJF) supports grassroots leaders and power-building organizations leading efforts to decarcerate, close jails, and advance transformative visions of pretrial justice. We believe that the people closest to a problem are the people best equipped to lead solutions, yet we also know that directly impacted organizers and leaders are disproportionately impacted by health disparities and burdened by trauma.



SPARK JUSTICE COLLECTIVE CARE PROGRAM

For this reason we are launching the Spark Justice Collective Care Program (Collective Care Offering) to equip directly impacted organizers and leaders with the tools, knowledge, practices and resources to center healing and wellness. Healthy and supported leaders create healthy and supportive organizations, and in turn healthier communities and movements.

The Collective Care Offering will accept 25 leaders of social justice organizations, who have been directly impacted by the criminal legal system, family court system, and loss due to police violence. Personal and professional wellness cannot be separated.

The offering consists of:

- Group Wellness Wednesday sessions (July - October)
- Individual coaching sessions (3 per participant)
- Care stipend to book wellness and support services towards long term care
- Care package

GROUP WELLNESS WEDNESDAY

Sessions will be held on Wednesdays of each month from 10am - 12pm PST / 12pm - 2pm CST / 1pm - 3pm EST.

The topics are:

Session 1: Trauma Informed Starts with You

Wed July 10, 10am - 12pm PST / 12pm - 2pm Central / 1pm - 3pm EST

Introduction to emerging framework of intergenerational and persistent institutional trauma, guided practice for leaders to identify their own trauma impacts.

Session 2: Healthy Leaders, Healthy Communities

Wed Aug 14, 10am - 12pm PST / 12pm - 2pm Central / 1pm - 3pm EST

Building on the framework for intergenerational and persistent institutional trauma, we explore post traumatic growth - those strengths and tools that directly impacted organizers and leaders uniquely carry.

Session 3: Healing Organizational Trauma

Wed Sept 11, 10am - 12pm PST / 12pm - 2pm Central / 1pm - 3pm EST

Building on the healing justice framework, we explore the experiences of organizational trauma often silently carried. We map both trauma and healing points in organizations, and cover organizational best practices that can lead to healing within groups and organizations.

Session 4: Care in Times of Crisis

Wed Oct 9, 10am - 12pm PST / 12pm - 2pm Central / 1pm - 3pm EST

As a culmination of the Collective Care group offerings, organizers and leaders are facilitated into a deeper dive of compounded healing strategies. Together the cohort will create individual wellness maps, and begin to enroll a support team to guide their ongoing healing and growth.



INDIVIDUAL COACHING SESSIONS

A confidential container for organizers and leaders to access customized coaching practices, therapeutic support, and higher level assessment of care needs. Through direct consultation, coaching is designed to meet the needs of participants, and can include: counseling, crisis management and assessment, identification and referral to ongoing care, facilitated somatic & mindfulness practice, and individualized development planning. **Each participant is offered 3 sessions.**

CARE STIPEND & PACKAGE

Each participant will receive a care package centering self care and rest, as well as a Wellness Grant of \$500 per person, to cover wellness practices in support of participants' wellbeing.

We recognizes that the organizers and staff leading movements need time and support to tend to their own care and rest. By rooting into care, we equip organizers and leaders to be fortified, and be connected to a cohort of support that sets care as foundational to long term movement building.

Organizers and leaders are invited to apply to the Collective Care Program. Up to three applicants per organization will be considered. Applications will be accepted on a rolling basis, and the application closes on Friday, June 14.