



Lumos Transforms
The Resilience Toolkit

IMPACT | 2017

The word ***lumos*** derives from the Latin for *light*.

When we rebranded as Lumos Transforms in June 2017, we thought of the power of light to nurture in a warm, protective glow, to illuminate a dark path, and to inspire innovation and change. This year was marked by national crises, turmoil, and conflict, imposing a sense of oppressive darkness on a landscape already riddled with structural inequities and sociocultural dislocation.

We identified a tremendous need in our clients and communities for new knowledge, new skills, and new strategies to not only recover and stabilize, but to grow and thrive. We served existing clients with original programming, formed new partnerships and collaborations, launched innovative community-based offerings, and created a professional certification program.

Ultimately we recognized that growing resilience and building capacity reconnects us to our communities, environment, and purpose, and this opens the door to sustainable transformational change. As the Civil Rights icon Ella Baker said, *“Give light and the people will find a way.”*



Lumos Transforms

A handwritten signature in black ink, reading "Nkem Ndefo". The signature is fluid and cursive, with a large, sweeping flourish at the end.

Nkem Ndefo

President and Founder
Lumos Transforms

TRANSFORMING ORGANIZATIONS



A resilient workplace means reduced staff burnout, higher engagement, and more flexible, creative problem solving. These are the prerequisites to shifting organizational culture into one of compassionate, sustainable productivity.



43 PARTNERS

152 EVENTS

2890 PEOPLE

We partnered with 43 unique organizations in 2017. Through our transition to Lumos Transforms, many partners opted to continue or expand programs we created with them in 2016. The remaking of our brand clarified our mission for new clients. By focusing on resilience-building, we entered new spaces and served a wider range of organizations — from school districts to healthcare organizations, social justice groups to corporate manufacturers.

MEANINGFUL CHANGE

Our program evaluations reveal meaningful change. In one pilot, staff experienced a **44% drop in burnout** and a **24% drop in vicarious trauma**.

PARTNER SPOTLIGHT

Last year we had the privilege of partnering with a local school for pregnant and parenting teens. Preliminary data shows promising results. Their learners:

- Developed embodied self-awareness of stress.
- Increased their ability to self-regulate inappropriate stress responses.
- Demonstrated globally improved student engagement on a validated questionnaire
- Increased math and language fluency scores for 11th and 12th graders.

TRANSFORMING INDIVIDUALS



INTRODUCING THE RESILIENCE TOOLKIT

“ My anxiety was often in anticipation of not being able to meet the challenges the day may bring. Now just knowing that I can access any of these tools throughout the day has given me a new sense of calm. What a gift.

- Terri Lynn Fucile, Massage Therapist

Attendance in our community programs grew by **97%** in 2017 due to the simplicity, accessibility, and effectiveness of our new, signature program, The Resilience Toolkit.

With a desire to reach people globally as well as locally, we launched The Resilience Toolkit Online. This online option introduced people from all over the world to our suite of mindfulness and movement tools, growing their self-awareness, settling stress, and building internal resourcefulness.

“ I'm more open to making changes to become a better version of me. I'm more aware of my own stress cycle, and now I can do something about it.”

- Isabel Barber, LVN, Yoga Instructor, Care Giver



COMMUNITY STEWARDSHIP

In-person sessions of The Resilience Toolkit are priced according to the median income of the host location. Combined with our scholarship program, this advances our goal to make The Resilience Toolkit accessible to all communities.

TRANSFORMING COMMUNITIES



We bring **transformative resilience** to those who need it most.

“ I feel like I’m re-discovering myself.

- Exodus Recovery Client

Our internship partners transitioned with us to Lumos Transforms in 2017. Eager to offer The Resilience Toolkit in an official capacity, these organizations seamlessly integrated The Toolkit into their existing programs. Through these partnerships, we served some

of Los Angeles’ most under-resourced communities at *no cost* to our partners or their clients. The Resilience Toolkit was hugely impactful for these organizations, and we saw a **52% increase** in class attendance.

62 DONORS

211 GROUPS

708 PARTICIPANTS

This internship program was almost entirely crowd-funded by 62 unique donors. Through the generous donations of our supporters, our interns *deepened their capacity* and *expanded their skills* post-certification. At the same time, they brought this simple, effective, and self-empowering framework to marginalized populations.

INTERNSHIP PARTNERS

HOMELESS
HEALTH CARE
LOS ANGELES

**EXODUS
RECOVERY**
The pathway to freedom begins with you.


CANCER SUPPORT
COMMUNITY.
PASADENA


PROGRAM *for*
TORTURE VICTIMS

TRANSFORMING PROFESSIONALS

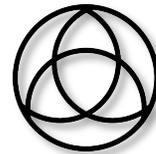


Our first group of Certified Resilience Toolkit Facilitators graduated in 2017, and we admitted a second cohort that is expected to complete in late winter 2018.

“ This training shifted my paradigm when it comes to online learning. The level of organization, the multi-level of presentation, and the depth and breadth of knowledge that is layered so professionally in this certification astounded me.”

- Sandra Larsen, CPT

The Resilience Toolkit Facilitator Certification program is a rich experiential process. The blended online and in-person format includes clinical mentorship and peer-supported learning over 16 weeks. Graduates deeply embody the framework and confidently take The Toolkit into the world.



THE RESILIENCE TOOLKIT

INVESTING IN RESILIENCE

Demonstrating cross-sector interest in implementing our resilience-building methodology and framework for behavior change, organizations sponsored their employees' certification in record numbers.

EMBODYING DIVERSITY

Our trainees embody diversity. People of color are well represented and many trainees are bilingual/bicultural. Educational and professional backgrounds include early childhood and primary education, social work, counseling, psychology, legal and policy advocacy, nursing, community outreach, physical therapy, yoga, and fitness. Geographically, trainees hailed from 5 US states and 2 Canadian provinces.