

REENTRY PACKET

Your Customized Guide to Support your Successful Transition



National Web-based Reentry Resource Center

www.fairshake.net

This Reentry Packet has been customized for: Greene 45587-01

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Culture Shock!

Most of the information Fair Shake shares is for everyone to read, because everyone plays an important role is creating opportunities for success after incarceration. This document has been created to increase generosity and understanding between the people who are coming home from prison and the people who have not experienced prison. Whether family, co-workers, neighbors, or friends, it's important to try to think about how hard it must be to 'hit the ground running' after living in such a stark and controlled environment, while gadgets, lingo, and trends are mutating quickly and constantly.

In many aspects, life in prison functions in opposite ways to life outside of prison.

Although we cannot grasp what prison culture is like, if we can imagine living for several years on a confined piece of land surrounded by fences while living, working and eating in cement buildings, we begin to scratch the surface of a very different daily life. Inside prisons (and outside of administrator's offices) we find few, if any, potted plants, curtains, pictures on the walls, or carpets on the floors to provide a little comfort and absorb sound. Sleeping quarters are often very small, sometimes made smaller by the addition of a toilet, a sink and possibly another person. Other sleeping spaces can include large dormitories filled with dozens of bunk

beds and little or no privacy or quiet. People in prison do things in large groups frequently, like dining and going to work, while everyone in prison is living within their own unique story, too, which may include difficult news from the doctor, a lawyer, or family and friends, at any time. Oftentimes people must bear their hard news alone.

Prisons have unique cultures, which can vary a great deal: over the years, within one institution, between institutions, and amidst the types of institutions (federal / state; or security levels). Not only do the people change, but also the philosophy and directive of "corrections".

We all become acculturated or "institutionalized" to places where we spend a lot of time: where we work, go to school, our neighborhood, etc. When we return home after spending time in another culture, our own customs can feel a little strange. We can adjust to a wide variety of conditions over time and even assume new cultural norms without consciously deciding to do so. Just as we need time to adjust to a new neighborhood or job, people coming home need time, generosity and understanding to adjust, too.

We have power! We can build relationships, trust and understanding by reducing expectations and projections; and by increasing listening and care.

Consider just a small sample of cultural and lifestyle differences:

Persona

IN PRISON: Survival in some prisons may require a tough appearance. Gentleness and kindness may be perceived to be weak, leading to a person being taken advantage of mentally, physically, or both. Maintaining a stoic exterior, keeping thoughts to one's self can be useful in prison.

OUT OF PRISON: Friendliness, smiles, and engaging conversations can show others we are open to interaction. These sociable attributes are critical for success many jobs.

Trust

IN PRISON: Trust is hard to give and hard to gain. Concealment of emotions is important in many circumstances but it can make trust more difficult to attain.

OUT OF PRISON: One of our most treasured character traits is honesty. Trust is an important element in any relationship; whether with family, friends, or work-related. We work hard to build long- lasting relationships. It is within these deeper relationships that we can learn more about ourselves.

Choices

IN PRISON: In addition to having an established schedule in prison, incarcerated people have few choices about where to go, what to wear, what colors they would like to see on the walls, or what they would like to eat for breakfast.

OUT OF PRISON: We constantly make decisions. Life moves at a brisk pace with frequent changes. We're constantly adjusting our plans, and re-prioritizing our goals to accommodate others and still keep time for ourselves. Lots of choice!

Gizmos

IN PRISON: There are few gizmos. One gizmo is the music player. For twice the cost that unincarcerated people pay for a single song, an incarcerated person – who often earns about 1/100th of what they would earn outside of prison – can add a song to their MP3 player. Another gizmo is the 'public computer', which offers email and news within the institution. The most advanced gizmos are the tablets, which may or may not be free to the user. They offer email, music and movie services that generally come with a cost, and may include free services, too, such as books from Project Gutenberg, prison and education programming, or even Fair Shake's free software.

OUT OF PRISON: Gizmos, such as phones, tablets and laptops are ubiquitous. The devices demand attention which many of us eagerly provide. They offer non-stop distractions from 'real life' in the form of videos (many of which people make and post themselves), TV, social media, email, music and radio. Gizmos are also able to offer two-way communication through text, voice or video options.

Social Media

IN PRISON: People watching TV together, people reading the same article and then talking about it, and even teleconferencing visits with family or friends are pretty much the extent of social media.

OUT OF PRISON: Social media is on almost every gizmo, and the pressure to join facebook, twitter, instagram and linkedin is great.

