



Community Resilience Core Training Progress Report to Community Foundation GB



Module 4: Taking Action Using a Trauma and Violence Informed Approach

IGNITE SESSIONS



January 2026

Introduction

The Grey Bruce Children's Alliance is a network of organizations that supports collective action to change our systems to improve the well-being of children and youth in Grey and Bruce Counties. The Adverse Childhood Experiences and Resilience (ACERs) Working Group of the Grey Bruce Children's Alliance is building capacity to work together to build community resilience through training and developing a Grey Bruce ACERs Community of Practice which focuses on training, best practices and building community resilience in Grey Bruce.

Childhood experiences, both positive and negative, shape development and have lasting effects on health and well-being. Resilience is a person's capacity to successfully adapt to adversity and maintain their well-being. It is influenced by genetics, relationships, life experiences and environments. A person does not become resilient on their own. Resilience is nurtured through positive interactions, protective factors, and by mitigating toxic stress.

Reducing sources of stress, enhancing skills and creating supportive environments can strengthen resilience, especially for those with past adversities. While resilience can be strengthened at any age, the best time to develop resilience is at a young age.

The Children's Alliance purchased a 5-module Community Resilience Core Training package and Facilitator Guide from the Community Resilience Coalition of Guelph-Wellington to provide training to 28 people of 14 organizations.

We were given a discount to increase the number of available certified training seats, which allows us to provide training to more individuals and surpass this initial goal.

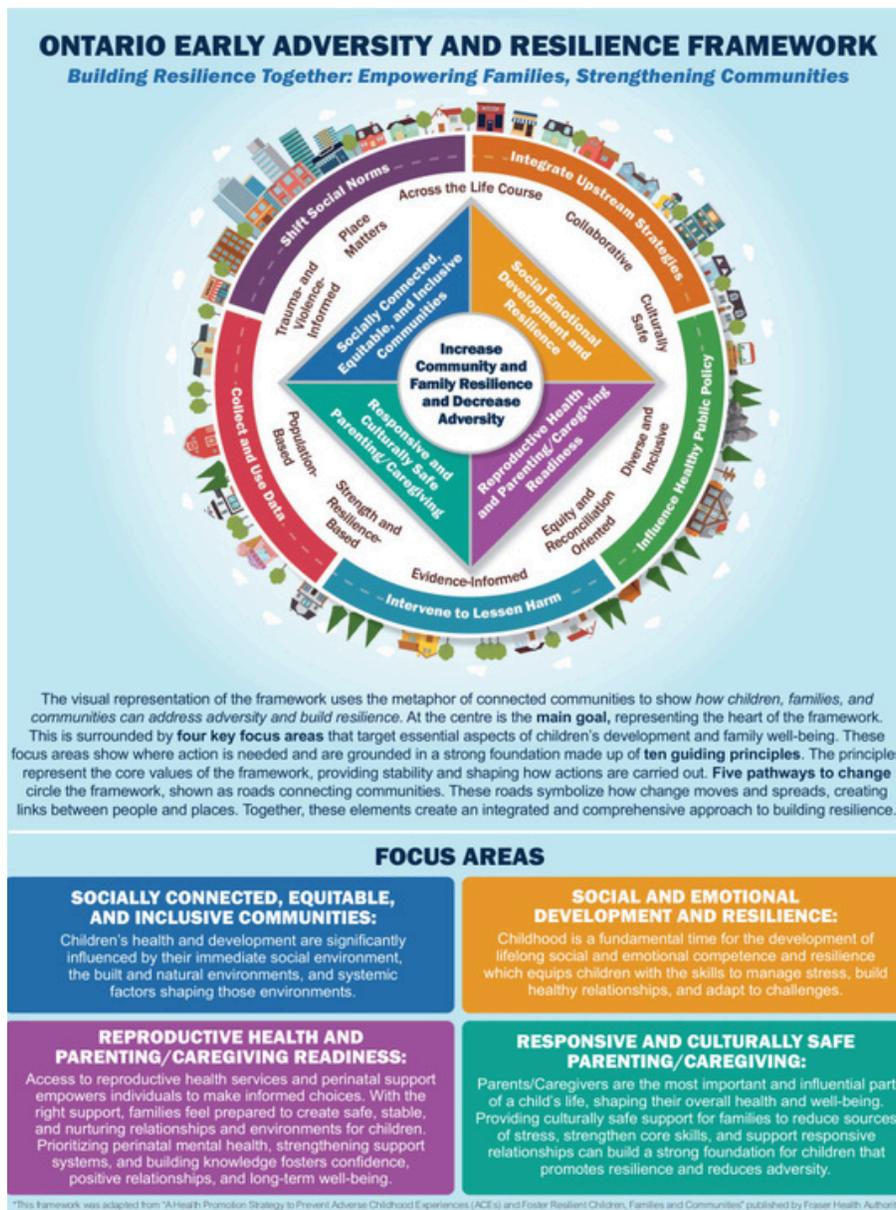
The first Community Resilience Core Training session took place from October through December 2025 and had 18 participants from 10 organizations. Twenty-two spaces remain for the second session for a total of 40 participants. Next session will start before April 2026.

