



HOPE-Full Workplaces:

Building Systems That Uplift and Empower

Meet the Presenter



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Education: BS in Psychology, MA in Child Advocacy and Policy

Roles: Founder, Director, Forensic Interviewer, Toilet Cleaner/Trash Collector

Passions: College football, being on the water, always in tennies

Fuel: Diet Coke and ground turkey

Balancing the Story

Today is about exploring strength and potential, not adding pressure or creating unrealistic expectations.

Quick Reflection

"What's one positive experience—big or small—that shaped who you are today?"

That's HOPE in action—
even if you didn't have a name for it at the time.



The HOPE Framework

Developed by Tufts Medical Center, HOPE stands for **Healthy Outcomes from Positive Experiences**. It's not a program—it's a lens through which we view our work and relationships.



Relationships

Feeling genuinely connected and supported by others who show up consistently



Environment

Experiencing safety, stability, and equity in physical and emotional spaces



Engagement

Feeling truly involved, valued, and having meaningful voice in decisions



Emotional Growth

Learning to understand, express, and regulate emotions in healthy ways

Key insight: Small moments create lasting impact. HOPE builds through everyday interactions, not grand interventions.

Becoming a Hope Informed Organization

Five Standards of Practice:

- Knowledge of the HOPE Framework
- Support family strengths & resiliency
- Provide anti-racist & culturally resonant care
- Create and amplify HOPE Building Blocks
- Practice continuous learning & improvement





Our Action Plan:

1

Add HOPE to UVCAC job descriptions.

2

Add HOPE to UVCAC strategic plan.

3

Add HOPE inspired questions to the UVCAC intake forms.

4

Add HOPE inspired art/quotes to the building.

HOPE in Community: Real Stories, Real Impact



Small Shifts Create Big Outcomes



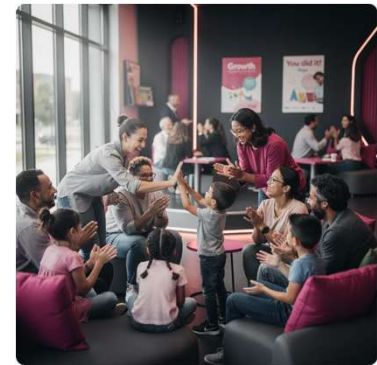
Changing Language



Slowing One Conversation



Asking Hopeful Questions



Celebrating Progress

Reflection: "What's one small shift you could make this month that would move your practice toward HOPE?"



Hope Is Contagious

1. You're already doing this!

2. What if HOPE became as routine as risk assessment?

HOPE doesn't deny trauma. It insists that trauma isn't the whole story—and that positive experiences can be just as powerful in shaping outcomes.

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Contact Me!

Other topic presentations:

HopeWorks Professional Series(4 Modules)

The HopeWorks Professional Series is a multi—series workshop (virtual or in person) giving helping professionals practical tools, real-world strategies, and heart-led guidance to sustain themselves and strengthen client and community resilience.

You're the Executive Director of a Nonprofit: Now What?

A guide for new Executive Directors to lead with clarity, confidence and a plan—while keeping their sanity intact.

Running a Nonprofit in a Rural Area

Explores how rural nonprofits can meet local needs, build strong communities and drive meaningful impact with limited resources.

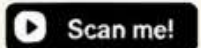
The Business of Running a Child Advocacy Center(CAC)

A practical and honest look with real strategies dedicated to what it really takes to run a CAC—juggling challenges, managing operations, and making a difference.

Customized Presentation

I bring the message - you bring the context. Together, we'll make it resonate.

GET IN TOUCH



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2026 HeartFirst Retreat

Manzanita, Oregon **Sept 18-21st**

Oregon Coast Transformational Retreat

Step away, breathe, and fully show up for yourself.

- ✿ Grow your confidence, lead with heart, and build resilience
- ✿ Energy healing + private 1:1 sessions
- ✿ Oceanfront rooms, chef-prepared meals & curated swag
- ✿ Interactive activities & professional photography

*Perfect for **leaders, helpers, and high-capacity humans** who are ready to recharge, reconnect, and return home grounded, confident, and renewed.*

Rooms: Private kings & queens, shared options, or cozy bunks.
(Limited availability)

Optional group shuttle from Portland International Airport.

All logistics are handled — just arrive ready to relax, connect, and transform.