Many of us claim social media is 'pro-social' and boosts our awareness of current events and their meaning, but it has been tied to anxiety, depression and suicide.

Quiet Time

IN PRISON: Prisons are noisy places. They offer few quiet places or opportunities for time alone. The buildings are made of concrete and offer few furnishings to reduce noise. When people get upset, they may become loud. Many incarcerated people keep earplugs with them at all times.

OUT OF PRISON: Life is very busy and we are constantly interacting; the gizmos make sure of that. We have to be strong and determined to carve out time to be alone...to reflect on our day, our perspective, and life, or to sit quietly and listen. Quiet time can be rejuvenating and reaffirming.

Care-giving

IN PRISON: Incarcerated people are not able to provide daily, in-person physical or emotional care for children, partners, parents, or pets.

OUT OF PRISON: Caring for others is constantly affirming, taxing, challenging, and invigorating! We need to be needed, and we feel good supporting those we care about. Caring for others enhances our health!

Humanness

IN PRISON: Incarcerated people may be referred to as "offender", inmate, or by their last name or ID number.

OUT OF PRISON: We can insist upon being treated with respect.

Physical Contact

IN PRISON: Affectionate touch is brief and has been limited to family and close friends when they visit. Since COVID began, many visits have been replaced with teleconferencing.

OUT OF PRISON: Handshakes, hugs, back-patting, and other signs of affection are welcome and encouraged among relatives, friends, teammates and colleagues.

Information

IN PRISON: Incarcerated people can access a limited amount of information through magazines, newspapers, television, radio, and letters. But a person can think, weigh options, and philosophize with others, and without a gizmo buzzing at them constantly.

OUT OF PRISON: We are overloaded with information, misinformation and disinformation, with very few tools to differentiate one from another and very little desire to hear things from outside of our bubble. Online, we have limitless reinforcements for our beliefs.

Patience

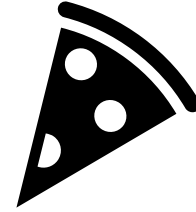
IN PRISON: Incarcerated people must ask for - and wait for - assistance, services, and professional help including doctor visits, rides to see specialists, meetings with administrators, phone calls, and daily meals.

OUT OF PRISON: We are impatient. We want 'urgent care' and we can get medical help immediately, if necessary. We arrange meetings according to our schedule and we can spontaneously do things.

Consider these similarities, too!

- In prison, people continue to love children, partners, parents, grandparents, sisters, brothers, other relatives, friends, colleagues, clergy, advocates, etc.
- We all appreciate humor and many of us support our favorite sports people / teams
- We all feel sad, scared, excited, angry, caring, anxious, blue and vulnerable at times.
- We are all concerned about safety, security, and the future.
- We all need - and deserve - feelings of self-worth, agency, dignity and belonging.

INFLUENCE



Mmmmm...I can almost taste the steamy, hot pizza slice on the television screen. I know that what I see is just an image, but my mouth still waters. My mind and body have been influenced by advertising which, hopefully, will be short-lived.

Throughout our lives, and often unconsciously, we are influenced. Events, experiences and ideas can change our life without our permission (especially throughout our early years!). As we get older, we start to learn that we have some power to decide how things influence us. We still mostly react to what comes at us from friends, family, co-workers, other people in the world, movies, advertising, television, social media, weather, animals, history, our projections (including fear, expectations and overconfidence) and much, much more...but by our teens we learn that we can call BS on something we don't think is right.

We influence others, too, of course: we smile, we say a kind word or a cruel word, we try to convince others to see our point of view.

Popular culture encourages us to believe we are easily influenced. We are pummeled with TV advertisements telling us to 'ask our doctor' to give us drugs...but then the newscasters tell us that the Sackler family is responsible for our addiction. What no one says is that we can say 'no' to the whole game. You won't see an ad or a news story telling you that you don't need to buy one product or service to share your unique and awesome power and gifts with the world!

We are persuadable, certainly, but we can push back on at least some of what we don't like. We can be stubborn and immovable when we feel it's important. We can learn to include our intentions in our response, reducing the likelihood that these powerful attempts to influence us will distract us from our goals.

In our early years we were not able to choose the impact of the influencers. We were shaped by them. In our early teens, we were told that our choices were limited and we should just comply with the status quo: to believe authorities and experts know what's best.

