

# REENTRY PACKET

Your Customized Guide to Support your Successful Transition



National Web-based Reentry Resource Center

[www.fairshake.net](http://www.fairshake.net)

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# PRE-RELEASE INVENTORY

Additional items to add to your list!

## 1. List the gifts that you bring with you!

- Include your courage, determination and authenticity.
- Your ability to listen well and offer the greatest gift a person can give: your attention.
- The special tools and skills you've developed to share with employers, coworkers, customers and clients.
- Expanded knowledge, compassion and commitment to those who are close to you.
- The unique perspective, and pro-social community-building skills that you have to construct the future with others!



## 2. Prepare for tough times. Write down book titles, articles, names of friends and family, and community resources you can turn to when things are tough; or when you feel down or vulnerable. When it's difficult to reach out to people; books may be a good place to start.

## 3. Check for "Over-Confidence". It's crucial to be confident...but foolish to be over-confident! Here are a couple of ideas to locate and address possible points of overconfidence:

- + Play "Devil's Advocate". Be critical and pessimistic. If possible, solicit the help of a friend or a young person. (In general, the young are better at this than adults.)
- + Resist comparing yourself to others. Everyone does things differently!
- + Listen to, and address, concerns or criticisms from others. This doesn't mean you need to argue with them or change course. Just check to see if you are fully considering their perspective.
- + Mix modesty and humility with enthusiasm.

## 4. Remember: you've got a lot of choices ahead! There's always more than one option, and almost always more than two. Try to find at least 4 options from which you can build or blend options to create your best opportunities!

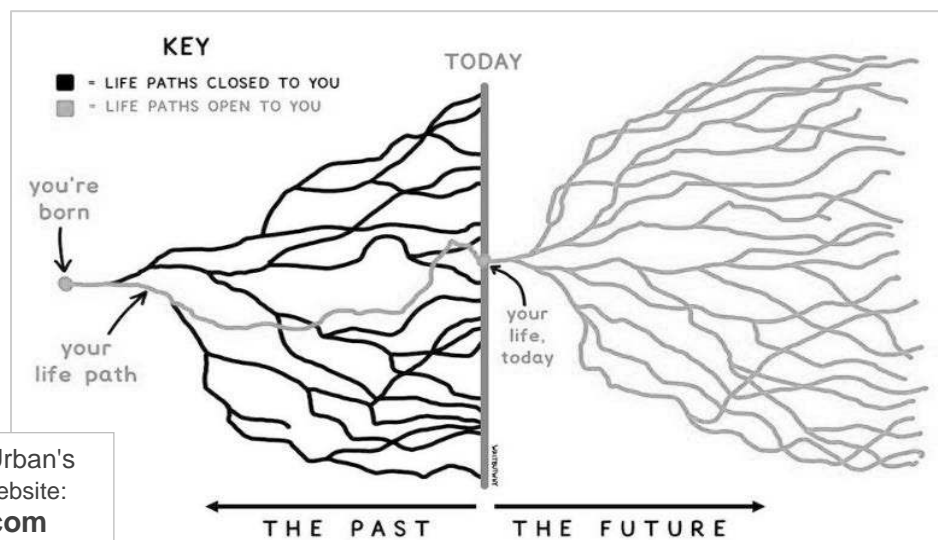


Image from Tim Urban's  
**Wait But Why** website:  
[waitbutwhy.com](http://waitbutwhy.com)

# AGENCY and ACTION

What can we do,  
with what we have,  
where we are,  
right now ?

\*\*\* We can get ready for change; ready to build what comes next; ready for the unknown! We can read, write, plan, draw, and think – as a strategic problem solver and community building collaborator.

\*\*\* We can stay flexible...mentally and physically...so that whatever comes, we will be ready and able to adjust and contribute.

\*\*\* We can reflect, and deepen our understanding and compassion.

\*\*\* We can consider the things that we would most love to give our deep attention to and consider how our unique gifts could bring strength to the areas we are most passionate about.

\*\*\* We can gather tools and build skills that we will need such as attending to issues with anxiety, depression, loneliness, self-doubt; or deepening skills we already have and which are so hard to find such as listening and caring.

\*\*\* We could learn something important for community building, so we can share it with any community we join.

\*\*\* Feel free to reach out to Fair Shake to see if we can connect you with a group of people who are working in the area where you would like to invest your efforts: [outreach@fairshake.net](mailto:outreach@fairshake.net).

Wishing you all the best through your transitions to come! Your success is important to me...and to our future together. **Ubuntu!**

## Fair Shake's

# MYTH-BUSTERS



**Myth: FALSE DICHOTOMIES** – The idea that you must choose between two options: Yes or No. Good or Bad. Right or Wrong. Candidate A or B. Rise or Fall. With Us or Against Us. Science vs Religion. Rational vs. Emotional. Individual vs. Group. and one that I've heard a lot in my life: "That's a man's (sport, job, perspective); it's not for women". (a form of yes or no) Whenever you need to make a choice, see if you can find 4, 5, or even 10 options!



**Myth: WE STOP LEARNING** – If I had never touched a flame before I turned 58 years old, I would learn to never touch one in the future if I touched one today. We acquire information constantly and we organize it into meaning. We may even care enough to find out how what we learned relates to what we already know and believe. One thing school failed to teach us is how to learn, and how to discern what we learn. The 'information sources' today are louder, strangely influential, and grossly incomplete. To get the full picture, we have to dig for information and ask good questions, while also trying to avoid getting overwhelmed or trapped. We must keep learning, and as we learn, we can learn to live together better! We do not have to accept limitations or acceptable levels of suffering. We are NOT STUCK. We can learn...and then change...whatever we want. "There is no inevitability as long as there is a willingness to contemplate what is happening." - Marshall McLuhan (author of The Medium is the Message)



**Myth: MERITOCRACY** - The more you learn the more you earn', 'you can make it if you try', 'pull yourself up', etc. Many ways to reinforce the idea that the people who have the money and the stuff are successful because they earned what they have, they got all their money through hard work and a shrewd (including a 100% respectful, environmentally-sound and firearms-free!) investment strategy. If only. Investing is almost never in line with our humanity values...yet it is always in our best interest to invest in humanity. Meritocracy is justified stratification; people above others for their achievements. Michael Sandel said: "We've slid into the assumption that the money people make is the measure of their contribution to the common good." I wonder how the merit idea would work if we increase accolades and 'status' based on care about others?



**Myth: INCARCERATION PAYS A 'DEBT TO SOCIETY'** - Why do we keep repeating this? Members of society believe that incarceration and the judicial system costs them money; they do not feel that they have been paid in any way. How could they? The only debt that has been paid is the one requested and required by a heartless and hungry punitive system. Society has little faith that 'the system' is providing the information necessary to reengage successfully. Together, we can change this. The 'justice system' is the only group getting paid.



**Myth: WE ARE FRAGILE** - The "Helping" Industry relies on us being weak. ACE (Adverse Childhood Experiences) scores may describe some aspects of people, but they in no way represent who we are. Many of us with high ACE scores have also become even more than resilient, we are now anti-fragile because of our challenges. This means that the adverse conditions made us stronger than we would have been without them.



