

# Welcome to the Trezher Tribe!

Dear Volunteers,

Welcome and thank you for deciding to volunteer with Hidn Trezher! As the founder/director of this organization, I am both proud and humbled by the strides we have made together in our mission to empower and support survivors of sexual assault. Your decision to join us marks the beginning of an impactful journey—not just for those you will help, but for yourself as well. In our first year, Hidn Trezher reached significant milestones that we are immensely proud of. We served over 2,067 people, providing survivors with vital resources and support to aid in their healing and recovery. Our Empowerment Kits, carefully compiled and funded by our compassionate allies, were distributed to numerous survivors, providing them with tools crucial for empowerment. We also launched our Self-Promotion Workshops across several states, aiding dozens of individuals in gaining skills necessary for their personal and economic recovery.

Moreover, our local Survivor Support Groups and the annual Permission to Heal Conference created spaces for education, sharing, and growth, which have been instrumental in our community's healing process. Through our Corporate Training Courses, we've spread awareness and education on mental health challenges within the Black community, reaching nonprofits and corporate entities alike.

This past year, we also forged partnerships with organizations like Code M Magazine and the Prince George's County State Attorney's Office, significantly amplifying our resources and reach.

As we look forward to this year, we are excited about expanding our services, enhancing our training modules, and implementing a robust system to evaluate the effectiveness of our programs. Your involvement as a volunteer is crucial to these goals. Whether you are assembling empowerment kits, facilitating workshops, or helping at events, your efforts are vital to our mission.

Thank you for your commitment to stand with us. Together, we will continue to build a supportive community that champions the empowerment and recovery of survivors. I am looking forward to the incredible work we will accomplish together this coming year.

# Mission, Vision, and Values

Founded in 2022, Hidn TrezHER is a community-serving nonprofit organization providing global health products, services, and solutions to victims, survivors, and victors of childhood sexual abuse and human trafficking. The organization's name is derived from the idea that survivors of childhood sexual abuse often hide their pain and trauma, but by coming together and sharing their stories.

## PURPOSE

The organization's purpose is to provide a safe and supportive environment for survivors to heal and thrive, through virtual workshops, online support groups, and an online marketplace featuring products and services from trauma-informed vendors.

## VISION

Become a global support movement and symbol of hope for childhood sexual abuse survivors by increasing awareness and visibility of the impact on the community and in the global economy.

## OUR VALUES


Our core values guide our principles and decisions to provide physical, emotional, mental, and spiritual recovery. Our values are:

- Enlightening – Enlighten others through education, awareness, and public policy issues.
- Empower others to stand up against childhood sexual abuse gripping many communities.
- Encourage – Encourage others to take at least one step against sexual abuse.
- Compassion – Our compassion for mankind is more than just civility, but it leads us to provide services to help at least one person take 1 step.

Our values are non-negotiable of our work and are applied to all aspects of our organizations work, programs, and staff.


# Our Services/Programs

Additional information can be found for each program in company Standard Operating Procedures.



## Empower Book Kit

By combining an empowering book, a tea cup for relaxation, a pen and envelope for self-expression, and other thoughtful items, we aim to create a holistic reading journey that nourishes your mind, body, and soul.



"More than just a collection of items."

**EmpowerHER - Empower Yourself!**

Remember, you are strong, capable, and worthy of all the success and happiness that comes your way.


Embrace the power within you and let the EmpowerHER Book Kit be your companion on this incredible voyage of self-empowerment.

## # I AM Remarkable

Join an **#IamRemarkable Workshop** and embrace your achievements in the workplace and beyond.

**FREE**

1st Wednesdays every month from 7 to 9pm on Zoom





## TEA & TALK WORKSHOP

**Healing through Connection**  
Empowering survivors of abuse with tea, talk, and support on their journey.



**HideN TrezHER, Inc.**  
www.hidntrezher.org  
O: (202) 930-3108  
Oxon Hill, MD  
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**Purpose**

Join us for an engaging afternoon of tea and conversation with our Leaders and Experts in trauma-informed care and healing for survivors of childhood sexual abuse.

Share personal journeys of healing, insights, and tools for women of color to overcome the shame and stigma associated with sexual abuse and find liberation and empowerment.