What are ACEs?

ACEs are Adverse Childhood Experiences. ACEs are potentially traumatic or stressful experiences that may happen in a person’s life before the age of 18. ACEs can increase the risk of negative health behaviours and outcomes later in life.

There are many types of adversity that create a similar stress response in children. Neglect, abuse, discrimination, living in poverty, exposure to community violence, and systemic racism can all impact the brain and developing body.

Members of the Public Health Ontario Adverse Childhood Experiences and Resilience Community of Practice have consolidated best evidence on the topic into a framework that we are using to facilitate cross-sector collaboration. Read the full framework at: earlyadversityandresilience.ca



Training Goals and Staff Development in Community Resilience

Supporting staff development in community resilience helps organizations:

- Build awareness of how early adversity impacts our community and our work
- Provide a supportive service environment for clients and community members
- Strengthen protective factors at both individual and community levels
- Identify and address structural inequities that contribute to adversity
- Enhance staff mental health

Grey Bruce Community Resilience Training consisted of two main components: Community Resilience Core training and Ignite virtual discussion sessions.

- The Community Resilience Core Training is a series of five self-paced virtual modules offered by the Community Resilience Coalition of Guelph & Wellington. Each training module was completed online followed by an online facilitated IGNITE session.
- The complementary IGNITE virtual discussion sessions are a series of 5 facilitated virtual discussions, each offered at two scheduled times. IGNITE sessions were offered bi-weekly and two times in the week were offered.

We chose to apply the Facilitator Guide in an innovative manner by using it to guide the Ignite sessions in a virtual setting and with participants from varying roles and organizations.



Core Training Modules 1-5

The Community Resilience Core training created by the Community Resilience Coalition of Guelph-Wellington is a comprehensive resource and provides foundational information about brain development, early adversity, resilience, and trauma-and-violence prevention approaches to care.

Training (2025) - Community Resilience



Module 1: Understanding the Brain and Body

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Demonstrating the important connection between brain development and lifelong health and wellbeing. To describe how early experiences and environments shape brain architecture, influence behaviour, and ultimately lifelong mental and physical health.



Module 2: Understanding Adversity

IGNITE SESSIONS



Showing how relationships, culture and environment contribute to toxic stress and the disproportionate effects for some populations. Epigenetics and the science behind intergenerational impact of trauma. Positive experiences contributing to well-being and health.



Module 3: Understanding Resilience

IGNITE SESSIONS



Providing participants with an understanding of: resilience and its relationship to broader systems, explained through the socioecological model; the resilience scale metaphor and the importance of protective factors, especially the role of supportive relationships.



Module 4: Takir Action Using a Trauma and Violence Inform Approach

IGNITE SESSIONS



Training on trauma- and violence-informed approach to care and its benefits and practice principles. How to integrate trauma- and violence-informed approach into your work. The benefits of using empathy and compassion. The importance of staff well-being and self-care to promoting resilient communities.



Module 5: ACES and Resilience Practice Case

IGNITE SESSIONS



Providing participants with an opportunity to apply their knowledge from the previous 4 modules in a practice-based simulation.

Testimonial

As the Director of Child Care for the YMCA of Owen Sound Grey Bruce, with over 100 Child Care educators supporting the growth and development of over 1000 children between the ages of 12 months to 12 years, I know and understand the importance of continuous professional learning for our leaders, educators and families.

The many resources and links that were part of this training were very helpful in enhancing my learning. They provided the opportunity to dive deeper into certain areas using experts with specific knowledge regarding areas like brain architecture, ACEs studies, and so much more. The Communities of Practice then provide participants with an opportunity to reflect on and discuss what we learned as well as make connections with those in our communities working with children, youth and adults. I would highly recommend the Community Resilience training. I feel that everyone, regardless of your profession, would benefit from this training.



The training highlighted the importance of positive childhood experiences and our role as educators and community leaders to ensure that we are, at the least, one adult that makes a difference in the lives of the children and youth that we interact with.

Cyndy Jefferson, Director of Child Care,
YMCA of Owen Sound Grey Bruce

As a longtime advocate for children and youth in our communities, I was pleased to participate in the Community Resilience training offered by the Grey Bruce Children's Alliance. The training modules walked you through the ages and stages of development and provided a deeper understanding of brain development and the connections between the body and brain. Diving into adverse childhood experiences is such an important and overlooked component in many sectors especially when navigating interpersonal interactions.

Evaluation Results

Evaluation Methodology

An online evaluation survey was conducted in January 2026. The survey was circulated by email to 18 Community Resilience Training participants. The survey asked about knowledge and learning outcomes, participant experience and input into future directions. Following the initial survey invitation, two follow up reminder emails were sent over a two-week period prior to the survey closing.