**Myth: TV NEWS INFORMS YOU OF WHAT IS GOING ON** All you get from any single news source is what they want you to see and believe. What they show us is what their sponsors want them to show us. Sponsors demand support, so the advertisements determine the 'news' you'll see on TV. Social Media cannot be counted on to inform us of anything but an opinion. To get more pieces of the whole story, we must consider information offered by many news sources.



**Myth: WE NEED AUTHORITY AND MONEY TO 'FIX' OUR CHALLENGES** - Why would we ask the institutions, and the people who are complicit in maintaining them, to fix the problems they created? Winona LaDuke says: "You shouldn't let your dealer tell you what you need." Are we frustrated enough yet to work on the solutions together? We've been trained to believe these myths:

- Experts and 'science' have the solutions to our challenges; they will provide the relief for our suffering. Q: What if they are the cause of our suffering?
- Money will fix our problems. Does money build trust, cooperation and feelings of confidence? We have gifts to share with each other. Our focus on money continues to take away our power. Money does not give us power. Feelings of agency, support and capability give us power!



**Myth: INDIVIDUALISM** – Individualism is said to be a “fundamental American principle” so is authoritarianism, lying, stealing, false superiority and also the myth of the 'self-made' person and "united we stand".

**INTERDEPENDENCE**, on the other hand, is a fundamental planetary principle. We can easily see our impact on the environment and on each other because of our insatiable pursuit of more stuff; a belief created to fill the hole created by 'individualism'. The Rev. Desmond Tutu reminded us that "the solitary individual" is a contradiction in terms.



**Myth: "FREE-MARKET CAPITALISM"** - You'll find that file between Easter Bunny and Santa Clause. The game is rigged. Capitalism offers some opportunity, but 'the market' does not **respond to our needs**. Instead, it manufactures our desires and externalizes unhealthy costs.



**Myth: NOTHING WORKS:** Roger Martinson wrote, "the represent array of correctional treatments has no appreciable effect - positive or negative - on rates of recidivism of convicted offenders." In the magazine Public Interest (1974), he stated, "rehabilitative efforts that have been reported so far have no appreciable effect on recidivism." The way that I read this is: the ineffective 'programs' supplied by the prisons (or whomever else) did not impact the already low (compared to today) recidivism rate. He said that no single thing works because we are unique. We are not robots. One thing that always works is 100% pro-social: it's us working together!



**EMPLOYMENT AND EDUCATION REDUCE RECIDIVISM** Only YOU "reduce recidivism". You and nothing else. It is up to you to utilize education or employment opportunities to support your reentry success; YOU get full credit for how you apply your gifts. After all, employment and higher education did not keep Jeff Skilling, Bernie Madoff, Martha Stewart, Bill Cosby, Charles Kushner, or several elected representatives, out of prison.



**CRIMINOGENIC NEEDS** Incarcerated people have basic human needs; the same needs we all have. You are not different. This is yet another attempt to scientize othering.



**Myth: EXPERTS KNOW WHAT'S BEST**

Experts have agendas. Always consider who is paying the 'expert'. Non-profit status does not automatically indicate integrity. Professional 'fixers' are often poor listeners. Prisons, schools and hospitals tell us what we need, they rarely ask what we think or feel. How can they 'help' if they don't hear? We can learn to listen to ourselves and each other by asking questions. We can work, care, and grow together to build our capacity for complexity, cooperation, constructive learning, critical thinking, and agency! We are the 'experts' we've been waiting for.

# EDUCATE YOURSELF!

Once you have learned to ask questions - relevant and appropriate and substantial questions – you have learned how to learn and no one can keep you from learning whatever you want or need to know.

- Neil Postman

You either learn your way towards writing your own script in life, or you unwittingly become an actor in someone else's script.

- John Taylor Gatto

College Correspondence Courses: Be sure to ask about the Pell Grant!

## Adams State University

Correspondence Education Program  
208 Edgemont Blvd., Suite 3000  
Alamosa, CO 81101  
719-587-7671  
<https://www.adams.edu/academics/print-based/prison-college-program/>

Free non-credit courses!

## College Guild

P.O. Box 696  
Brunswick, ME 04011

## Colorado State University-Pueblo

### Division of Extended Studies

2200 Bonforte Blvd  
Pueblo, CO 81001-4901  
719.549.2100  
[csupueblo.edu/extended-studies](http://csupueblo.edu/extended-studies)

## Ohio University Correctional Education

Haning Hall 102  
1 Ohio University Dr.  
Athens, OH 45701  
800.444.2420  
[ohio.edu/online/programs/print/correctional](http://ohio.edu/online/programs/print/correctional)

## Freshman Year For Free!

[www.modernstates.org](http://www.modernstates.org)

MODERN STATES

MODERN STATES and the CLEP exam - Modern States' program: Freshman Year For Free, is intended to let students earn up to one year of college credit without tuition or textbook expense. They provide recorded courses, and the cost of testing, using CLEP exams (see below). Free to all who qualify! You can start studying for the courses below now!



**Get college credit with what you already know!**

**CLEP** offers 33 exams in five subject areas at over 1,800 college test centers, covering material generally taught in the first two years of college. By passing a CLEP exam, you can earn 3 to 12 college credits. Exams cost \$80. There are text exams for you to use to prepare.

## College-Level Examination Program (CLEP)

P.O. Box 6600  
Princeton, NJ 08541-6600  
Phone: 800-257-9558 or 212-237-1331

[clep.collegeboard.org](http://clep.collegeboard.org)

### List of CLEP Exams: Match with OpenCourseWare Classes!

American Literature	Western Civilization I: Ancient Near East to 1648
Analyzing and Interpreting Literature	Western Civilization II: 1648 to the Present
College Composition and Modular English Literature	Science and Mathematics
Humanities Foreign Languages	Biology
French Language (Levels 1 and 2)	Calculus
German Language (Levels 1 and 2)	Chemistry
Spanish Language (Levels 1 and 2)	College Algebra
History and Social Sciences	College Mathematics
American Government	Natural Sciences
Human Growth and Development	Pre-calculus
Intro to Educational Psychology	Business
Introduction to Psychology	Financial Accounting
Introduction to Sociology	Introductory Business Law
Principles of Macroeconomics	Information Systems and Computer Applications
Principles of Microeconomics	Principles of Management
Social Sciences and History	Principles of Marketing
History of the United States I: Early Colonization to 1877	
History of the United States II: 1885 to the Present	

THE FAIR SHAKE WEBSITE ALSO LISTS MANY FREE ONLINE LEARNING OPPORTUNITIES!



# MODERN STATES Freshman Year Free™!!!

## MODERN STATES + CLEP exam

Modern States Education Alliance is a non-profit dedicated to making a high-quality college education free of cost and accessible to any person who seeks one. Its founding principle is that access to affordable education is fundamental to any philosophy that respects all individuals, and fundamental to the American dream.

Modern States' program, *Freshman Year for Free™*, is intended to let students earn up to one year of college credit without tuition or textbook expense.

Modern States is partnering with edX, the leading online learning platform founded by Harvard and MIT. Modern States has given edX the money to complete the development of more than 30 high quality freshman college courses, taught by some of the world's leading universities and professors. Each course includes online lectures, quizzes, tests, and other features. Textbooks and materials will also be provided online, free of charge.

