



TRANSFORMING COMMUNITIES
Creating Safety, Justice & Equality

TECHNICAL ASSISTANCE, TRAINING & RESOURCE CENTER

Spectrum of Faith Community Change

For the past eight years, Transforming Communities: Technical Assistance, Training, and Resource Center (TC-TAT, operated by Marin Abused Women’s Services) has been bringing together interfaith leaders from throughout California with domestic violence (DV) advocates to build a faith-based community response to DV prevention. TC-TAT has leveraged an entire sector – religious institutions throughout the state – to engage with primary prevention work that extends beyond awareness building toward policy change. During the first six years, TC-TAT provided training and technical assistance to more than 950 faith and DV leaders to build their capacity in producing community-based change; during the last two years, TC-TAT has worked in-depth with 24 teams to institute policy changes. TC-TAT’s work to support these collaborations were funded by the California Department of Public Health, Violence Prevention Unit (CDPH/VPU) from 2003-2008 and the Blue Shield of California Foundation from 2008-2010. CDPH/VPU provided additional support through mini-grants.

TC-TAT developed the *Spectrum of Faith Community Change* tool to highlight some of the stories, successes and challenges of prevention work in these faith communities and inspire others to build similar partnerships in their own communities. The *Spectrum of Faith Community Change* tool includes real-life examples of faith projects that relate to the “Spectrum of Prevention” developed by the Prevention Institute. The Spectrum of Prevention identifies multiple levels on which prevention efforts take place.¹ The Prevention Institute notes that “these levels are complementary and when used together produce a synergy that results in greater effectiveness than would be possible by implementing any single activity.”² TC-TAT expanded this spectrum into a “Spectrum of Community Change” by adding two levels: Cross-Sector Collaboration and Mobilizing Communities and Neighborhoods.

Spectrum of Community Change	
<i>Adapted from www.preventioninstitute.org, Contra Costa County Health Services and TC-TAT.</i>	
LEVEL OF SPECTRUM:	DEFINITION OF LEVEL:
<i>Strengthening Individual Knowledge and Skills</i>	Enhancing an individual’s capability of preventing injury or illness and promoting safety
<i>Promoting Community Education</i>	Reaching groups of people with information and resources to promote health and safety
<i>Educating Providers</i>	Informing providers who will transmit skills and knowledge to others
<i>Fostering Coalitions and Networks</i>	Convening groups and individuals for broader goals and greater impact
<i>Mobilizing Communities and Neighborhoods</i>	Creating opportunities for community members to become agents of change – to plan and take action to transform their community
<i>Cross-Sector Collaboration</i>	Working collectively with law enforcement, education, medical, religion, media, social services, and other sectors to advance a common agenda
<i>Changing Organizational Practices</i>	Adopting regulations and shaping norms to improve health and safety
<i>Influencing Policy and Legislation</i>	Developing strategies to change laws and policies to influence outcomes

¹ Originally developed by Larry Cohen while he was director of the Contra Costa Health Services Prevention Program, the *Spectrum* is based on the work of Dr. Marshall Swift in treating developmental disabilities. It has been used nationally in prevention initiatives targeting traffic safety, violence prevention, injury prevention, nutrition, and fitness.

² Ibid.

How this Tool is Organized

All levels of the spectrum are important and valuable to framing the impact of our prevention work. While we have highlighted organizations and examples along the spectrum, please keep in mind that much of our prevention work happens simultaneously at multiple levels of the spectrum. The *Spectrum of Faith Community Change* tool includes a definition of the spectrum level, a real-life example for each level that was implemented by a local faith and DV advocate team, and related tools and resources.

Level of Spectrum
This section names the type of prevention activity associated with this level of the spectrum. This section includes a definition of what we mean by this spectrum level and gives a brief example of what that might look like in a faith or spiritual community context.
Team Stories
This section tells some of the positive changes that have occurred as a result of these teams' work. This section also outlines some of the main obstacles and needs that teams are facing and how they are dealing with those challenges.
Tools and Resources
This section offers links to tools, organizations, materials, workshops, or other resources.