## Paint the Night Teal Awards

Celebrating champions of healing: A teal-tinted night honoring experts and volunteers empowering sexual abuse survivors.

Join us for an extraordinary evening!!!

Celebrate and honor the unsung heroes —dedicated experts and passionate volunteers— who selflessly devoted their time, skills, and hearts to empower and uplift survivors of childhood sexual abuse.

Together, we shine a bright light on their invaluable contributions, fostering a community of support, healing, and hope for those on the path to reclaiming their lives and embracing a brighter future. Let us unite in recognition and gratitude, inspiring a world where every survivor's journey is guided by compassion and understanding.





# OUR IMPACT

## FIRST YEAR ACHIEVEMENTS

Summary of milestones such as the number of people served, workshops held, and major partnerships formed.

**+2,067**

Served Survivors, Allies,  
and Community Leaders

**23**

Workshops, Health Fairs,  
Private Sessions, Weekly  
Food Drives, and Conference

### REDUCED POVERTY

Professional Development and Coaching: Improved self-promotion skills of 48 people (survivors and allies) nationally through free monthly IAMREMARKABLE workshops.

#IAM  
Remarkable

### GOOD HEALTH & WELLBEING

Health and Wellbeing: Collaborated with local 4 partners to serve the community through emergency response, trauma response, and weekly groceries.



### MENTAL HEALTH

Recovery Kits: Built and Provided Empowerment Kits to 4 Childhood Sexual Abuse Survivors paid for by allies.



### POWER

Empowered over 40 community leaders and organizations through culturally-sensitive courses ("Permission to Ask: A Black Man's Bridge to Success" and "4Cs for Building Supportive Communities") targeting mental health and support for survivors and allies.



Local Support Groups: Hosted 1st Tea & Talk Workshop to facilitate a platform for survivors to connect and share their experiences, and support each other.

Premiere Annual Mental Health Conference: Provided a safe space for 48 survivors, allies, and community leaders to discuss Sexual Assault and Finances, Being Loved by Others, Forgiving yourself, and best practices for developing a healing journey.



### STRATEGIC PARTNERSHIPS

Strengthened 4 services for survivors of abuse, trafficking and expanded options for survivors of prison experiences and domestic violence through collaborations with Code M Magazine, Reju App, Mental & Emotional Wellness Centers of Ohio, The Agency, and Amazon.



### FUNDING SOURCES

Grants: Received 1st grant through Amazon for \$800

Donors: 22 Donors totaling \$2,400



# 2024 Events

## 2024 Yearly Planner

January

# I AM  
Remarkable

February

# I AM  
Remarkable



March

# I AM  
Remarkable

April



May

# I AM  
Remarkable



June

# I AM  
Remarkable



July

# I AM  
Remarkable



August



September

# I AM  
Remarkable



October

November

December



# I AM  
Remarkable



1st Wednesday of  
the Month

TEA & TALK  
WORKSHOP



1st Saturday of the  
Month



Last Weekend of  
September



Annually Weekend before  
Valentine's Day

Visit [www.hidntrezher.org](http://www.hidntrezher.org) to signup for updates. Follow us on IG @trezhertribe

# Volunteer Schedule

This updated calendar now includes the SHINE Conference Committee Meetings to ensure comprehensive planning and coordination leading up to the conference.

Here's a structured calendar of events tailored to support Hidn Trezher's planned activities from April 14, 2024, through the end of the year. This calendar includes the bi-weekly volunteer Zoom meetings, monthly STAT DC Food Drive, Tea & Talk Workshops, Christmas in July event, and the SHINE Conference. All events are scheduled as described:

## April 2024

- April 15 (Monday): Volunteer Zoom Meeting at 7:00 PM
- April 27 (Saturday): Tea & Talk Workshop at National Harbor, MD
- April 29 (Monday): Volunteer Zoom Meeting at 7:00 PM

## May 2024

- May 4 (Saturday): STAT DC Food Drive in Largo, MD
- May 6 (Monday): Volunteer Zoom Meeting at 7:00 PM
- May 13 (Monday): Volunteer Zoom Meeting at 7:00 PM
- May 20 (Monday): Volunteer Zoom Meeting at 7:00 PM