The courses are designed to prepare students for the major "Advanced Placement" (AP)\* or "College Level Examination Program" (CLEP)\* tests offered by the College Board, including subjects such as History, Computer Science, Math, English and Economics.

According to the College Board, more than 2,000 traditional colleges and universities already offer credit to students who pass AP and CLEP tests. Students can take one course or many courses from Modern States, and then – by passing the AP or CLEP exams – can begin with up to a full year's worth of credit after they enroll in traditional college, making Modern States an "on-ramp" to college. Modern States hopes to provide links for students to tutoring, mentoring and college advising groups as well.

## Modern States

787 Seventh Avenue 49th Floor  
New York, New York 10019

### Open to Everyone

In short, Modern States works like a global digital public library of great college courses. Enrollment in Modern States courses will be "massively open" to all people without regard to age, location, family income, nationality, prior credits or other factors. The courses may also provide a critical "road back" for students who have left the traditional US college system. Modern States is not in opposition to any traditional college and recognizes that a four-year residential experience at an established university is the preferred alternative. However, such an opportunity is out of reach for many people, given the high cost of tuition and other factors.

Modern States was initially conceived and funded by businessman and philanthropist Steve Klinsky (the CEO of Modern States), but has grown as an alliance with the guidance and support of other education and foundation leaders. College systems with over two million students have affiliated with Modern States Education Alliance, including systems in New York, Texas, Ohio, Indiana and Tennessee.

Working closely with Klinsky is Pulitzer Prize winner David Vise, Executive Director of Modern States. The author of four books, Vise was a reporter at The Washington Post for more than 20 years before joining the investment firm New Mountain Capital as a Senior Advisor.

Modern States is a philanthropy intended to increase global access to high quality education and seeks to partner with others who share its goals.

[www.modernstates.org](http://www.modernstates.org)



As of this writing, CLEP tests are not offered in prisons.

***Let's change that!***

# ASA J. PETERS

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1514 Campbell, D1 Jefferson City, Missouri 64108  
(816) 667-0421 (816) 992-1421

## **AREAS OF RELEVANT SKILL**

Multi-dimensional individual with experience as **heavy equipment operator, driver, or laborer** with technical knowledge in surveying, welding, and general maintenance. Excellent safety record and willingness to do more than what is expected. Communicate and interact effectively with diverse cultures.

- **Heavy Equipment Operations:** Forklift, Tractor, Loader, Backhoe, Motor Grader, Track Loader, Bulldozer, Bobcat Skid/Steer Loader, Scraper
- **Driver:** Dump Truck, Over-the-Road
- **Technical:** Surveying, Welding
- **Maintenance:** General, Preventative, Carpentry, Painting

## **EDUCATIONAL BACKGROUND**

Linn State Technical College

Heavy Equipment Operator Certificate Course

Welding; Blueprint Interpretation; Surveying; Preventative Maintenance

American Truck Driving School

Over-the-Road Truck Driving Certificate Course

Northwest Missouri Community College

Introduction to Computer Information Systems; Basic Programming; Data Files; Structural Programming; Microcomputer Operating Systems

## **EMPLOYMENT HISTORY**

TEMPORARY ASSIGNMENTS, Jefferson City & Cameron, MO

- Store Clerk/Stocker
- Library Clerk/Data Entry Clerk
- Computer Operator/Data Entry Clerk
- Chapel Head Clerk
- AM/PM Baker/Store Clerk

LINN TECHNICAL COLLEGE, Linn, MO

- Maintenance Technician – General maintenance, cleaning, carpentry, and lawn care.

SPRINGFIELD PARKS AND RECREATION DEPARTMENT, Springfield, MO

- Laborer, Park Maintenance

MAZZIO'S PIZZA, Springfield, MO

- Delivery Driver

DRIVEWAY PAVING, Toledo, OH

- Dump Truck Driver/Laborer

NORTH AMERICAN VAN LINES, Ft. Wayne, IN

- Over-The-Road Driver

This resume example created by and for *Expert Résumé's for People Returning to Work*

Wendy S. Enelow and Louise M. Kursmark  
2003 JIST Publishing Inc. Indianapolis, IN

# ARTHUR F. ECK, JR.

639 Arcadia Street    Rochester, NY 12239  
387-458-3241

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## OBJECTIVE

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### *BREAKFAST and LUNCH COOK*

To assist a restaurant in attracting and retaining a strong customer base,  
by applying a passion for the culinary arts and a strong work ethic.

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## PERSONAL PROFILE

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- Experience working in a kitchen environment, filling orders and developing menu items.
- Ability to get the job done by employing critical thinking and problem resolution skills.
- Work well as a team player and independently with very little supervision.
- Received commendations for being dependable and hardworking.
- Bilingual, Spanish and English.

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## COOKING SKILLS

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- ✓ Prepared a selection of entrees, vegetables, desserts, and refreshments.
- ✓ Cleaned the grill, food preparation surfaces, counters, and floors.
- ✓ Met high quality standards for food preparation, service, and safety.
- ✓ Trained and supervised workers.
- ✓ Maintained inventory logs and placed orders to replenish stocks of tableware, linens, paper, cleaning supplies, cooking utensils, food, and beverages.
- ✓ Received and checked the content of deliveries and evaluated the quality of meats, poultry, fish, vegetables, and baked goods.
- ✓ Oversaw food preparation and cooking.

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## RESTAURANT EXPERIENCE

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**Kitchen Worker** – State of New York (Coxsackie Correctional Facility); Coxsackie, NY  
**Short Order Cook** – Rockies Breakfast Bar; Rochester, NY  
**Prep Cook/Laborer** – New World Diner; Rochester, NY  
**Lunch and Dinner Cook** – Albany's Italian American Restaurant; Albany, NY

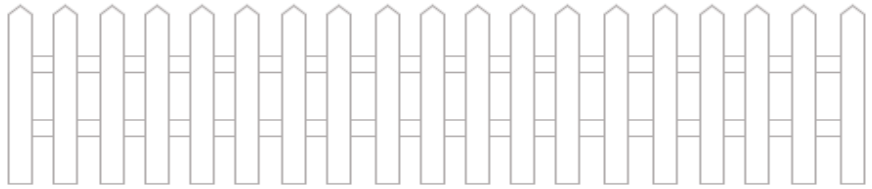
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## MILITARY SERVICE

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**U.S. Navy** – Machinist Mate E-3 – *Honorable Discharge*  
*GED obtained*

# Boundaries



*I didn't set this boundary to offend you or to please you.*

*I set boundaries to manage the priorities and goals that I have set for my life. - Unknown*

If I can't say "no", then my "yes" has no meaning. – Peter Block

Boundaries define us. They define what is me and what is not me. – Dr. Henry Cloud

Good boundaries protect you; they protect and preserve your goals, your time, your health and your identity.

I explore this crucial topic here with the help of several guides, including The School of Life, Mark Manson and Dr. Henry Cloud, who have written careful and thoughtful articles that illuminate tricky aspects of boundary setting.