But we're fickle. We may hear, we may comply, and play the part, but many of us today find ways to be our authentic selves. Sometimes we are accepted for being different, but often we are encouraged to fit into a group. Our boundaries are useful here; we can be open to ideas – even when they are delivered by a powerful persuader, but then we can stop...and think! We can 'hear them' and then – if we wish – we can defend our perspective, our ideas, our choices.

Influencers only have the power that we give them.

"Between stimulus and response there is a space.

In that space is our power to choose our response.

In our response lies our growth and our freedom."

- Viktor Frankl

"No one can make you feel inferior without your consent."

- Eleanor Roosevelt

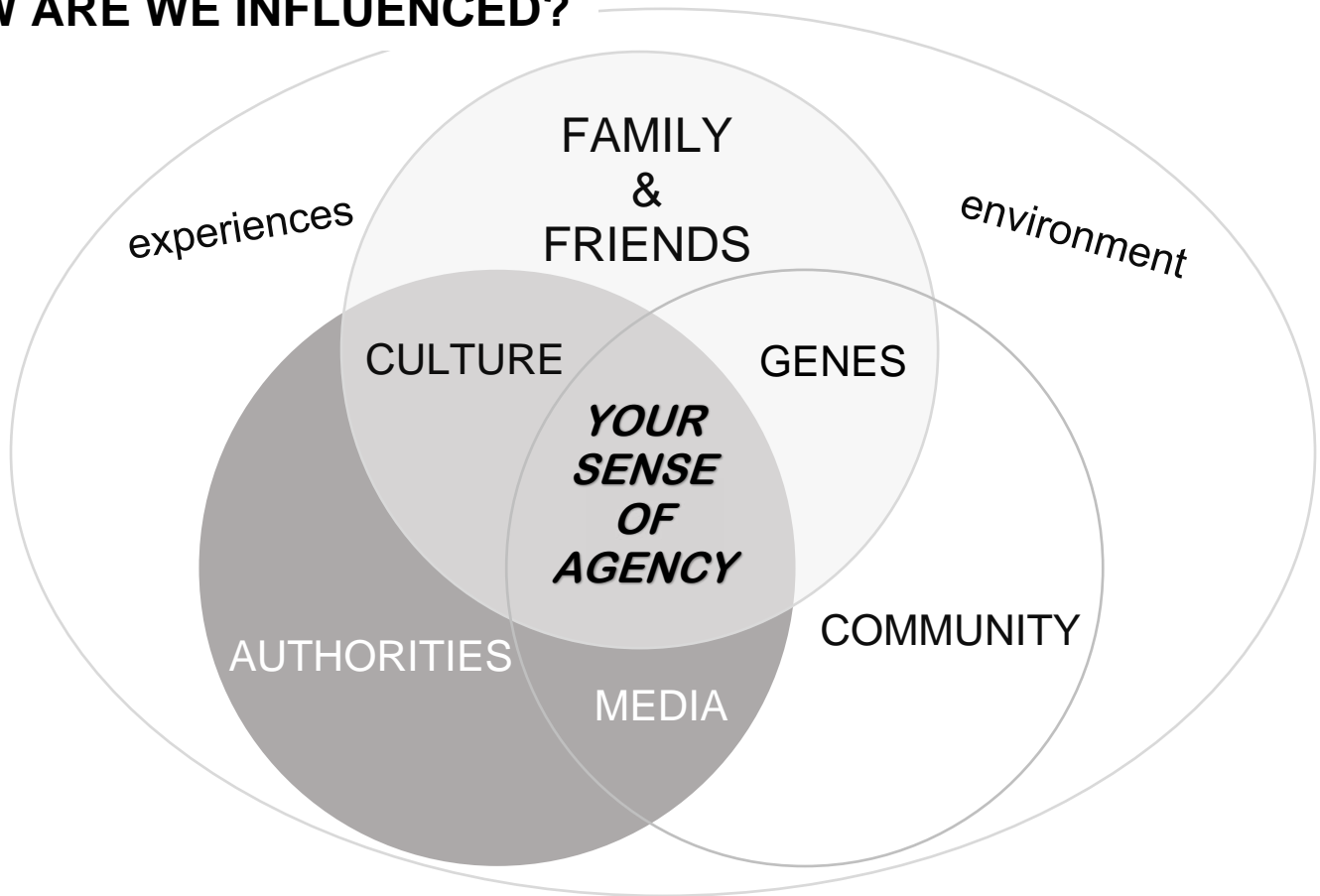
Shortcuts to Remember Cialdini's Principles of Influence (formerly 6, now 7!)

