



Institute for Healing of Memories – North America
2020 Annual Report



IHOM-NA COVID19 RESPONSE

Due to COVID19 IHOM-NA had to cancel all in-person workshops and facilitator trainings for the year. Knowing that our healing work was in urgent need, as lockdown orders created isolation, anxiety and fear, we quickly pivoted how we work and deliver programming. Our Executive Director, with enormous support and collaboration of many, led the way, during this time of quick organizational change and adaptation, with focus on service and optimism. New programming was developed, and current programs adapted for delivery via Zoom. The healing impact of these Zoom programs were greater than any of us could have hoped for. We have been able to serve more people in need of healing, and as an organization came together, stronger than ever, with a sense of determination, optimism, and enthusiasm to be of service in every way possible during this time of immense challenge for our human family. We are especially grateful to all of our facilitators across the country, who showed up to serve with a level of commitment to our work that is awe inspiring, our founder, Fr. Michael Lapsley, our board of directors and regional coordinators. All worked very hard to make 2020 an especially impactful year. Also, we are so grateful to our partners who adapted how they partner with us this year, by supporting our Zoom workshops, and promoting our Zoom Support Calls. Our partnerships have strengthened as we worked together to adapt how we serve together.



IHOM-NA Update/ Healing In the time of Covid and Beyond

Healing of Memories Zoom Gatherings of Support

We began in March facilitating HOM Zoom Gatherings of Support for Veterans who had attended a Healing of Memories Workshop, then extended them to all Veterans, and then to all who needed support during this challenging time. Zoom Support Calls are a safe, supportive, nonjudgmental, confidential space to share feelings, story, experiences, and to begin to heal past painful experiences, trauma and moral injury. Each Session is 90 minutes and is held in groups of 6 to 8 people. Participants find support, healing, increased trust, empathy, hope, relief, reassurance and sense of belonging.

Participant Feedback

“I realized I am not the only one with pain. I lost sight of that and it was an honor to share and to hear them share with me I am not alone.”

“I feel more connected with and aware of my story and feel moved and honored to have witnessed the stories of others. I feel very moved by the amount of compassion and empathy given by others.”

“Listening to others share their struggles, concerns, and hopes made me feel I am not alone.”



Debrief of Zoom Gatherings of Support and Healthcare Initiative

Healing of Memories Zoom Support Calls and Zoom Workshops for Healthcare Workers

In the fight against COVID19, our heroes on the front-line, healthcare workers, continue to experience unprecedented levels of grief, trauma, and moral injury. In consultation with healthcare providers, we diligently prepared to launch Zoom Support Calls for healthcare workers in fall 2020. We created a healthcare facilitation team and provided specific training for them to manage the challenges of facilitating these Calls.

We began offering these Calls in September. It was a learning process as we sought the best way to show up in this new space, knowing that we will be serving healthcare workers for years to come. HOM Zoom Support Calls for Healthcare Workers are a safe, supportive, nonjudgmental, confidential space to share feelings, story, experiences, and to begin to heal past painful experiences, trauma and moral injury.

These Zoom Support Calls are open to all healthcare workers who have experienced the personal, professional, emotional tsunami named COVID19 and need a safe, confidential environment in which to begin to heal the moral, personal and professional wounds it brought into their life.

We had a sharp learning curve about the lack of readiness for healing while still in the fight against Covid. We decided that we would provide our support when requested.

HOM Zoom Support Calls for Healthcare Workers - Spanish Language

Our first Spanish language Zoom Support Call for Healthcare Workers was in early November.