From The School of Life: *because most of us have not been educated in this byway of emotional maturity, (our) boundaries are either non-existent or else get thrown up in a jerky and destructive manner. It takes a little self-confidence and courage to be able to notice just how bad we may be at the art of boundary-laying. We may have spent a large chunk of our lives already in an essentially passive relationship to everyday infringements by people close to us. But we aren't a piece of helpless flotsam on the river of others' wishes; we have agency, direction and – as it were – a rudder. The price to pay for affection isn't compliance. We can prove loveable and worthy of respect and at the same time, utter a warm-sounding and definitive 'no'.*

Mark Manson reminds us: taking responsibility for your own actions and not blaming others are two of the pillars in Nathaniel Branden's *Six Pillars of Self Esteem*. People with high self-esteem have strong personal boundaries. And practicing strong personal boundaries is one way to build self-esteem.

Boundaries protect and preserve our time for thinking (or not thinking) and doing for ourselves. Time that we need to work toward our own unique goals, including meeting with new people, outside our usual circles!

We also need to create healthy boundaries around our learning, our growth and our change. Once we start to make changes in our lives, we will find that some people do not support our growth and will try to convince us to stop, or to once again do what we used to do when we did not have the knowledge we have now. They are afraid of change, but we can't let their fears hold us back. We can politely let them know we respect and understand them, but we are on our own path, and we hope they can respect and understand us, too.

Boundaries liberate you to continue to become your unique, authentic self! (We are always becoming...)

Let's clarify a few words and concepts before we continue:

**Autonomy** - Humans have a deep need for autonomy. From the Stanford Philosophy website, the definition of autonomy is: to govern oneself, to be directed by considerations, desires, conditions, and characteristics that are not simply imposed externally upon one, but are part of what can somehow *be considered one's authentic self*. (plato.stanford.edu) Our AGENCY is our ability to ACT on our decisions.

**Belonging** - Humans have deep need for belonging, too. To be a part of a group, a family, to feel we contribute; in other words: the feeling of being accepted and approved of by a group or by society as a whole, according to the American Psychological Association.

**Boundaries** - Our boundaries are shaped in the balance between our need for autonomy and our need for belonging. It is up to each one of us to determine where to draw our lines. We move the line as we learn new things, reflect on our values, make decisions and create goals. Dr. Henry Cloud and Dr. John Thompson share this description: Boundaries define us. They define what is me and what is not me. A boundary shows me where I end and someone else begins, leading me to a sense of ownership. Knowing what I am to own and take responsibility for gives me freedom.

Healthy personal boundaries (includes) taking responsibility for your own actions and emotions, while NOT taking responsibility for the actions or emotions of others. - Mark Manson

*Laying down a boundary involves informing those around us – colleagues, parents, children, lovers – of a set of reasonable things that we require to feel respected and happy.* - The School of Life

Your personal boundaries protect the inner core of your identity and your right to your choices.

– Gerard Manley Hopkins

## Boundaries and Our Health



Healthy boundaries increase our mental and physical health! Boundaries are determined by our core values. If you have not taken inventory of your values lately, there's no better time than now. It's good to check in on your values now and then because we're always changing, always becoming. As we change, our perspective changes and our values change. Reflecting on our changes, and then checking on our boundaries, helps us stay clear and consistent, even during our changes.

The Health Affiliates of Maine share this on their website: *Being consistent with implementing external and internal boundaries will increase your self-esteem, conserve emotional energy, and create more independence in your life. Once you've made your boundaries known in your life, it's natural for people to test them. We all have different values and boundaries and we all deserve to have them respected. What matters most to you? What are you unwilling to compromise on? Use meditation, prayer, journaling or time outside to allow for a space of self-awareness. These realizations may not all come immediately. That's okay—have patience and continue showing up for yourself.* (www.healthaffiliatesmaine.com)

- + Look to your core values
- + Follow your instincts
- + Be assertive and consistent
- + Learn to say “no”
- + Communicate clearly

"No" is a complete sentence.  
- Annie Lamott

Build your 'courage' muscle. Brush up on the "delicate art of graceful objection"!

### Unhealthy Boundaries

“When we have unhealthy boundaries, we end up feeling like we have to hold everyone else’s feelings but our own, and that leads to resentment, anger, anxiety, depression, and stress,” says Babita Spinelli. People find it empowering to make decisions for themselves and experience their feelings rather than being told how they should feel. (www.thehealthy.com )

Boundary Maintenance: Based on your core values, reassess your boundaries as you learn new things. Pay attention to your feelings and needs so you know when to protect and when to expand. How can we support others to explore their boundaries while maintaining our own?

From MindBodyGreen: "Boundaries are about honoring your needs, not about judging other people's wants. For example: I set boundaries around phone time because I get overstimulated by tech. This boundary is to decrease my stress level and not about avoiding others' phone calls."

Clearly communicate your boundaries! Unclear proclamations will ensure greater difficulty later on.

## Our Boundaries and Others



From Mark Manson: *A person with strong boundaries is not afraid of a temper tantrum, an argument or getting hurt. A person with weak boundaries is terrified of it. A person with strong boundaries understands that a healthy relationship is not controlling one another's emotions, but rather each partner supporting each other in their growth and path to self-actualization.*

*Sometimes you have to make sacrifices for the people you love. If you make a sacrifice for someone you care about, it needs to be because you want to, not because you feel obligated or because you fear the consequences of not doing it. Acts of affection are only valid if they're performed without expectations. It can be difficult for people to recognize whether they're doing something out of perceived obligation or out of voluntary sacrifice. Here's the litmus test: ask yourself, "If I stopped doing this, how would the relationship change?"*

People will tell you that they applaud your boundaries while they privately, or perhaps not-so-privately, hope that you will bend your boundaries in their favor. A little extra pressure, another chance to prove your devotion to them. But everyone is important. And it is important that you are able to recharge your own battery, so you can have good energy to share in the future, in an even more supportive way.

According to the School of Life: *three powerful anxieties bedevil the boundary-less person:*

- If I speak up, they will hate me.*
- If I speak up, I will become a target for retribution.*
- If I speak up, I will feel like a horrible person.*

## A Note on Co-Dependency

Mark Manson writes: *In codependent relationships "victims" and "savers" both get kind of an emotional high off one another. The victim creates problems not because there are real problems, but because they believe it will cause them to feel loved. The saver doesn't save the victim because they actually care about the problem, but because they believe if they fix the problem, they will feel loved. In both cases, the intentions are self-sabotaging.*

*If the saver really wanted to save the victim, the saver would say, "Look, you're blaming others for your own problems. Deal with them yourself."*

*The victim, if they really loved the saver, would say, "Look, this is my problem. Don't fix it for me."*

*For the victim, the hardest thing to do is to hold themselves accountable for their feelings and their life. They've spent their whole existence believing they must blame others in order to feel any intimacy or love; letting that go is terrifying.*

*For the saver, the hardest thing to do is to stop fixing other people's problems and trying to force them to be happy and satisfied. They've spent their whole lives only feeling valued and loved when they were fixing a problem or providing a use to someone; letting go of this need is terrifying to them as well.*

*People who blame others for their own emotions and actions do so because they believe that if they put the responsibility on those around them, they'll receive the love they've always wanted and needed. If they constantly paint themselves as a victim, eventually someone will come save them.*

*People who take the blame for other people's emotions and actions are always looking to save someone. They believe that if they can "fix" their partner, then they will receive the love and appreciation they've always wanted.*

Co-dependency can take other forms as well:

We find it in the relationships where each party holds something the other wants, and they use it for manipulation: sex, money, children, access, etc.

