



The Tale Twister

Cullman Lions Club

August 3, 2026

Program

Lion Scott Starosta introduced our speaker, Dr. Rebeckah Lloyd. Scott noted that she is with 61 Ministries and doing great things in the world of recovery from trauma and its associated addiction and psychological issues. She attended Cold Springs, and fondly remembers marching in the Fair Parade. She is also a United States Army combat veteran, leadership consultant, researcher, author, and trauma survivor.



Lion President Jeff Lawson and Lion Scott Starosta flank Dr. Rebeckah Lloyds as she accepts token of appreciation for her presentation.

One gap that she felt was not being adequately addressed in many recovery programs is trauma. She has volunteered her expertise in this area at the Foundry Farm. To quote, "They are experiencing trauma also, so I came up with a program, and it's called Bound and Set Free. And so it's a Christ-centered eight-week recovery program that helps with emotional healing and is rooted in addressing trauma. So what it is, or what it's not, is it's not therapy, it's not counseling, but it's an opportunity to come together and become aware of our emotions. And I have found, so I do assessments for

everyone that comes in. 97% of individuals that have come through the program have experienced at least one trauma in their lives. Now these people are in recovery, so the percentage is higher. But sitting in this room, in general, one in three of us has experienced a trauma in our lives, and that one in three, you probably experience two or more, 70% of that data set. Okay, so that's a lot of trauma sitting in this room, whether we've admitted it or not, so the people that are in recovery --- they're not unlike individuals that don't have substance abuse or alcohol disorders, right? Because we've all developed unhealthy coping skills over our lifetimes. Some of us continue to do those. Some of us have grown out of it. It just so happens that substance-abuse and alcoholism can lead to illegal behaviors, right? So the problem is still trauma. So I created this program, and I'm so excited because I've had 17 people now graduate the program. I am offering it at the Refuge and Recovery at their program."

She has also applied this idea of trauma into aspects of **Leadership**. Leadership has traditionally been associated with qualities such as confidence, decisiveness, vision, and the ability to motivate others. Dr. Rebekah C. Lloyd believes another quality deserves a place alongside them: the ability to understand how people's past experiences, stress, and trauma can influence the way they respond to leaders, coworkers, change, and challenges.

Consider the following ideas: Every person brings a history into the room. Good leaders cannot know every part of that history, nor should they try. They can, however, create



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environments characterized by consistency, respect, appropriate transparency, empathy, and trust. They can listen before assuming. They can remain calm when someone else is struggling. They can communicate clearly during uncertainty. They can hold people accountable without humiliating them. And they can recognize that sometimes what appears to be a difficult person may actually be a person experiencing a difficult situation.

One of the most valuable lessons of trauma informed leadership is learning to become curious about behavior rather than immediately judging it. Consider an employee who suddenly becomes withdrawn during organizational change. A traditional response might be: Why is this person being resistant? A trauma-informed leader may ask a different question: What is causing this person to feel threatened or uncertain, and what information or support would help? That difference may appear subtle, but it represents a significant change in leadership thinking.

The objective in this aspect of leadership is not to excuse poor performance or eliminate accountability. Effective organizations still need expectations, standards, deadlines, and consequences. Trauma-informed leadership instead asks leaders to combine accountability with understanding. Dr. Lloyd's research identifies several behaviors associated with this approach, including understanding trauma, regulating distress, empowering others, and practicing emotional healing. Leaders must still achieve results, but increasingly they must understand the human factors that influence those results

The broader objective is to create workplaces characterized by empathy, trust, adaptability, and resilience. Dr. Lloyd's approach can have implications for familiar organizational problems: burnout, employee turnover, conflict, absenteeism, resistance to change, and declining engagement. Her work does not ask organizations to choose between compassion and performance. Instead, it suggests that understanding people more fully can help organizations achieve both.

Other Business

Doug Spradlin was in attendance tonight, following his recent heart surgery. Lion Javon Daniel, who has a heart condition, remains in stable condition, but is currently limited to restricted activities.

Lion Sean Scofield and Lion Milford Parrish helped out with the Lions Sight vision van at the Good Samaritan Clinic on Wednesday, August 5th.

Boards of Directors for both Lions Club and Cullman Fair Association will meet at the next meeting on Aug. 10th.

Lion Craig Gadow announced that at least 3 more volunteers are needed to pack-up and deliver diabetic supplies to the schools. He recommended that we try to do it one evening after the regular Lions Club meeting; this needs to happen soon since school is starting soon. He also announced that the USA-Canada Forum is going to be in Huntsville next year on Labor Day weekend for the entire State. He has some unique coins and pins as a money-making offering, commemorating this event -- \$25 for the coin

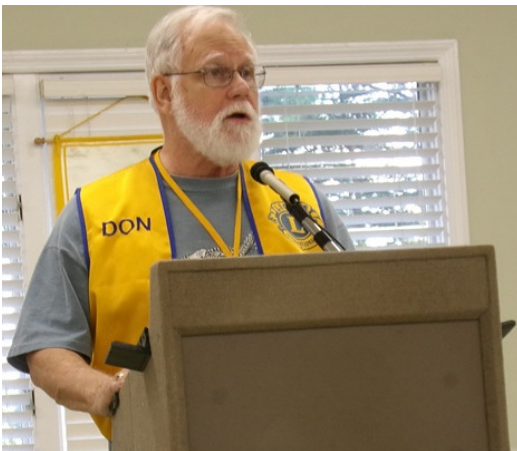


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and \$5 for the pin; he has a QR code that you can scan to order a set, or just tell him and he can order for you. He also noted the award that Lion Riley Smith received, as detailed in last week's Tale Twister (the Presidential Medal of Leadership for his work with Alabama Lions Sight and its Board); Lion Riley was given a round of applause from our members.

Lion Don Smith announced \$1,000 scholarship awards as follows: Walt Britt, Kylie Brooks, Leah Bird, Audrey Floyd (Lion Chad Floyd's daughter), Emma Osborne (Lion Freddie Osborne's granddaughter), Parker Powell, Emma Ray (Josh Ray's daughter), and Grace Stidham. He also stated that we would be sending these scholarships directly to the students, rather than trying to go through the all the red tape of working with the registrars in all the different college offices, which is very difficult.



Lion Don Smith

With the Fair coming up is a couple of months, Lion Scott Starosta will be taking

orders for the yellow Lions t-shirt. Get with him for size & short or long sleeve preference.

Upcoming Programs and Events.

August 10: A Spokes-person from The Link will present our program.

Aug 15: Lions District 34-A Cabinet Meeting at 9:00 a.m., Owens Crossroads Methodist Church

TBA: Dr. David Tyree from Animal Health Services will discuss cattle testing and other services provided by his organization.

TBA: Spokes-person from Hope's Horses will be our speaker.

TBA: Spokes-person from Master Gardners will discuss wildflowers and plans for use of the new greenhouse just completed on the Fair Grounds.

Sep 26: Fair Parade. Details to follow.

Oct. 15 through 24: Cullman County Fair.

Tale Twister Input

If you need something special or to report a correction in the *Tale Twister*, see Lions Carey Thompson or Don Smith at the meetings. Lion Carey can be reached at 256-426-3207 (C). Lion Don can be reached at 256-737-7433 (H) or 256-426-7722 (C).