1. **Reciprocity:** We feel obligated to return favors. For instance, if a sales person gives us something, we are more likely to say 'yes' to them.
2. **Scarcity:** We value things more if they seem scarce: this includes objects, information, food and opportunities.
3. **Authority:** We believe what experts say (the experts that we believe are 'trustworthy and credible').
4. **Commitment & Consistency:** People want to be consistent with what we've said or done in public.
We are most likely to do what is consistent with what we've done in the past.
5. **Social Proof:** We trust the power of the crowd and like to be associated with popular things.
6. **Likability:** We like those who are like us. We say yes to people that we like by how they act or how they look.
We are also more likely to say yes to people when we have things in common with them, receive complements from them, or share a cooperative endeavor with them.
7. **Unity:** What people have in common. "Inclusion fitness." Increased oneness and shared aspects of identity which reduces 'otherness' (Sue: one way to interpret our ubuntu nature ~ :)

Based on Robert Cialdini's **Influence: The Psychology of Persuasion - New and Expanded** (2021)

For more information on this topic, see Resisting Influence on page **xx**.

HOW ARE WE INFLUENCED?



YOUR SENSE OF AGENCY and FEELINGS OF SELF-EFFICACY

Your belief in your ability to control your destiny. This includes creating and maintaining clear boundaries.

FAMILY & FRIENDS: Love and acceptance are influential. Alongside these important feelings, we may also feel a great deal of pressure to conform to the group, including traditions.

CULTURE: What society accepts as 'normal', status, roles: examples can include parenthood, age, physical abilities, gender, race, religion, character, employment, etc., and stuff: money, bling, cars, clothes, et al.

GENES: Clearly they influence us, but how much? And can we still write a new script for ourselves?

AUTHORITIES: Can include family and friends, teachers/classroom settings, employers, legal agents (lawyers, police, judges, elected and appointed politicians), and – recently – entertainers can fall into this category!

MEDIA: All forms of video: movies, news, commercials, games, All forms of audio: music, podcasts, advertising, talk radio, All forms of print: newspapers, magazines, books, ads and All social media.

COMMUNITY: Norms, language, 'word of mouth' information sharing, power of the group.

Dr. Zimbardo's Hints About Resisting Unwanted Influences On You

1. Let go of illusions of 'personal invulnerability'.
2. Engage in life and think critically!
3. Be aware of Cialdini's principles. Look for attempts to persuade you.
4. Be okay with saying: 'I was wrong' and 'I've changed my mind.'

5. Separate your ego from your actions; laugh at yourself each day.
6. Be aware of wanting simple answers or short cuts!
7. Develop and learn to understand the vague feelings called intuition.
8. Play devil's advocate!

9. Think hard.
10. Reflect on when, where and why we have rules.
11. Insist on a second opinion
12. Consider possible situational forces before judging behavior as 'character'.

Exploring *IDENTITY*

What Makes You YOU?

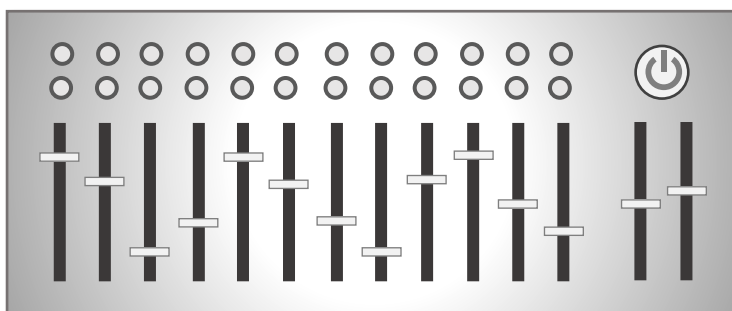
Who we are - at any given time - is a compilation of our experiences, our interests and intentions, our environment, our body, our mind (whatever that is) and our spirit (whatever that is). Mind and spirit are very important to us. They are at the foundation of our values and beliefs, and drive our desires, fears, goals and relationships, yet they cannot be located or clearly defined. That is a good thing. They defy empirical observation and they can't be quantified. This is our 'special sauce' of unlimited potential!

"I am what time, circumstance, history, have made of me, certainly, but I am, also, much more than that. So are we all." - James Baldwin

In a very real way, we became who we are today because of our relationships. Civilization is made up of people...including those who have been here and left their mark, and those with whom we currently share this planet. Other people have guided our lives and our development since we were born and other people continue to shape us today. We learned how to be a person from other people. We are who we are today because of who we all are (people in our family, our community, our region, our nation and our world). This is the foundation of the philosophy of UBUNTU. (We explore this philosophy more deeply in this booklet, but for now let's just explore YOU.)