And we also find it in relationships where one person is the authority (the parent, the controller), and the other is subservient, or the follower. We see this not only in personal relationships, but also in cultures.

Erich Fromm describes this in *Escape From Freedom*: *Is there not also, perhaps, besides an innate desire for freedom, an instinctive wish for submission? If there is not, how can we account for the attraction which submission to a leader has for so many today? Is submission always to an overt authority, or is there also submission to internalized...anonymous authorities like public opinion?*

## Prepare for Challenges



Not everyone will appreciate your boundaries. Some will even insist that they get to plow right inside your boundaries to 'should' on you. I've seen it all aspects of my life: casual, personal and business. I tend to believe people 'should' on women more than men, but that's just my perspective...because I'm a woman! After figuring out my own unique approach to life and work, I find it very hard to not to be offended when other people want to tell me how to live according to their world view. (I share an example of this in "Sue's Anger Story" within the Managing Anger document found in this publication): Anger may be evoked as a response to a perceived provocation when

one's personal boundaries are violated; and anger may be utilized effectively by setting firm boundaries and avoiding unhealthy situations in the future. Power dynamics often add a complex level of difficulty to the situation.

**Problem:** When you show you are strong, capable, and operating with intent, people will want you to do even more for them, claiming they do not possess your abilities.

I know that my commitment to my boundaries demonstrates my dependability, tenacity and care so I get asked to manage things, run things, or follow up on things all the time. I'm grateful that others trust me. I get to help them build their own skills in those areas by politely saying 'no'. In asking me to do something, they say they cannot do that thing, so they want me to do it. I tell them "I had to learn to do it, too!" I am, first and foremost, an "Agent of Agency", so I must give them (back) the power they had hoped to give to me.

If you are thinking of starting your own business, clear, well-maintained boundaries is a must!

## **We Are All Teachers**



Teach others about healthy boundaries by enforcing yours. – Bryant McGill

We teach each other many things simply by doing them. We can teach our family and friends about boundaries. We can help them fortify their boundaries by demonstrating courage and strength as we define ours.

Wouldn't it be helpful today if we would have studied how our minds work when we were younger? Thankfully, it is never too late to reach out to the young people coming behind us. We can make sure they are not denied the education we all deserve: primarily the education about ourselves as individuals and as community members.

Do you want to help our youth make better decisions? There is no better way to teach than by showing: model boundary setting with courage and compassion. Where do we learn to build and maintain boundaries? Where do we learn to assess our values and build courage? School, television, and most adults will not model boundaries. We are encouraged to be acquiescent to authorities, professionals and experts.

"Very few of us were modeled the delicate art of "graceful objection" - School of Life

Children today deserve to learn how to protect themselves from predators of all kinds, including marketers. They need to learn how to say 'no', and how to recognize and avoid unhealthy situations and relationships. We can, and we must, show them how. Not by telling, but by doing.

Model courage! Model strength! And model the "graceful art" of saying "no".

Can you find one person, or a small group, to discuss the many challenges that arise from declaring and maintaining boundaries? Perhaps each person can research the topic, and then share what you find? Constructive learning increases our access to knowledge and widens our perspective, to ponder other viewpoints!

### **Primary References:**

Dr. Henry Cloud - Boundaries Guidance website

<https://www.boundaries.me/blog/how-freedom-and-responsibility-can-transform-a-relationship>

Dr. Henry Cloud – How to Set Boundaries (6 min video) <https://www.youtube.com/watch?v=zjcPkKHZRCg>

Dr. Henry Cloud and Dr. John Townsend - Define Boundaries

<https://www.cloudtownsend.com/what-do-you-mean-boundaries-by-dr-henry-cloud-and-dr-john-townsend/>

Mark Manson <https://markmanson.net/boundaries>

School of Life <https://www.theschooloflife.com/thebookoflife/learning-to-lay-down-boundaries/>



## PHILOSOPHY:

*Let's explore*

# BELIEF



Belief is at the foundation of our thinking, our feeling, and every aspect of our daily existence. This document will not directly address religion, but much of the content applies to religious beliefs as well. We all believe!

### **BELIEF is how we steer our ship:**

- It influences what we acknowledge, perceive, hear, pay attention to, discover, attribute.
- It guides our values: how we invest in ourselves, how we value and treat others, how we see the value of things (money, cars, etc.), of information (education, news sources).
- It guides our emotions, which guide our thinking and our behaviors. For example: if we are afraid of dogs, we might shake and sweat, and even run away from a sleepy dog.
- It guides our feelings of self-worth, efficacy, and what we are capable of - all of which affect how we see our options, opportunities and potential.
- It can give us strength or make us weak. Belief has brought believers through amazing hardships!
- Belief guides our ability to trust; trust that we can do things, that we are important contributors to civilization, etc., and also how we trust others, and how we can grow our trust in relationships.
- Belief also guides how we make sense of things; our justifications and our logic.
- We tend to believe that others see the world the way we see the world, which is one of the reasons we can't believe that they have different solutions to problems.

***"Whether you think you can, or you think you can't -  
you're right."***

- Henry Ford



**LENSES TO SEE THE WORLD:** Our beliefs 'tint' the lenses we've created to see the world...and to see ourselves. Each of us has a variety of lenses to use, depending on our feelings and the situation. Each of us can decide which lens to use in any situation, but most of the time we simply react, using whatever lens is triggered by our subconscious. We believe our assumptions, and even assume that others see the same things that we see. This is why it is vitally important to ask others how they see a situation! We hope that others will be generous when they view us. Perhaps we could also use our curious, or our 'rose-colored', lenses with them as well.

### **Tom Asacker, author of *Your Brain on Story*, describes how our beliefs are formed:**

*"Everyone has been conditioned to think in certain, scripted ways. What you see today as 'you', wasn't consciously crafted by you. It's a product of unquestioned learning and unconscious assimilation - including limiting beliefs which were woven into you by others, especially by people you trusted. Those 'knots of beliefs' are everywhere and most of the time you fail to notice how they affect your emotions and your decisions, and how important they are to maintaining your story. Like our favorite sweaters, our identities are very precious to us."*

But we can outgrow beliefs that were given to us. When we reflect on how we became who we are today, we might find beliefs that are inconsistent with who we have become. We can let these beliefs go, and we can adopt new ones. Tom Asacker recommends: *"If you want to change your perspective, change your behavior - and your behavior will change your mind."*

See it to believe it? Not so fast! Here are some common, age-old phrases to ponder:

*We see things as we are, not as they are.*

*Don't believe everything you see.*

*The absence of evidence is not evidence of absence.*

*Don't believe everything you think.*

**BELIEF IN YOURSELF:** also known as Self-Efficacy      *Affirmation: "I can do this!"*  
Your "Agency" is your sense of power to determine - and to drive your life toward - your destiny.