“Many people think that prevention means raising awareness and they stop there. For example, they hold a panel to raise awareness in their faith community, but don't go any farther in deepening the conversations and changing behaviors, practices and policies to prevent domestic violence over the long-run. The beauty of the Spectrum is that it gets people to think about change at different levels, all of which are necessary components of our prevention work.” – Naomi Tucker, Executive Director, Shalom Bayit

Acknowledgments

We honor all the advocates and faith leaders who contributed their stories and who continue to work for change in their faith and spiritual communities. Special thanks to: Bernita Walker, Reverend Dextral Alexander, Reverend Ernest Jackson, Reverend Bill Eichhorn, Reverend Ann Eichhorn, Moon-ja Kim, Sue Kim, Marisela Sookraj, Jill Zawiswa, Paula Yang, Roxana Damas, Reverend Isabel Carrion, Dilkhwaz Ahmed, Imam Amir Bajelori, Reverend Claudia Humphrey, Reverend David Isom, and Naomi Tucker.

Kim Peeren, Project Manager for the Collaboratives for Community Change (CCC) Project, was the primary author of this tool. Additional writing and editing was provided by Lisa Hoffman, Jennifer Lee and Naomi Tucker.

Level of Spectrum - Strengthening Individual Knowledge and Skills

Enhancing an individual's ability to prevent domestic violence and promote safety.

Team Example: DoWooRee Korean American Support Network is publishing articles in local newsletters to raise awareness about DV and building relationships with Korean-American faith leaders.



Team Stories

DoWooRee (DWR) is a Korean-American grassroots volunteer organization founded in 2004 and based in San Jose. DWR serves Korean-American families in the South Bay Area. Currently, there are eight active, trained volunteer advocates who meet monthly to discuss, develop and implement DWR's activities.

The project team found that addressing domestic violence in the Korean-American faith community was not a simple or easy task. The team faced resistance from faith leaders unwilling to acknowledge domestic violence. Another challenge was the small number of culturally-specific, translated educational materials regarding domestic violence in the Korean-American faith community. DWR focused its efforts on raising awareness of community members and leaders by publishing several articles in Korean newsletters as well as sharing information at local community events. DWR also conducted a formal, 2-day training workshop for Korean-American faith leaders representing Christian, Catholic and Buddhist communities.

In the future, the project will focus on expanding its educational efforts to include newlywed couples and youth.

Tools and Resources

DoWooRee:

Moon-ja Kim
234 Gish Rd, Suite 200
San Jose, CA 95112
(408) 621-2020
Moon-ja.Kim@ssa.sccgov.org

Sue J. Kim
(408) 246-2433
suejeakim@yahoo.com

News articles (in Korean) published in Christian Life and Korea Times:

- http://www.hismission.org/life/web_show.php?id=life2&dbid=life2&no=93&p_no=440
- <http://www.koreatimes.com/article/573519>
- http://www.hismission.org/life/web_show.php?id=corverstory&dbid=corverstory&no=111&p_no=446
- <http://www.koreatimes.com/article/577440>

Educational materials available in Korean from the FaithTrust Institute (www.faithtrustinstitute.org):

- Keeping the Faith: Guidance for Christian Women Facing Abuse
- Domestic Violence Awareness Brochure: What Every Congregation Should Know About DV
- Child Abuse Awareness Brochure: What You Need to Know if a Child Is Being Abused or Neglected

Level of Spectrum - Promoting Community Education

Reaching groups of people with information & resources to promote healthy relationships.

Team Example: SafeQuest Solano and the Christian Body Life Church are integrating the *MyStrength* curriculum into faith-based youth groups to prevent teen dating violence.



Team Stories

Using the *MyStrength* curriculum, Christian Body Life Church in partnership with SafeQuest Solano conducted two 16-week sessions with faith-based youth groups to prevent teen dating violence. Once a week after school, the faith-based youth groups met at Christian Body Life Church to discuss issues related to everyday life: school, family, relationships, faith, career, communication, and leadership. The weekly meetings provided young men with a forum for discussing and sharing their thoughts, concerns and questions. Relying on the *MyStrength* curriculum and drawing on passages from the Bible, the groups addressed themes such as self-respect, respect for others and healthy relationships.

The project helped create a safe space for group members to become aware about domestic violence, increase their self-confidence and develop their leadership/mentoring skills. Although there were some scheduling conflicts due to busy schedules and extracurricular activities, group members made sure to relay information to each other and take ownership of the program. In spite of limited funding, the project's leaders and group members are motivated to continue the sessions.

Tools and Resources

Christian Body Life Church:

Reverend Ernest Jackson
(707) 452-1211
e.n.jackson@comcast.net

SafeQuest Solano:

1745 Enterprise Dr, Suite 2D
Fairfield, CA 94533
www.safequest.org

MyStrength: <http://www.mystrength.org/>

Level of Spectrum - Educating Providers

Informing providers who will transmit skills and knowledge to others.

