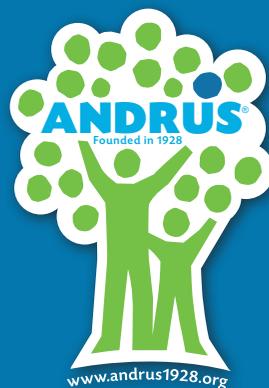


The Sanctuary Institute is a division of ANDRUS that provides training and consultation services to organizations that work with vulnerable adults, children and families with an aim to help an agency's leaders reclaim a culture of hope and innovation.

Our transformational process requires deep commitment, but rewards participants with powerful and measurable organizational change. The Sanctuary Institute faculty team partners with Dr. Sandra Bloom to combine the fundamental elements of her work with their own experience and expertise in its practice to provide training and consultation which guides organizations in implementing the Sanctuary Model effectively and efficiently.



Find Out More at
www.thesanctuaryinstitute.org



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**Helping Agencies and
Leaders Reclaim a Culture
of Hope and Innovation**



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The Need for Sanctuary

The Power of Chronic Stress and Adversity

- Research indicates that over 60% of adults have experienced some form of adversity as children.
- Exposure to adversity significantly impacts brain development, mental and behavioral health, and overall physical wellbeing.
- Organizations that provide services to people who have experienced adversity can either advance or reduce the effects of their exposure.

Adversity Exists at Every Level



Most organizations are not equipped to manage multiple internal and external stressors, yet they are charged with managing adversity faced by the clients they serve.

Costs to Organizations that Cannot Manage Internal and External Adversity:

- Turnover
- Loss of productivity
- Employee satisfaction
- Poor communication
- Limited capacity to deliver high quality services
- Poor outcomes for children and families

The Benefits of Implementing Sanctuary

How Sanctuary Enhances Your Organization's Functioning

- Develops greater aptitude of providers and recipients of services to understand, manage and mitigate the effects of adversity.
- Builds capacity within the organization to better serve its clients and carry out its mission.
- Helps organizations respond to the dichotomous demands of increased expectations with fewer resources and the need to be flexible and creative within rigid time constraints.

What Practitioners of Sanctuary Are Saying

"I've heard about Sanctuary, but I had no idea how amazing this was going to be."

Partner Organization, Albany, NY

"We have become a beacon of hope to youth and families as well as the community agencies who serve them. Sanctuary saved us, and it's helping us save our youth."

Hawthorn Children's Psychiatric Hospital, St. Louis, MO

"Sanctuary has provided our youth and staff with tools to put form to the chaos and to keep the focus on the future."

VisionQuest, Tucson, AZ

Before Sanctuary

Abuse of power goes unchecked.

Staff feel unappreciated or even disrespected at work.

People are afraid to take risks.

Staff feel unheard.

The grapevine is the chosen communication forum.

Staff have rigid sense of their job responsibilities.

People do the same thing repeatedly, even if it isn't working.

After Sanctuary

Staff at all levels and clients/families feel part of a more democratic process that respects hierarchy, but does not abide autocracy.

Nonviolent practices extend to all community members to include social and emotional safety.

A social learning perspective expects mistakes and embraces them as opportunities for improvement.

Emotionally intelligent and collaborative responses become the norm for interactions between leaders and employees.

Open communication and transparency replace the practice of "meetings after the meeting" and informal conversations.

Social responsibility and common sense drive decision-making around how people work together, and teamwork is valued over silos.

The goal of growth and change becomes the foundation for creative problem-solving, adaptability and flexibility in all operations.