**Signs of Self-Determination, Self-Efficacy and Agency:**

- You feel like you can handle problems if you are willing to work hard
- You feel confident that you can achieve your goals.
- You feel like you can manage unexpected events when they arise.
- You are able to bounce back fairly quickly after stressful events.
- You feel like you can come up with options when you are facing a problem.
- You keep trying even when things seem difficult.
- You stay calm even in the face of chaos.
- You perform well, even under pressure.
- You can focus on your progress, chipping away, rather than getting overwhelmed by all you still have to do.

**Do you need to build your feelings of Self-Efficacy?** Here are some things to try:

- + Celebrate your achievements! Reflect on the hurdles you surmounted and how much more you know.
- + Observe others. See how they progress and then see if you can do the same, or in your own style.
- + Have positive affirmations ready when you start something new. Develop a 'positivity bias'.
- + Pay attention to your thoughts, your emotions, and your cues from your body.

***"Our belief in our ability to succeed plays a role in how we think, how we act, and how we feel about our place in the world."*** - Albert Bandura



**Bridging Our Beliefs**

Have you ever talked with someone who believes things that don't make sense to you? Our mind creates stories to make sense of what we know when new information comes in. It also creates shortcuts to connect

information, save energy and reduce confusion. The mind will create bridges between beliefs that might not clearly connect. Some of these bridges are helpful, some are not good for us or for others. Some of these bridges are called 'magical thinking'. We make 'sense', or meaning, based on our beliefs and the way we connect them.

We also believe in others. We trust them to guide our sensemaking abilities. The level of trust we give them will contribute to the arch of assumptions that connects our beliefs. For instance, if we believe in one type of news source over another, the news source that we trust becomes part of the foundation of our assumptions; the things we believe to be true.

Questioning claims, statements, experts and evidence is not an attack. It is healthy. Questions support critical thinking, wisdom, reflection, dialog and discovery toward the truth.

**Obedience is not belief.**

**Skepticism: Curiosity or questioning of beliefs.** It is very important for us to consider building a healthy level of skepticism since our information channels are being flooded with 'fake', and misleading information.

We can't solve problems by using the same kind of thinking we used when we created them. - Albert Einstein

*The difficulty lies not so much in developing new ideas as in escaping from old ones.* - John Maynard Keynes

*She believed in nothing. Only her skepticism kept her from being an atheist.* - Jean-Paul Sartre

*The repetition of affirmations leads to belief. Once that belief becomes a deep conviction, things begin to happen.* - Muhammad Ali

**POSSIBILITARIAN BELIEFS:** important to build the future

Self-Determination + Self-Efficacy + Self-Reflection + Intention + Opportunity + Agency + Respect

Questions are crucial! Everyone is valuable and important! Yes, We Can! Where there's a will, there's a way.

**No super-hero is coming to save us. Together, we can be the superhero we have been hoping for!**



## CONSTRUCTING ACTIVE

# CITIZENSHIP



**This is OUR democracy. Every person is important.  
We need your input and engagement to build our future together.**

It's clear that the two main political parties in the U.S. – who, by the way, allow for no other parties to participate in a meaningful way – are not at all interested in increasing citizen participation in our democratic process. As we have seen throughout this century and the final quarter of the last, politicians want to tell us what our choices are, rather than hearing from us what it is that we want. It's easy to see the result of his approach: decreased interest in the political process, decreased activity in community-building, greater demand and dependence on government programs, often outsourced to private – even 'non-profit' - contractors, school systems arranged to program robots rather than nourish our precious, developing children, and a war on information, integrity, critical thinking and values through all forms of media.

Who will protect us? We may find one or two politicians who support community, humanity, and 'E Pluribus Unum' but most, even with good intentions, work on 'party-line' projects without thinking or caring about the whole; about all citizens building our communities together.

**Citizens do not live in political parties; we live in families, neighborhoods and communities.**

Politicians want us to hand over our power to them. They want us to believe the solutions to our problems can only be resolved with money or control. They want us to believe we lack the knowledge, the experience and the capacity to oversee or contribute to the remedies. We are undereducated for this moment in time and struggling to figure out who we can trust; who we can follow to a safe place where we can heal and grow. We turn to groups, to ideologies, to politicians and parties to find a safe group.

The two-party system is pitting us against each other and is at the very root of why we are no longer willing or able to work on building our commons together. Are we going to let these two parties hold us back from living a better life? We are smart! We are capable! We care! So why are we becoming less civilized? Isn't this what education is for? We can defend our right to live in a better society. We can solve our problems.

**We have everything we need. We are the "Savers" that we have been waiting for.**

Just imagine how politics could change when we tell the politicians what we want.

## TOOLKIT FOR COMMUNITY-BUILDING

ATTENTION  
BIG PICTURE  
CARE  
COMMITMENT  
CREATIVITY  
CURIOSITY  
INTENTION  
LISTENING  
SHOWING UP  
VOLUNTEER

### Conversations and Questions

- + What do we want?
- + What commitment can you make?
- + Physical + Emotional First Aid Kit
- + Books, webinars, advisors, training



These are just a couple of 'seed' suggestions to start your basic community-building tool kit. The tools, questions, resources, concerns, gifts, wants and needs will change for each community setting. Heck, you can create a reentry organization, if that's what society needs! ~ ; )

# COMMUNITY BUILDING ASSUMPTIONS

- Everyone has an important gift (or more than one!) to share.
- Everyone has a perspective to consider.
- Build relationships to build community. Building relationships builds trust.
- Community members have a lot of power...especially together!
- Community leaders will listen to and contribute to community concerns.
- Asking questions is more effective than giving answers.
- People are better than programs! We can make institutions work for us.

## COMMUNITY-BUILDING AND CITIZEN ENGAGEMENT RESOURCES



Abundant Community <https://www.abundantcommunity.com/>

Every neighborhood has all the gifts required to raise our children, be safe, carve out a living, be healthy, care for the vulnerable and end the isolation of all, especially the elderly.

Check out Peter Block's book *Community: The Structure of Belonging* (2018) Berrett-Koehler Publishers

**“Transformation occurs through choice, not mandate.” - Peter Block**



**Asset-Based Community Development (ABCD) Institute**

ABCD: local people working together for the well-being of their home place.

Community Building Tool Kit: [www.tinyurl.com/446pj9va](http://www.tinyurl.com/446pj9va)

Videos and Podcasts: <https://tinyurl.com/syue92s>

Online Community Engagement: <https://tinyurl.com/363zvyc8>

Offers resources for these main focus areas: Community Organizing, Disability Justice, Homelessness, Identity, Immigration Rights, Mental Health, Police Accountability, Restoration Practice, Youth Advocacy, Gentrification, Animal Welfare



MRSC: The Municipal Research and Services Center (MRSC) is a nonprofit organization which exists to serve Washington residents by providing legal and policy guidance on any topic. The org is by and for Washingtonians, but there is a lot of information that can benefit citizens all around the country. They “believe the most effective government is a well-informed local government.”

Community Engagement Resources: [www.tinyurl.com/4vmy6r25](http://www.tinyurl.com/4vmy6r25)

### **ACTIVATE CIVIC ENGAGEMENT BY VOLUNTEERING!**

"The essential challenge is to transform the isolation and self-interest within our communities into connectedness and caring for the whole.

- Peter Block

"Which of the most pressing problems can you help to solve using the gifts that are unique to you in all the universe?"