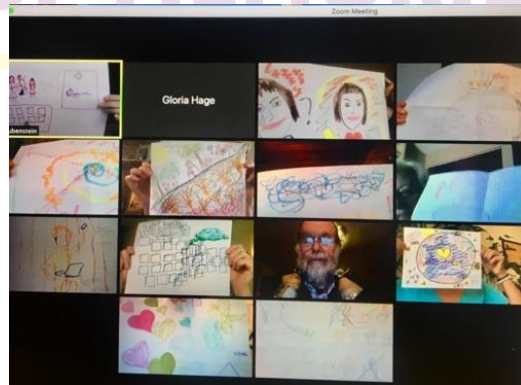
We have been building partnerships with health systems across the country to provide our HOM Zoom Support Calls for Healthcare Workers. We are working with Banner Health Systems in Arizona, the NYC Health and Hospitals Corporation, the largest public health system in the

country, and are promoting this work with State Commissioners of Health, and Mental Health in all states in the US. The mental health Commissioner in Puerto Rico contacted us end of August to see if we would provide these Calls in Spanish for their workers. With our few Spanish speaking facilitators, and our part time Program Manager, Michelle Rivera, who is fluent in Spanish, we created a Spanish language team and Michelle translated all our healthcare documents, Call guide, post-call evaluations to Spanish, and the group met numerous times to properly prepare. We had our first Spanish language Call in October and it was very successful. The folks in Puerto Rico have been so grateful to the Institute for providing this much needed support. They are struggling on many fronts, and in wanting to show up for them, our team jumped in with a level of commitment and enthusiasm par none. We continue to work with the group in Puerto Rico but can now offer these Spanish language Calls all over the country.

Healing of Memories Zoom Workshop Development and Pilots

With the outlook to provide deeper healing than is possible in a 75-90 minute Zoom Call, our team adapted our full 2.5 day workshop to a 4-hour Zoom workshop. There were two questions we needed to answer, given Zoom fatigue, would a 4 hour Zoom work for participants, regarding stamina and focus to be on-line, but most importantly, could real connection and healing occur over this medium. We facilitated two pilot workshops with healing of Memories facilitators to work out any issues and create the best possible workshop experience. The first pilot included facilitators from the United States and South Africa. The second pilot was with US facilitators incorporating what we learned from the first pilot. This workshop although abbreviated provided , surprising to many, a deep connection and healing experience for participants.

This workshop format is now being utilized successfully by our colleagues in South Africa and Canada. And, in partnership with Spirit in the Desert Retreat Center in Carefree, and the Franciscan Renewal Center in Arizona we offered one Zoom workshop for all Veterans, two for Women Veterans and 1 open for all. These workshops have been very successful, and more are planned for 2021.



Healing of Memories Zoom Pilot

Healing of Memories Zoom Workshops for Healthcare Workers

We had a winter pause in providing Healing of Memories Zoom Workshops for healthcare workers, due to the surge of COVID 19. We are planning a workshop in March for a team from

the Street Health Outreach program, an innovative project which identifies and assists people in Central Alameda County who are experiencing homelessness and have chronic health and mental health needs. The Street Health Outreach Teams support clients to attain housing stability and improve health and well-being. And have another planned for April open to all healthcare workers. We send out evaluations after all workshops, included is feedback on degree of healing, and whether there is any improvement in feelings of hopefulness, forgiveness, anger, guilt, trust and belonging. As well, the overall workshop and facilitation are evaluated.

Our plan is to continue to offer Zoom workshops even after in-person workshops are available. These on-line offerings are a unique opportunity to reach more people at less cost, utilize HOM facilitators from all over the United States, and has the added benefit of bringing diverse people together from all over our country, and world, which has been very powerful in our Zoom work.

Facilitator Training

Healthcare Program Training

To prepare to work with healthcare workers, aware of the unique trauma they have and continue to experience on the frontlines of Covid, Linda Rich, Lead Facilitator and IHOM-NA Board Chair and Pam Cornwell, HOM facilitator, together developed and conducted two training sessions for our healthcare worker facilitation team. The training was titled: Applying the Healing of Memories Model in Responding to the Impact of COVID 19 on Healthcare Workers. This training and ongoing connection, support and debrief meetings has resulted in a very prepared team, with results evident from workshop evaluations. Specific feedback rating our facilitation of these workshops has been excellent.



Healthcare Training

Facilitator Training

We are planning and preparing to facilitate our first online training of new facilitators to facilitate Healing of Memories Zoom workshops. The training will be 3 sessions. Given some of these new facilitator trainees went through a full 2 ½ day workshop and others only a Zoom workshop, the training will begin with a Zoom workshop for all, allowing a healing and bonding experience for the group. The Zoom workshop will be followed by 2 training sessions. Once the training is complete, trainees will work closely with and be mentored by an authorized facilitator

until ready to facilitate Zoom workshops on their own. At a later date these same trainees who experience a full 2 ½ day workshop will go through additional training and mentorship to be authorized to facilitate the full workshop.