## June 2024

- June 1 (Saturday): STAT DC Food Drive in Largo, MD
- June 3 (Monday): Volunteer Zoom Meeting at 7:00 PM
- June 17 (Monday): Volunteer Zoom Meeting at 7:00 PM

## July 2024

- July 1 (Monday): Volunteer Zoom Meeting at 7:00 PM
- July 6 (Saturday): Christmas in July event in Largo, MD
- July 13 (Saturday): Christmas in July event in Baltimore, MD
- July 15 (Monday): Volunteer Zoom Meeting at 7:00 PM
- July 29 (Monday): Volunteer Zoom Meeting at 7:00 PM

## August 2024

- August 3 (Saturday): Tea & Talk Workshop at National Harbor, MD
- August 5 (Monday): Volunteer Zoom Meeting at 7:00 PM
- August 12 (Monday): Volunteer Zoom Meeting at 7:00 PM

## September 2024

- September 2 (Monday): Volunteer Zoom Meeting at 7:00 PM
- September 7 (Saturday): STAT DC Food Drive in Largo, MD
- September 16 (Monday): Volunteer Zoom Meeting at 7:00 PM
- September 28 (Saturday): SHINE Conference in Washington, DC
- September 30 (Monday): Volunteer Zoom Meeting at 7:00 PM

## October 2024

- October 5 (Saturday): STAT DC Food Drive in Largo, MD
- October 7 (Monday): Volunteer Zoom Meeting at 7:00 PM

- October 21 (Monday): Volunteer Zoom Meeting at 7:00 PM

#### November 2024

- November 2 (Saturday): STAT DC Food Drive in Largo, MD
- November 4 (Monday): Volunteer Zoom Meeting at 7:00 PM
- November 18 (Monday): Volunteer Zoom Meeting at 7:00 PM

#### December 2024

- December 7 (Saturday): Tea & Talk Workshop at National Harbor, MD
- December 9 (Monday): Volunteer Zoom Meeting at 7:00 PM

This calendar provides a clear schedule of upcoming events, ensuring that all volunteers can plan accordingly and are well-prepared for their roles in each activity.

# TRAINING AND DEVELOPMENT

At Hidn Trezher, we are committed to providing our volunteers with the necessary skills and knowledge to support our mission effectively. To ensure you are well-prepared, we offer a variety of training resources that are accessible and free of charge. These resources are designed to enhance your understanding of the issues faced by the survivors we support and to equip you with the tools needed to be effective in your volunteer role.

Topic	Provider/Description	Access
Understanding Sexual Assault: Tips for Volunteers	This video provides volunteers with an understanding of the dynamics of sexual assault and how to support survivors effectively.	YouTube - <a href="https://www.youtube.com/watch?v=link">https://www.youtube.com/watch?v=link</a>
Effective Communication with Survivors of Sexual Assault	Teaches volunteers the basics of how to communicate effectively and sensitively with survivors.	YouTube - <a href="https://www.youtube.com/watch?v=link">https://www.youtube.com/watch?v=link</a>
Volunteer Engagement Training	VolunteerMatch: Focuses on best practices for recruiting, training, and retaining volunteers.	VolunteerMatch Learning Center self-paced - <a href="https://learn.volunteermatch.org/">https://learn.volunteermatch.org/</a>
Confidentiality Training for Volunteers	A training session on the importance of maintaining confidentiality, particularly when dealing with sensitive information about survivors.	<a href="https://www.youtube.com/watch?v=link">https://www.youtube.com/watch?v=link</a>
TEDx Talks - "Trauma-Informed Care" Playlist	A series of talks providing insights into trauma-informed care, an approach that is essential for working with survivors of any trauma, including sexual assault.	TEDx - Trauma-Informed Care - <a href="https://www.youtube.com/playlist?list=PLsRNoUx8w3rMeoYOLOb_mFL9l2Cecyr8Z">https://www.youtube.com/playlist?list=PLsRNoUx8w3rMeoYOLOb_mFL9l2Cecyr8Z</a>
Khan Academy - "Health and Medicine" Section	Includes videos on mental health, stress management, and coping mechanisms which can be helpful for understanding the psychological aspects of recovery from assault.	<a href="https://www.khanacademy.org/science/health-and-medicine">https://www.khanacademy.org/science/health-and-medicine</a>