- Derrick Jensen

"You'll never ever be able to convince a person thru logical argument or even brilliant rhetoric that a free and just society is possible. You can show them. You can start doing it."

- David Graeber

"Active citizenship is our only hope for getting a fair shake at life."

- Sue Kastensen

**We must act as if our institutions are ours to create, our learning is ours to define, and the *leadership we seek is ours to become.*” - Peter Block**

## Dealing With Rejection

When we put ourselves in a position to be vulnerable to another person's opinion, we risk rejection.

Sometimes the risk is very small. Example: I tell a joke but my audience doesn't laugh. They look at me like I am speaking a language they don't understand. What does this mean? Do they reject my joke? Do they reject me? Maybe they don't share my sense of humor. Maybe they don't understand the joke. Maybe it's just not a good joke or maybe I need to learn how to deliver jokes. There are so many variables!

When I'm standing there in the silence, however, I find it hard to think of anything but "I'm not funny." or "I failed." I may even internalize these words and start to feel pretty rotten, as if I am incapable or unappealing. I told the joke to have fun and win approval; instead I feel deflated and rejected.

When I take a much larger risk, such as applying for a job, an apartment or a loan - where I've invested so much more of myself (time, information, hope, dedication) - the stakes are much higher. I may become discouraged when I hear 'we've chosen another applicant', 'we've rented the apartment to another person', or just plain 'no'. Again, it's hard for me to not internalize it. But just as in the case of the joke, there may be many variables that I am not considering. At this crucial time, I must remember to believe in myself and continue to pursue my goal.

It is hard to stay positive when we internalize rejection, and yet that is exactly what we need to do to persevere toward what we want. When we feel defeated, we would be wise to remember that we have taken many risks in the past and we have been successful. We must risk failure and rejection to feel the power of success. It is both scary and exhilarating!

Consider using these tools to keep your perspective as favorable as possible:

- First, remember you are important! Do not let rejection from any person or group lead you to believe you are not important, valuable, creative and necessary to the well-being of everyone.
- Be open to the possibility of rejection or criticism as the push you need to improve your approach, consider making other changes. Find ways to be positive. Positivity is magnetic!
- Consider the source. If you are doing what you believe is the right and best thing for you, keep doing it. It's okay to be rejected by people or groups that we do not wish to be a part of. Perhaps it's not a good fit and our view is clouded by a fog of unrealistic hopefulness. Try to remember to not take feedback or rejection personally.
- Keep focused on the big picture! Don't let minor set backs keep you from achieving your goals.
- Persevere! Keep doing what you are doing. Remember that you are the pilot of your goal, challenge, or position and you will not let rejection hold you back.
- Believe in yourself! If you don't believe in yourself, how can you expect others to believe in you? There are so many things that are special and incredible about you; don't forget what they are!
- This is an opportunity to build resilience. Getting through difficult challenges makes you stronger and more capable for your next challenges. Summon your fighting spirit that says "I will not quit"!
- Find your gratitude. Be grateful for the opportunity. Be grateful for allowing yourself to FEEL. Be grateful for the freedom to create your life, even though it may be very challenging. Be grateful for your critics. If it wasn't for them, we would not learn about ourselves.

### **Advocacy - Justice Involved Organizations**

Prisoner Visitation and Support (PVS) is a volunteer visitation program to Federal and Military prisoners throughout the United States.

1501 Cherry St  
Philadelphia PA 19102  
Phone: (215) 241-7117  
PVS@afsc.org

<http://www.prisonervisitation.org/>

### **Advocacy - Justice Involved Organizations**

Are you facing a legal issue, or just looking for more information about a specific legal topic? FindLaw's Learn About the Law section is the perfect starting point. Learn About the Law features informational articles about a wide variety of legal topics, as well as specific information about subjects such as how to hire an attorney and understanding your state's unique laws.  
<http://www.findlaw.com/>

### **Employment - Employment Services**

Information about State Department of Labor resources may be of interest to potential employers looking for incentives to hire individuals with criminal histories and to service providers and individuals with criminal histories who are looking for assistance in finding employment.

Administrative Offices:  
Iowa Workforce Development  
1000 East Grand Avenue  
Des Moines, Iowa 50319-0209  
Telephone: (515) 281-5387 or (800) JOB-IOWA

<http://www.iowaworkforce.org/files/contiwd.htm>

### **Employment - Employment Services**

America Works includes work readiness training, vocational training, career placement, career advancement, and employment retention services. Our mission is to equip each individual who comes to our offices with the right tools so that they are able to provide for themselves and their loved ones. People find employment, and employers find talent! Due to the Coronavirus Pandemic, you must contact the office first before you can engage in in-person services. Click on the link above to find the location nearest to you.

<https://americaworks.com/virtual-contact-info/>

### **Employment - Staffing Agency**

PeopleReady has re-imagined and simplified the path that connects people and work. Whether you need workers or you're looking for new job opportunities, we're ready to deliver results for you today.

<https://www.peopleready.com/>

### **Employment - Staffing Agency**

2415 Ingersoll Ave  
Des Moines, IA 50312  
Phone: (515) 266-6700  
<https://www.qpsemployment.com/>

### **Employment - Workforce Development**

Labor services, unemployment, workers comp. and more  
<http://www.iowaworkforce.org/>

### **Advocacy - Justice Involved Organizations**

122 Commerce Street  
Montgomery, AL 36104  
(334) 269-1803

EJI is committed to ending mass incarceration and excessive punishment in the U.S., challenging racial and economic injustice, and protecting basic human rights for the most vulnerable people in American society. EJI is working to end our misguided reliance on over-incarceration.  
<https://eji.org/criminal-justice-reform/>

### **Clothing - Interview and Career Clothing**

The mission of Dress for Success is to empower women to achieve economic independence by providing a network of support, professional attire, and the development tools to help women thrive in work and in life.

<https://dressforsuccess.org/affiliate-list/>

### **Employment - Employment Services**

We are dedicated to helping you find your next career! The National Urban League is a historic civil rights organization dedicated to elevating the standard of living in historically underserved urban communities. Founded in 1910, the National Urban League spearheads the effort of its local affiliates through the development of programs, public policy research and advocacy.

<http://www.nuljobsnetwork.com/>

### **Employment - Licensing Information**

Iowa Workforce Development contributes to the economic security of Iowans workers, businesses and communities through a comprehensive statewide system of employment services, education and regulation of health, safety and employment laws.

<http://www.iowaworkforce.org/>

### **Employment - Staffing Agency**

Manpower is dedicated to enriching people's lives with meaningful employment and development opportunities, as we have done for more than 60 years.