Partnerships

Dr. Ada Lois Sipuel Fisher Center for Social Justice and Racial Healing at the University of Science and Arts of Oklahoma

We are working with Professor Tonnia Anderson, Director of the Center and Professor of History and American Studies in developing and implementing a virtual workshop-conference, Building Bridges/Dismantling Racism for the Common Good, scheduled June 9-11, 2021, as part of the Centennial of the Tulsa Ok race massacre, which has been called the single worst incident of racial violence in America History.

The workshop-conference will examine the characteristics of systemic racism and its impact on everyday life by exploring the interrelated themes of diversity, alienation (anomie), entitlement, and community. Fr. Michael will be the keynote speaker and We will facilitate two Healing of Memories Zoom workshops and two dialogs to help participants process their feelings, experiences, and general understanding of the topics covered. With the outlook to 1) begin the process of building bridges through fostering authentic dialog with and between participants; 2) moving what has been learned into the heart space where personal transformation is possible 3) provide a space to begin the process of healing. In 2020 we worked closely with all partners in the planning of this conference. We look forward to being part of this important conference in 2021.

Franciscan Renewal Center (FRC), Phoenix, AZ

We continue to work closely with FRC to expand HOM workshops. In 2020, we facilitated one HOM Zoom workshops for all veterans and have two more planned for 2021. In Fall of 2021 we have two in-person HOM workshops scheduled, one for all veterans, and one for healthcare workers, should it be safe to travel. These workshops are made possible through the work of FRC's grant writing team dedicated to supporting the work of IHOM-NA.

Mary Hoch Center for Reconciliation (George Mason University School of Conflict Analysis and Resolution)

We continued to explore possible joint ventures with the Center; in particular possible collaboration on a US Truth and Reconciliation Commission.

New York University Center for Global Affairs (CGA) Master's Program, Institute for Healing of Memories Practicum Course (Spring Semester 2020)

We were honored this year to have had our Executive Director, Gloria Hage co-teach with Professor Sylvia Maier, the Institute for Healing of Memories Masters Practicum Course. We accepted six students into the course and worked very closely with them as they did significant

academic research in the form of individual and collective research reports, on the ground guides, recommendations, which informed IHOM's advocacy policy and strategy, and on-the-ground project implementation. This included work on Military Sexual Assault in the US military. As well, projects included research and outreach specific for the work our South African colleagues are pursuing in gender-based violence.

Network for Religious and Traditional Peacemakers (Advisory Group Member)

The Network is currently hosted by Finn Church Aid and supported by the Ministry for Foreign Affairs Finland. The Network regularly consults with the Mediation Support Unit in the UN Department of Political Affairs and the UN Alliance of Civilizations. The network consists of over 50 organizations around the world and seeks to support new ways of strengthening positive engagement of religious and traditional peacemakers in peace and peacebuilding processes.

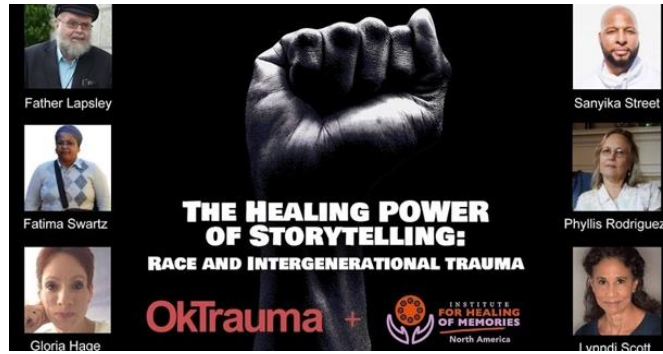
Spirit in the Desert Retreat Center, Carefree, AZ

We continue to work closely with Spirit offering Zoom Veteran workshops. As well, we are working with them to offer Healing of Memories (HOM) workshops to other constituents, such as refugees, racial justice groups etc. They are also very interested in supporting our work with healthcare workers, once in-person workshops are possible. In 2020 we facilitated 3 HOM Zoom workshops, one for all veterans, one for women veterans only, and one open to all in need of healing. Planned for 2021 are a HOM Zoom workshop for women veterans only, and three in-person workshops for all veterans later in the year, if safe to travel. They have a grants team specifically to support Healing of Memories workshops.