PsychHub	Offers videos on mental health, focusing on education and reducing stigma. Useful for understanding various psychological impacts of trauma.	PsychHub YouTube Channel - <a href="https://www.youtube.com/c/PsychHubEducation">https://www.youtube.com/c/PsychHubEducation</a>
Introduction to Fundraising for Nonprofits	Philanthropy University: Learn the basics of nonprofit fundraising strategies and principles.	<a href="https://philanthropyu.org/">Philanthropy University Courses Approximately 3-5 hours - https://philanthropyu.org/</a>
Principles of Trauma-Informed Care	Substance Abuse and Mental Health Services Administration (SAMHSA)	SAMHSA's Trauma-Informed Approach - <a href="https://www.samhsa.gov/trauma-violence">https://www.samhsa.gov/trauma-violence</a>
Guidelines for Safe Listening	Psychology Today Offers guidelines on how to listen to trauma stories safely, for both the teller and the listener.	Safe Listening Techniques - <a href="https://www.psychologytoday.com/articles/safe-listening">https://www.psychologytoday.com/articles/safe-listening</a>

# Code of Conduct

Purpose: This Code of Conduct outlines expectations for all volunteers of Hidn Trezher, ensuring a safe, respectful, and effective environment as we work together to support survivors of sexual assault.

## Respect and Integrity:

Treat all survivors, volunteers, staff, partners, and community members with respect, kindness, and dignity.

Maintain the highest standards of ethical conduct and integrity.

Avoid any behavior that could be interpreted as discriminatory, harassing, or offensive.

## Confidentiality:

Respect the privacy of survivors, volunteers, and all other associates of the organization. Do not disclose any personal information without proper authorization first from the Board of Directors (BOD) and then the Participant.

Handle all sensitive information about survivors and organizational operations with care and confidentiality. Do NOT release any step-by-step information about operational activities without first gaining approval from BOD.

## Professionalism:

Adhere to all organizational policies and procedures.

Represent Hidn Trezher positively in all interactions with the public and other stakeholders.

Avoid conflicts of interest and report any potential conflicts to your Trezher Tribe Leader.

## Compliance and Reporting:

Follow all local, state, and federal laws.

Report any concerns about unethical behavior, policy violations, or illegal activities to the appropriate authority within the organization.

## Dress Code

Purpose: The dress code ensures that all volunteers present themselves in a professional and appropriate manner while participating in Hidn Trezher activities.

### *General Guidelines:*

Wear clean, neat, and modest clothing suitable for the type of activity you are engaged in.

Avoid clothing with offensive or controversial images or slogans, fraternal or Greek organizations, or another company's logo or brand unless they are an official partner of Hidn Trezher, Inc.

For events or meetings, business casual attire is recommended unless otherwise specified.

### *Specific Guidelines:*

For direct service with survivors, wear subdued and non-provocative clothes to maintain a professional and safe atmosphere.

For community engagement events, wear teal, purple, white, or black or a mix of any.

For physical activities such as events setup or distribution drives, wear comfortable clothing and closed-toe shoes.

## **Safety Information**

Purpose: Ensures all volunteers understand and follow safety protocols to protect themselves and others during their volunteer activities.

### *General Safety:*

Anytime you see a participant at an Hidn Trezher event...speak to them. You never know what they may be going through.

Always follow the safety guidelines specific to the event or activity you are participating in.

Report any unsafe conditions or activities to your supervisor immediately.

### *Event Safety:*

Be aware of emergency exits and safety equipment in all venues.

Follow crowd management protocols and cooperate with security personnel during large events.

## **Health Precautions:**

Practice good hygiene, especially when distributing food or handling materials shared by others. Use protective gear as required for specific tasks (e.g., gloves for kit assembly). For example: wear gloves when handling raw meat, wear a mask when interacting with people.

# Confidentiality Agreement

Purpose: To protect the privacy and personal information of survivors and ensure that all volunteers understand their obligations regarding confidentiality.