Team Example: Ministers of Light and WOMAN, Inc. are creating a formal DV prevention framework within the Archdiocese of San Francisco by training and installing committed DV lay ministers in parishes.



Team Stories

The Ministers of Light have introduced a comprehensive, survivor-led effort to address and prevent domestic violence in local Catholic parishes by creating a formal, institutional framework and support system for preventing and responding to domestic violence throughout the Archdiocese of San Francisco.

Ministers of Light and its partners created a new lay ministry dedicated to domestic violence primary prevention, crisis intervention and pastoral healing. This Ministry is guided by a survivors' steering committee. To date, Ministers of Light have been installed in 12 parishes in San Francisco. What started out as a small, grassroots movement grew into a collaborative project with support from the local Catholic leadership, particularly the Archdiocese of San Francisco, including Bishop William Justice; Catholic San Francisco; Catholic Charities; and the Sisters of Mercy. The project also conducts community-wide events including domestic violence awareness masses, interfaith taize services and seminary trainings.

Ministers of Light enjoys a strong partnership with a local DV agency, WOMAN Inc. To introduce a broader faith component, WOMAN Inc. refashioned its existing domestic violence counseling curriculum and provided two cohorts of Ministers of Light with 40-hour trainings as well as ongoing continuing education and support. The project is currently documenting its model and plans to share it nationally so that Archdioceses across the country can create similar domestic violence prevention ministries.

Tools and Resources

Ministers of Light:

Marisela Sookraj
(415) 341-7407
mariselasf@gmail.com

WOMAN Inc:

Jill Zawisza
333 Valencia St, Suite 450
San Francisco, CA 94103
(415) 864-4777 Extension 306 www.womaninc.org

News article:

<http://missionlocal.org/2009/10/ministers-of-light-provide-refuge-for-domestic-violence-survivors/>

Level of Spectrum - Fostering Coalitions and Networks

Bringing together groups and individuals for broader goals and greater impact.

Team Example: LIFT 3 Support Group and St. Stephen CME Church are organizing and sustaining ongoing dialogue with three faith-based collaboratives in Solano County, California.



Team Stories

The Fairfield Friends Advocating for Commitment to End the Silence (FFACES) project trained a faith community in Fairfield to recognize and address domestic violence and develop sustainable prevention strategies, practices, policies and protocols.

The project's training workshops sparked regular dialogue with the three faith-based collaboratives in Fairfield: Faith Partners Against Crime, Interfaith Council of Solano County and Pastors and Servants of Fairfield/Suisun. Furthermore, the project grew to include neighboring faith-based collaboratives in the city of Vallejo and Vacaville. Congregations from approximately 45 different churches and denominations (including Methodist, Baptist, Catholic, Presbyterian, and Lutheran) were trained.

By discussing sustainable policies, practices and protocols during training sessions, faith leaders are more equipped to prevent domestic violence, support victims and collaborate. Upon completing their training, 70% of pastors and faith leaders committed to adding the toll-free hotline number on their Sunday morning bulletins.

Tools and Resources

LIFT 3 Support Group:

Claudia Humphrey

P.O. Box 5251

Vallejo, CA 94591

(707) 398-6069

claudia@lift3supportgroup.com <http://www.lift3supportgroup.com/>

St. Stephen CME:

Reverend David C. Isom

PO Box 196

Fairfield, CA 94533

(253) 241-1538

revdcisom@aol.com <http://www.ststephencme.org/>

Interfaith Council of Solano County: <http://www.interfaithcouncilsolanocounty.org/>

Additional resource: *Pastor to Pastor: A Pastor and Leader's Guide to Family Violence Awareness, Prevention and Change* by Pastor Claudia Humphrey (contact information above)

Level of Spectrum: Mobilizing Communities and Neighborhoods

Creating opportunities for community members to plan and take action to transform their community

First Team Example: The Hmong Sisterhood of Fresno has been building relationships with community members and clan leaders to recruit and train a Hmong DV prevention committee.



Team Stories

The Hmong Sisterhood of Fresno realized that community mobilization was crucial to raising awareness about domestic violence and moving the community to action. Through a series of community meetings, conferences and radio shows, the project mobilized community members and compelled Hmong clan leaders to acknowledge domestic violence as a priority issue.

Challenges included strong resistance from community members, particularly elders and clan leaders, as well as the lack of culturally-appropriate resources for the Hmong community. Despite these challenges, the team was successful in obtaining the endorsement of the General, the most widely recognized leader in the Hmong community. The General's support catalyzed a process that led to five Hmong women being asked to sit on the Clan Council as part of a domestic violence prevention committee—a historic event in the community's history.