2020 Conferences and Webinars

Rotary International Peace Conference, Jan 2020. Our Executive Director facilitate two workshops about the work of the Institute for Healing of Memories. The event was very well attended and the feedback about our workshops were excellent. Many connections were made for possible future HOM work.

Live Event, The Healing Power of Story: Understanding Race and Intergenerational Trauma, August 13, 2020. Hosted by OkTrauma, Moderated by Sanyika Street, with guests, IHOM-NA Executive Director, Gloria Hage, Organization Founder, Fr. Michael Lapsely, South Africa Program Director, Fatima Swartz, and U.S. facilitators Phyllis Rodriguez and Lynndi Scott.



Link to event recording: <https://youtu.be/3jy0LUzC5E4>

Webinar for the Disabled Veterans National Foundation, titled The Healing Power of Sharing Your Story, Oct 10, 2020. This webinar was presented by Gloria Hage, and Arizona Regional Coordinator and US Navy Veteran, Mike Wold, as part of a Virtual Veteran Resource Fair. We were part of a small group of organizations invited to present.

Institute for Family Services 15th Annual Liberation Based Healing Conference, November 6-7, 2020. Our Executive Director, Gloria Hage was a speaker and panelist. Her presentation was titled, Healing the Wounds of History. This conference provided 12 Social Work CEUs.

[IHOM-NA and the Healing of Memories Global Network](#)

Healing of Memories Global Steering Committee

This committee comprises members from around the world who are involved in Healing of Memories work. We meet regularly and share our HOM work and collaborate and brainstorm . This has been especially powerful this year as all have faced the challenges of COVID19. This committee has provided a connection and cohesiveness of all HOM work worldwide and has strengthened the Institute overall because of it.



Global Steering Committee Meeting

Healing of Memories Global Network On-line Healing of Memories Course

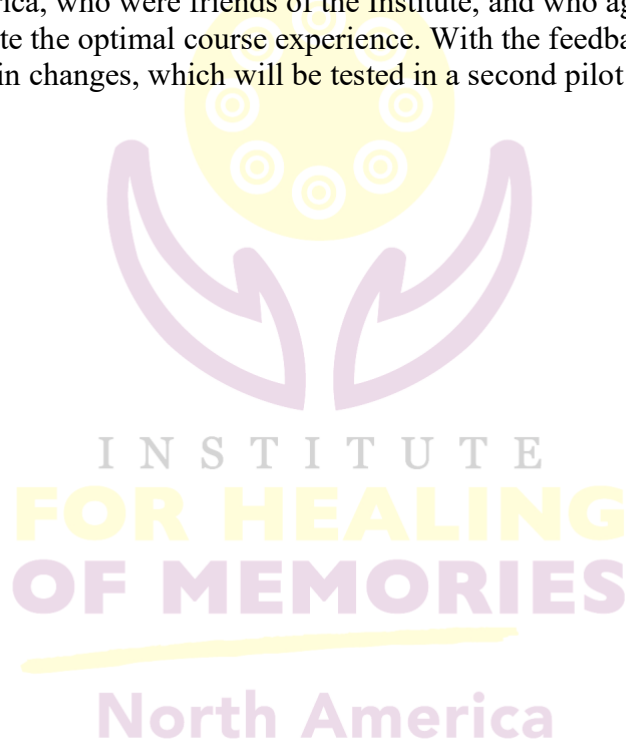
One result from the gatherings, as mentioned above, was the development of a team to create a Healing of Memories International on-line course that we can offer worldwide. We have been

working for months with members from the US, SA, Canada and Europe to create this course. We piloted it in December in English language with participants from the four regions mentioned above. As we progress we will offer this course in other languages. A description of the course is below.