At Hidn Trezher, one of our paramount concerns is maintaining the privacy and dignity of the survivors we support. As individuals who have chosen to dedicate their time and efforts to this cause, it is crucial that each of you understands and embraces our commitment to safeguarding the confidentiality and privacy of the people we serve.

## Privacy as a Core Value

We believe that protecting the personal information of survivors is fundamental to our mission. It is essential that this commitment to privacy permeates every level of our organization, from the highest ranks of leadership to each volunteer on the ground.

## Confidentiality Protocols

To safeguard sensitive information, access will be restricted to individuals who need it to fulfill their responsibilities. We expect you to adhere strictly to these access controls and to undergo regular training that underscores the importance of confidentiality and the consequences of privacy breaches.

## Informed Consent

Transparency is key in our interactions with survivors. It is important that they fully understand how their information will be used, who will have access to it, and that their participation is voluntary. Consent can be withdrawn at their discretion at any point without detriment.

## Data Minimization

We collect only the information necessary for the specific services we provide. Whenever possible, data is de-identified to prevent association back to any individual, thereby enhancing privacy.

## Secure Data Practices

We employ robust measures to protect the data we handle, such as encryption and secure data storage solutions. Our preparedness extends to having a comprehensive response plan for data breaches, ensuring prompt action to mitigate risks and inform affected individuals.

## Regular Review and Feedback

Our privacy policies and practices are reviewed regularly to ensure they meet current challenges and reflect changes in regulatory requirements. We value feedback from both survivors and volunteers, using it to refine and enhance our privacy measures.

## Transparency and Accountability

We strive to be transparent about our privacy practices and hold ourselves accountable for maintaining these standards. We encourage open communication about our privacy protocols and provide clear avenues for addressing any concerns about potential violations.

## Ethical and Cultural Considerations

In all our data handling practices, we prioritize the autonomy and wishes of survivors, respecting their individual privacy expectations, which may vary widely due to cultural differences.

Your role as a volunteer includes upholding these principles and practices. By respecting these guidelines, you help us maintain a safe and supportive environment where survivors can thrive without concern for their personal information being compromised.

Thank you for your dedication to these principles and your commitment to the survivors we serve.

## Agreement:

I agree to not disclose or discuss any information about survivors, volunteers, or internal procedures without proper authorization.

I will not share any personal data or sensitive information outside of the organization.

This confidentiality obligation continues even after my volunteer engagement ends.

By adhering to these guidelines and agreements, volunteers of Hidn Trezher contribute to a secure, productive, and respectful environment that supports our mission and the communities we serve.

# Media Release

A media release section in the volunteer handbook is crucial for ensuring that all volunteers understand the protocols and permissions associated with sharing and managing media content related to the organization. Here is how you might draft this section:

## Introduction

At Hidn Trezher, we often capture photos, videos, and other media during events and activities, which are invaluable for promoting our mission and sharing our successes. As a volunteer, you may appear in such media, which may be used in communications including, but not limited to brochures, newsletters, websites, and social media.

## Consent and Authorization

### 1. Media Release Form

- All volunteers are requested to sign a Media Release Form upon joining. This form grants Hidn Trezher the permission to use any photographs or video footage that features you during your volunteer activities.
- The form specifies that media captured may be used for promotional, educational, and informational purposes without any compensation to you.

### 2. Scope of Use

Media content may be used in:

Print materials such as brochures and flyers.

Digital content including our website, social media platforms, and email newsletters.

Public relations materials and other communications shared with the media.

### 3. Opting Out

- If you do not wish to be photographed or recorded, please notify the Volunteer Coordinator in writing. We respect your privacy and will endeavor to comply with your request wherever practicable.
- Please be aware that during large events or public activities, complete avoidance of media capture may not be possible.

## Guidelines for Volunteers Using Media

### 1. Personal Use

As a volunteer, you are encouraged to capture and share your experiences. However, it is important to ensure that any media shared respects the privacy of others and aligns with the values of Hidn Trezher.

Always ask for permission before taking photos or videos of other volunteers, staff, or participants, particularly when they are in a vulnerable or private situation.