The project still faces significant cultural, social and structural barriers. Nevertheless, the Hmong Sisterhood of Fresno is committed to sustaining its efforts to end violence against women and girls.

Tools and Resources

Hmong Sisterhood of Fresno:

Paula Yang

(559) 977-9009

Paulayang1@yahoo.com

Level of Spectrum: Mobilizing Communities and Neighborhoods

Creating opportunities for community members to plan and take action to transform their community

Second Team Example: Iglesia Casa de Oracion is organizing and training 100 Spanish-speaking faith leaders from Solano County on DV prevention and organizing them to conduct DV prevention events and implement prevention protocols within their congregation.



Team Stories

Abigail's Domestic Violence Project launched a process for establishing a model church at Iglesia Casa de Oracion through the development of a domestic violence prevention and intervention procedure as well as a Spanish training curriculum for faith leaders.

Outreach was conducted through the Regional Assemblies of God churches to introduce the project and underscore the lack of culturally-appropriate, translated resources. By engaging community members, the project gradually gained acceptance. The team will finalize its domestic violence prevention curriculum and host an all-day training workshop for members of the Spanish Faith Leader Alliance in May 2010.

A series of unexpected challenges impacted the implementation of project activities including serious health problems and the relocation of the model church. The project has regained its momentum and the team will review its process for delegating tasks during a contingency plan as it moves forward.

Tools and Resources

Abigail's Domestic Violence Project:

Roxana Damas

(707) 399-7800

roxanadamas@gmail.com

Iglesia Casa de Oracion:

Pastor Isabel Carrion

(707) 374-1488

Isamar567@aol.com

Educational materials available in Spanish from the FaithTrust Institute (www.faithtrustinstitute.org):

- Broken Vows: Religious Perspectives on Domestic Violence
- Domestic Violence Awareness Brochure
- Child Abuse Awareness Brochure
- Clergy Ethics Awareness Brochure
- Keeping the Faith: Guidance for Christian Women Facing Abuse

Level of Spectrum - Cross-Sector Collaboration

Working collaboratively with law enforcement, education, medical, religion, media, social services, and other sectors to advance a common agenda.

Team Example: Project Peacemakers and the Holy Tabernacle of God Baptist Church in Los Angeles (LA) have established a collaborative project between the 77th Los Angeles Police Department Division, the LA County DV Council, and faith communities.



Team Stories

Another Step Up II was the result of cross-sector collaboration between the Clergy Council of the Los Angeles Police Department (LAPD) 77th Division, LAPD Chaplain Corps, Holy Tabernacle of God Baptist Church, LA County Domestic Violence Council, as well as local faith communities. A series of 8-hour and 40-hour training workshops were conducted and a framework for follow-up support was established.

At the conclusion of each workshop, participants were asked to sign a commitment to (1) join the fight against domestic/intimate violence relationship, (2) make their faith community a Safe Sanctuary, (3) commemorate DV awareness month, and (4) train their leaders to recognize the signs of DV and steps for helping victims. As the team continues to meet and work with new faith leaders, they encourage them to consider hosting the training workshops in their communities. The team is also conducting presentations at ecumenical groups and local associations.

Project PeaceMakers:

Bernita Walker
PO Box 82361
Los Angeles, CA 90082
(323) 365-7742 walkerppmi@aol.com

Holy Tabernacle of God Baptist Church:

Reverend Dextral D. Alexander
2312 W. Florence Avenue
Los Angeles, CA 90043
(323) 752-9243 dextralalexander@aol.com

LA County DV Council: <http://dvcouncil.lacounty.gov/>

LAPD 77th Division:

http://www.lapdonline.org/77th_street_community_police_station/content_basic_view/6549

Level of Spectrum - Changing Organizational Practices, Protocols and Procedures

Adopting protocols and changing norms to improve safety.

Team Example: License to Freedom and Al-Salaam Mosque are establishing a safe, model mosque in San Diego County, including integrating DV prevention into the mosque's youth, men's, women's, and pre-marital counseling programs.



Team Stories

Pursuing Justice and Happiness Through Faith was implemented by License to Freedom in collaboration with Al-Salaam Mosque. The strong partnership with the Imam and the collaboration between the two institutions increased the project's credibility in the community and facilitated the dissemination and acceptance of domestic violence resources and information.