Course Title: *An Introduction to the Healing of Memories Approach to Healing Trauma*

This on-line 8-hour course is an introduction to the history, philosophy and practice of Institute for Healing of Memories (IHOM) and includes a 4-hour experiential Healing of Memories workshop. Enrollment will be limited to a maximum of 12 persons. The Course will be presented in three sessions.

The initial pilot of the course was in December and consisted of participants from the US, Canada, Europe and Africa, who were friends of the Institute, and who agreed to provide feedback needed to create the optimal course experience. With the feedback are now in the process of making certain changes, which will be tested in a second pilot is 2021



Institute for Healing of Memories - North America 2020 Financial Report

INCOME

Direct Public Support	\$750
Board Contribution	\$4,400
Grants	\$70,000
Donor-Designated Grants	\$70,000
Individuals	\$45,333
Program Service Fees	\$6,500
Workshop Fees	\$1,155
Other Types of Income	\$1,568
In-Kind Contributions*	\$13,000
TOTAL INCOME	\$212,706

EXPENSES

Fundraising/Grantmaking	
Charity Registration	\$125
Google Ad Grant (Online Ads)	\$4,000
Grantmaking	\$75,990
Total Fundraising and Grantmaking	\$80,115
Operations	
Accounting and Bookkeeping	\$1,426
Rent, Parking, Utilities	\$1,015
IT and Software	\$4,716
Network for Good Software and Fundraising Coach Grant	\$3,000
Licenses/Taxes	\$25
Bank Charges/Processing Fees	\$127
Books, Subscriptions, Reference	\$162
Insurance-Pkg Policy	\$3,288
Disability Insurance	\$41
Office Supplies	\$50
Postage, Mailing Service	\$33
Printing and Copying	\$45
Total Operations	\$13,928
Personnel,	
Health Insurance Stipend	\$6,000
Payroll	\$76,568
Payroll Fees	\$1,920
Payroll Taxes	\$5,641
Total Personnel	\$90,129
Program Expenses	
Facilitator Fee/Service	\$5,376
Lodging	\$2,040
Meals	\$473
Staff	\$6,594
Total Program Expenses	\$14,483
Conference, Convention, Meetings	\$550
Meals	\$56
Travel	\$475
Total Travel and Meetings	\$1,081
TOTAL EXPENSES	\$199,736
NET INCOME	\$12,970

*Google Ad Grants, Network for Good/Bill and Melinda Gates Fundraising Software/Coach Grants, Volunteer hours

We are deeply grateful to our funders, supporters, partners and collaborators

Dick and Sally Roberts Coyote Foundation

Humanity United

Mary Alphonse Bradley Fund

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Spirit of Hope Catholic

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Hakim Williams

Mark K Wilson III

Mike Wold

Katherine Wolpe

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Barrier Free Living

Dr. Ada Lois Sipuel Fisher Center for Social Justice and Racial Healing

Franciscan Renewal Center

Mary Hoch Center for Reconciliation

Network for Religious and Traditional Peacemakers

New York University Center for Global Affairs

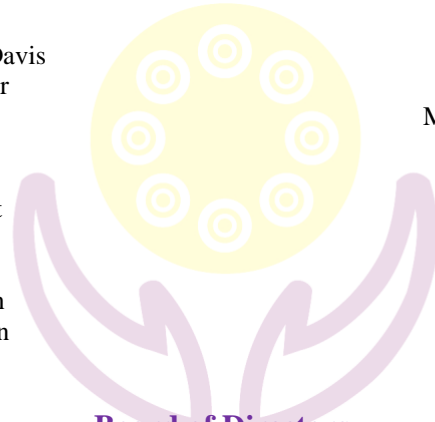
Mary Hoch Center for Reconciliation

Spirit in the Desert Retreat Center

With Deep Gratitude and Affection for Our Volunteers, Who Make Our Work Possible:

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Laci Beckett
Paul Bermanzhon
Marella (Mary) Tobolt Big Mountain
Hilda Bouleware
Mark Browne
Molly Burke
David Campbell
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Jim Clevon
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In loving memory of Mary Lanning, board member, emeritus board member, supporter, and dear friend of the Institute.