### 2. Social Media Conduct



When posting images or stories related to your volunteer work on personal social media accounts, please use discretion. Ensure that your content portrays the organization positively and adheres to our confidentiality agreements.

Avoid sharing sensitive information about any individuals we serve without explicit consent.

## Request for Media

If you need official photos or logos for presentations, reports, or other related volunteer activities, contact the Marketing or Communications Department. They will provide you with approved materials that you can use.

This section ensures that all volunteers understand their rights and responsibilities related to media usage and helps maintain the integrity and privacy of the community we serve. By following these guidelines, volunteers can assist in promoting Hidn Trezher effectively while respecting and upholding the values of our organization.

# Frequently Asked Questions for Volunteers

1. What tags should we use when posting to social media?

- HidnTREZHER
- UncoverValueWithn
- LivnProof
- VolunteerWithUs
- EmpowerSurvivors
- MakeADifference
- HealingJourney
- CommunityLove
- VolunteerOpportunities

2. How do I sign up for volunteer shifts?

Answer: You can sign up for volunteer shifts by accessing our online volunteer portal. Once logged in, you can view available shifts and choose the ones that fit your schedule. If you need assistance, please contact our Volunteer Coordinator.

3. What should I do if I cannot make it to a scheduled shift?

Answer: If you are unable to attend a scheduled shift, please notify us as soon as possible by contacting the Volunteer Coordinator. We appreciate early notifications so we can make necessary adjustments.

4. Are there any requirements for becoming a volunteer?

Answer: Volunteers are required to complete an application form and undergo a background check. Certain roles may also require specific skills or training, which will be clearly stated in the role description.

5. What kind of training will I receive?

Answer: All volunteers receive orientation and training specific to their roles. This might include online training modules, in-person workshops, or shadowing current volunteers. Details about the training for each role are provided during the orientation.

6. How can I access the volunteer handbook and other training materials?

Answer: The volunteer handbook and training materials are available digitally on our volunteer portal. Upon completing your initial registration and training, you will receive access credentials.

7. Are there opportunities for advancement within the volunteer program?

Answer: Yes, we value our volunteers and offer opportunities for growth into leadership roles or positions with increased responsibility. Performance reviews and feedback sessions are part of how we identify potential for advancement.

8. Can I volunteer for more than one role?

Answer: Absolutely! We encourage volunteers to explore different roles that match their skills and interests. You can discuss available opportunities with the Volunteer Coordinator to find a suitable match.

9. How is my performance as a volunteer evaluated?

Answer: Volunteer performance is evaluated through feedback from supervisors, peer reviews, and self-assessments. Regular feedback sessions help ensure that you have the support you need and that our volunteering standards are met.

10. What happens if there is an emergency during an event?

Answer: All volunteers are briefed on emergency procedures during their training. Emergency contacts and detailed plans are provided at every event. Always notify your supervisor immediately if an emergency arises.

11. Who can I talk to if I have concerns or suggestions during my volunteer time?

Answer: We encourage open communication and suggest speaking with your direct supervisor or the Volunteer Coordinator. You can also submit feedback anonymously via our volunteer portal.

12. If someone wants to Donate, where can they go?



This FAQ section aims to address common initial concerns, enhance volunteer understanding, and support effective engagement within the organization. **Didn't find what you're looking for? Reach out to our team via [trezhertribe@gmail.com](mailto:trezhertribe@gmail.com) and we'll help you!**

# Your Onboarding Checklist

**New to the Tribe? This list will help set you up for success.**

- ☐ Understand and acknowledge the code of conduct and dress code policies.
- ☐ Understand and acknowledge volunteer agreement and media release forms.
- ☐ Review specific tasks and responsibilities.
- ☐ Confirm schedule and availability.
- ☐ Set up email accounts or communication tools (e.g., Slack, Microsoft Teams).
- ☐ Gain access to volunteer portal and other digital resources.
- ☐ Introduce to the team and key volunteers.
- ☐ Include in any upcoming meetings or group activities.
- ☐ Receive detailed job description and expectations.
- ☐ Schedule and confirm training sessions according to event (e.g., trauma-informed care, confidentiality).
- ☐ Keep updated with newsletters and important announcements.