The project utilized FaithTrust Institute materials to address domestic violence in Muslim communities. Faith leaders recognized the significance of domestic violence and agreed to develop a new protocol, specifically a recruitment plan for installing a domestic violence advocate in the mosque. Furthermore, the mosque introduced a new practice to its Board of Directors and invited the Director of License to Freedom to join its Board—the first time a woman was offered this opportunity. This is a significant step towards transforming the norms of the institution into a safe, model mosque. Through the project, 2,000 domestic violence brochures in Arabic will be distributed.

The project initially faced resistance from board members at the mosque, but through education and collaboration, these challenges were overcome. To become a model mosque, training will be required to improve counseling procedures and support victims.

Tools and Resources

License to Freedom:

Dilkhwaz Ahmed

131 Avocado Ave.

El Cajon, CA 92020

(619) 401-2800

dilkhwaz@licensetofreedom.org

<http://www.licensetofreedom.org>

Educational materials for Muslim communities available from the FaithTrust Institute

(www.faithtrustinstitute.org):

- Garments for One Another: Ending Domestic Violence in Muslim Families
- Change from Within: Diverse Perspectives on Domestic Violence in Muslim Communities
- What Islam Says About Domestic Violence: A Guide for Helping Muslim Families
- Peaceful Families Awareness Brochure

Level of Spectrum - Influencing Policy and Legislation

Developing strategies to change laws and policies on local, state, or national levels.
This first example describes and effort to change policies within local faith institutions.

First Example: The Community Congregational Church of Tiburon and Marin Abused Women’s Services are training and organizing a countywide, interfaith network to develop and implement protocols, practices, policies and procedures that prevent DV.



Team Stories

The Marin Faith Communities Nonviolence Project launched a countywide campaign during the Season for Nonviolence (January 30-April 4) to raise awareness about domestic violence and implement prevention strategies within Marin faith communities. A collaborative partnership was established between Community Congregational Church of Tiburon, Marin Abused Women’s Services, and Marin Interfaith Council to advance the project’s efforts and expand community outreach. As a result of the project, one of the participating churches implemented a Safe Church Policy that includes zero tolerance for domestic violence as well as protocols for responding to abuse.

The main challenge was the level of denial regarding the extent and impact of domestic violence—which is in fact the number one violent crime in Marin County. A crucial part of the project was building relationships with faith and lay leaders who committed to participate in educational events and address prevention. In addition, the team created a domestic violence resource library at Marin Interfaith Council to make training materials and tools from the FaithTrust Institute accessible throughout the county.

To sustain its activities, the project formed an advisory committee with representatives from different faith communities and organizations. The advisory committee meets regularly to discuss and plan countywide events.

Tools and Resources

Marin Faith Communities Nonviolence Project:

Reverend Ann Eichhorn and Reverend Bill Eichhorn

(415) 383-6590

Eichhorn1@sbcglobal.net

Marin Interfaith Council: www.marinic.org

Marin Abused Women’s Services: www.maws.org

Faith Trust Institute: www.faithtrustinstitute.org

Level of Spectrum - Influencing Policy and Legislation

Developing strategies to change laws and policies on local, state, or national levels.

This second example describes an effort to pass state legislation.

Second Example: The California Partnership to End Domestic Violence (CPEDV), a statewide membership organization, reached out to the Lutheran Office of Public Policy of California to support its efforts to restore funding to DV agencies.

Team Stories

During Domestic Violence Awareness Month in October 2009, CPEDV conducted a presentation at the Lutheran Office of Public Policy regarding the state budget cuts, the pending legislation at the time (SBX3 13), and the effects of the cuts on the DV field. CPEDV shared general DV information, DV Awareness Month materials, as well as a portion of a member's testimony from a legislative hearing in Sacramento.

Following the presentation, local church members wrote letters to legislators in support of the funding restoration bill. The Lutheran Office of Public Policy in California has supported other DV-related bills and issues in the past as well as firearm and alcohol regulations.

As a result of widespread advocacy efforts, such as this partnership, Governor Arnold Schwarzenegger signed the bill to restore \$16.3 million to DV shelters.

Tools and Resources

California Partnership to End Domestic Violence: www.cpedv.org

Office of the Governor (CA) Press Release GAAS:632:09:
<http://gov.ca.gov/press-release/13675/> (10/21/2009)

Lutheran Office of Public Policy – California:

Mark Carlson, Director

(916) 447-6666

lutheranadvocate@earthlink.net

Justice for Women in Evangelical Lutheran Church: <http://www.elca.org/Our-Faith-In-Action/Justice/Justice-for-Women.aspx>

For additional information, including technical assistance support and resources, please contact Transforming Communities: Technical Assistance, Training and Resource Center at (415) 457-2421 or at www.transformcommunities.org