<https://www.manpower.com/ManpowerUSA/home>

### **Employment - Staffing Agency**

2150 Hubbell Ave  
Des Moines, IA 50317  
Phone: (515) 465-1930  
A full service Staffing Company

<https://iowa-staffing.com/>

### **Employment - Workforce Development**

Iowa manufacturers are the driving force behind the state's labor market. Fueled by heavy expansion in durable goods production, during the past decade, the number of Iowa manufacturing jobs grew by 3.4 percent and accounted for nearly three-fourths of the state's employment increase. Today, more than 200,000 Iowans are employed by the 4,000 manufacturers throughout the state. Please visit the website for more information!  
Iowa Economic Development Authority  
200 East Grand Avenue  
Des Moines, Iowa 50309 USA

**Employment - Workforce Development**

200 Army Post Road  
Des Moines, IA 50315  
Phone: 515-281-9619  
<https://www.iowaworkforcedevelopment.gov/des-moines>

**Family - Child Support**

Child Support Recovery Unit (CSRU) is responsible for assisting families to achieve and maintain economic self-sufficiency by establishing and enforcing child and medical support orders and processing support payments.  
If you have questions, call your local CSRU office. Our local CSRU offices are open 8:00 a.m. to 4:30 p.m. central time Monday - Friday, except state holidays. You can also call the child support automated information line 24 hours a day, 7 days a week at 1-888-229-9223 (toll free nationwide) for additional information.  
<http://dhs.iowa.gov/>

**Food - Food Pantry**

Find local pantries, soup kitchens, food shelves, food banks and other food help.  
<https://www.foodpantries.org/st/iowa>

**Free - Free Phone**

Assurance Wireless  
P.O. Box 5040  
Charleston, IL 61920-9907  
1-888-321-5880  
Assurance Wireless provides eligible consumers with free monthly data, unlimited texting, free monthly minutes plus a free Smartphone. Lifeline enrollment is available to individuals who qualify based on federal or state-specific eligibility criteria. Residents of homeless shelters, nursing homes and temporary addresses may also be eligible.  
<https://www.assurancewireless.com/lifeline-services/what-lifeline>

**Money - Finances/Budgeting**

800.388.2227  
Free Credit Counseling! Our mission is to help all Americans gain control over their finances. For over 60 years, NFCC and its member agencies have helped people just like you pay off debt and grow in their financial capability. Our services help people overcome financial challenges at nearly every stage of life.  
<https://www.nfcc.org/>

**Reentry Resource - Multiple Resources Available**

Search for benefits in Education, Grants, Loans, Social Security, Housing and Utilities, Employment and Career Development, Financial Assistance and more.  
<https://www.benefits.gov/categories>

**Reentry Resource - Multiple Resources Available**

Scroll down the page to find your state. Titles in the left column will lead you to resources available nationwide.  
If you scroll down the page to find your state name, you can click on that for statewide

Call: 1.515.725.3000  
e-mail: [info@iowa.gov](mailto:info@iowa.gov)  
<http://www.iowaeconomicdevelopment.com/>

**Employment - Workforce Development**

All services for employment and training can be found on the website.  
<https://www.iowaworkforcedevelopment.gov/>

**Family - Family Services**

All services can be found on the website.  
<https://dhs.iowa.gov/node/5>

**Food - Free Meals**

Get or donate food.  
<http://www.foodbankiowa.org/>

**Free - Free Phone**

Bureau of Health Statistics  
Lucas State Office Building, 1st Floor  
321 E. 12th Street  
Des Moines, Iowa 50319-0075  
How to request a certified record by phone: Call VitalChek toll-free at (866) 809-0290 from 6:00 a.m. CST through 7:00 p.m. CST, Monday through Friday, except holidays.  
<https://idph.iowa.gov/health-statistics/request-record>

**Money - Free Credit Report**

Free credit reports authorized by federal law. Federal law allows you to get a free copy of your credit report every 12 months from each credit reporting company.

<https://www.annualcreditreport.com/index.action>

**Reentry Resource - Multiple Resources Available**

Our findhelp technology powers Americas leading social care network. Our network features more than 300,000 free and reduced-cost programs in all 50 U.S. states, territories, and Puerto Rico, powering social care systems for hundreds of customers nationwide.  
<https://www.findhelp.org/find-social-services/iowa>

**Reentry Resource - Multiple Resources Available**

211 connects you with thousands of nonprofit and government services in your area. If you want personal assistance call the three-digit number 211 or 877-947-2211. A friendly voice to talk with you 24/7/365.  
<https://www.211iowa.org/>

**Shelter - Homeless Shelter**

The Homeless Shelter Directory provides listings for Homeless Shelters and Homeless Service Organizations around the country. This includes supportive resources.  
<http://www.homelessshelterdirectory.org>

**Shelter - Low Income Housing**

Mercy Housing Gives a Home to Low-Income Families, Seniors, Individuals, and People with Special Needs Nationwide. Our mission is to create stable, vibrant and healthy communities by providing affordable, service-enriched housing.

resources.

<https://www.needhelppayingbills.com/index.html>

### **Shelter - Energy Assistance**

The Low-Income Home Energy Assistance Program (LIHEAP) is a federally-funded program designed to assist low income families meet the cost of home heating by providing a one-time payment to the heating utility.

[http://www.dcaa.iowa.gov/bureau\\_EA/index.html](http://www.dcaa.iowa.gov/bureau_EA/index.html)

### **Shelter - Low Income Housing**

U.S. Department of Housing and Urban Development

451 7th Street S.W.

Washington, DC 20410

Telephone: (202) 708-1112 TTY: (202) 708-1455

Find the HUD office near you!

<http://portal.hud.gov/hudportal/HUD>

### **Shelter - Low Income Housing**

Find low income apartments in Iowa along with non profit organizations that help with low income housing along with HUD apartments, public housing apartments, public housing authorities, and housing assistance agencies.

<https://www.lowincomehousing.us/IA.html>

### **Shelter - Shelters**

We provide an online directory of shelters in Iowa.

<https://www.shelterlist.com/state/iowa>

### **Special Considerations - Disability Support**

Government agencies and disability rights organizations in Iowa.

[https://www.olmsteadrights.org/self-helptools/advocacy-resources/item.6992-iowa\\_Disability\\_Resources\\_and\\_Advocacy\\_Organizations](https://www.olmsteadrights.org/self-helptools/advocacy-resources/item.6992-iowa_Disability_Resources_and_Advocacy_Organizations)

### **Special Considerations - Elders**

The Iowa Department on Aging strives to improve the quality of life of older Iowans by connecting them to services provided by Iowa's six Area Agencies on Aging. Learn how you or your loved one can connect to nutrition services, caregiver support, case management, and more

<https://iowaaging.gov/>

### **Volunteer - Volunteer Opportunities**

We make it easy for good people and good causes to connect. We are a community that believes in the power of volunteering to enrich our lives and the world around us. Find locations to volunteer near you!

Virtual volunteer opportunities are also available -

<https://www.volunteermatch.org/virtual-volunteering>

<https://www.volunteermatch.org/>

<https://www.mercyhousing.org/regional-offices/>

### **Shelter - Shelters**

205 15th Street

Des Moines, 50309

Ph: (515) 284-5719

Fax: (515) 883-1692

<http://www.centraliowashelter.org/>

### **Shelter - Transitional Housing**

1-855-860-3119

Transitional, sober housing provides supportive housing along with drug and alcohol treatment for selective locations

<https://www.transitionalhousing.org/state/iowa>

### **Special Considerations - Disability Support**

All services can be found on the website.

<https://dhs.iowa.gov/mhds/disability-services>

### **Special Considerations - Veteran Support**

Camp Dodge

7105 NW 70th Ave. Camp Dodge, Bldg. 3465

Johnston, IA 50131-1824

Telephone: 515-252-4698

or toll free at 800-838-4692

<https://va.iowa.gov/>