The response rate for the survey was 61% with 11 of the 18 participants responding. Respondents represented a broad range of service sectors including Health & Mental Health (45%), Children's Services, Childcare & Early Learning (35%), and Community and Social Support (18%). Respondents also reflected various roles, with 36% indicating frontline, 36% indicating manager or senior leader and 27% holding other roles.

Key Evaluation Findings

Training Participants were satisfied.

Overall, respondents indicated a high level of satisfaction with the Community Resilience Training with 91% of respondents indicating they strongly agreed that they were satisfied with the training and 82% of respondents indicating that they would recommend the training to coworkers. Participants did not identify any barriers to accessing the training, but two respondents did note that their own schedules and workloads were a challenge.

Training supported participant understanding and application.

Respondents reported strong gains in their understanding of key concepts covered in the Community Resilience Core Training. When asked about their agreement with several learning-related statements, the majority indicated positive outcomes across all areas measured.

Regarding their understanding of early brain development, positive childhood experiences, and their impact on lifelong health, 91% of respondents agreed or strongly agreed that the training enhanced their knowledge, while 9% remained neutral.

Similarly, 91% agreed or strongly agreed that they gained a clearer understanding of how their own role connects to resilience and long-term health outcomes, with the remaining 9% selecting a neutral response.

Evaluation Results Cont'd

All respondents (100%) indicated that they were able to apply what they learned in their work or community setting, selecting either Agree or Strongly Agree. This finding reflects the practical relevance of the training and its immediate applicability across diverse roles and sectors.

The training increased participant knowledge based on Pre Training Level of Knowledge Poll and Post Training Evaluation

Of the 13 participants who responded to the poll question during Ignite session one, on a scale from 1 (very low) to 5 (very high), 23% rated their knowledge as 2, 38% rated it as 3, and 38% rated it as 4. Most participants rate themselves at a moderate to good level of understanding, with no one identifying new to the concept and no one identifying as an expert, indicating potential for growth.

Following the training, survey respondents were asked to indicate their knowledge about Adverse Childhood Experiences and Resilience on a scale from 1 to 5. Most respondents indicated that their knowledge was high (55%) or very high (36%). After the training, a total of 91% of respondents indicated that their knowledge was a 4 or 5, which is an increase from the 38% the indicated their knowledge was a 4 or 5 prior to the training.

The Ignite virtual discussion component of the training was well-received.

Training participants rated the Ignite virtual discussion sessions highly, noting strong satisfaction with both the overall experience and the format and logistics. 91% of survey respondents indicated that the ignite discussion sessions enhanced the online training modules.

Most participants agreed or strongly agreed that the pace was appropriate (100%), the timing of the sessions was convenient (81%), the length was appropriate (100%) and the number of discussion sessions was appropriate (100%).

Specific to the format, all survey respondents agreed that the virtual platform was appropriate for discussions and was convenient and easy to access. While none of the survey respondents indicated that they would have preferred in-person discussions, 36% neither agreed or disagreed and 63% indicated their preference for the virtual discussion method.

Evaluation Results Cont'd

Respondents had mixed views on how well the training contributed to key objectives.

When asked about strengthening a coordinated and collaborative approach to community resilience within their organization, 18% rated the impact as low, 27% moderate, 18% high, and 36% very high, reflecting a wide distribution of perspectives.

For identifying community-resilience-building initiatives relevant to their work, responses were similarly varied, with 27% rating the impact low, 27% moderate, 18% high, and 27% very high. These results indicate that while many participants experienced meaningful benefits, the perceived level of impact differed across individuals.

Qualitative comments about the topic were received from five respondents. All five shared that they would like to see the training expanded and offered to more staff within their organization. Comments also shared the value of accessing their training free of charge and that the training emphasized the importance of these objectives, but more work is needed to put it into action.

The facilitators received positive feedback.

All survey respondents agreed that facilitators treated people with sensitivity and respect, provided a high-quality experience and had a helpful approach and style. All respondents also indicated that they felt supported in the group and that they felt they could reach out for support if needed.

Many participants are interested in continuing to connect.

Respondents indicated they were interested in continuing to meet in a group to discuss early adversity and resilience with 45% indicating they were somewhat interested and 55% indicating that they were very interested.

Acknowledgements

We are grateful for the Community Resilience Coalition of Guelph-Wellington for developing the training materials, offering a discounted rate to purchase the number of training codes and giving permission for the Grey Bruce Children's Alliance to create the IGNITE Sessions.

We thank the Grey Bruce Public Health team - Terra Luscombe and Amber Schieck - who led this initiative and are part of the larger Public Health Ontario Adverse Childhood Experiences and Resilience Community of Practice.

Together with Jill Umbach of the United Way of Bruce Grey they developed and facilitated the IGNITE Sessions curriculum.

<https://greybrucechildrensalliance.ca/ta-king-action/adverse-childhood-experiences-and-resilience/>

We thank the Community Foundation Grey Bruce for their grant that enabled the Community Resilience Core training and IGNITE sessions.



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We're here for good.

Contact

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