I created a MIXING BOARD METAPHOR for this exploration so we can see the 'hard-wired' aspects of ourselves that are so frequently cited (and feel inauthentically limiting) and the 'plastic' aspects... which are the areas where we are always changing.

Mixing
Your
Unique
Identity!

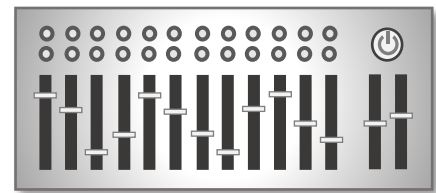


Although it may sometimes feel like other people are shaping us, we are always at the wheel. Our bodies may be directed, controlled, or limited in one way or another, but our minds are free. We can surmount limitations in our minds by questioning some of the beliefs that were given to us when we were too young to question them. We can learn, and develop new skills, and do things that our family, friends, culture or the status quo may not do. Society likes when we fit into roles. But times are changing; the roles may no longer apply.

"Between stimulus and response there is a space. In that space is our power to choose our response. In our response lies our growth and our freedom."
– Victor Frankl

WHAT ARE WE MIXING?

We are all unique, yet we share basic human needs (the 'hardwiring' we hear so much about). For instance, we all need to feel that we can do things by ourselves (Autonomy), but how we address that need is different for each of us. Look at the list of needs and wants below as if they are the sliders on a mixing board. You may be in one position today, and another in a year. We are changing all the time, and even in different contexts (at home, work, hockey practice, and when we take a personality test). Like sound through a mixing board, our needs and wants are steady, but where we open the gates or constrict the flow, the flow will change as we change. The sliders below are set to me, Sue Kastensen, on 7.21.21. Where will you move them to reflect who you are today?



1. I prefer to be alone. I prefer to be with people.
2. I keep things close to take care of them. I share almost everything.
3. I'm on time, and often early. I'm not strict about schedules.
4. I prefer questions. I prefer answers.
5. I explore other cultures and values. I prefer traditional customs and values.
6. I like to plan for the future. I like to think about the past.
7. I prefer to let others make decisions. I like to make decisions.
8. I enjoy sharing my stories and perspective. I enjoy listening to stories and perspectives.
9. I am very trusting. I am very skeptical.
10. I like to think about stuff. I like to do stuff.
11. I am very curious. Almost nosy. I learn what I need to learn.
12. I learn through stories and experience. I learn through research and facts.

Go ahead, put pencil marks on this chart today, in 6 months, and in 6 years, and see how you change. Or make your own chart! Add or subtract dimensions of your unique style: your character, personality, choices, beliefs and more.

Remember: we are all always changing – we never stop – and we are in charge of our change.



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 this 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.

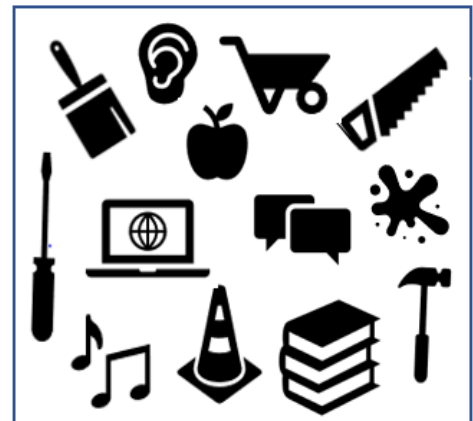
Just imagine how politics could change when we tell the politicians what we want.

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

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

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."

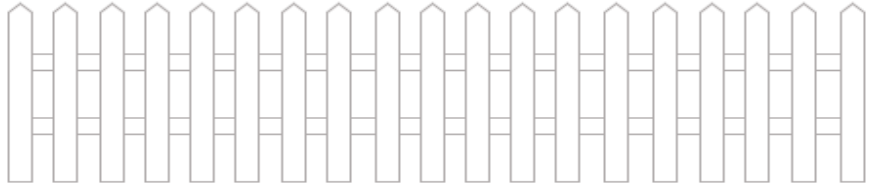
- David Graeber

"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

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/>





Fair Shake's Guide to TRUCKING OPPORUTNITIES!

American Trucking Associations

ATA Headquarters
950 North Glebe Road, Suite 210
Arlington, VA 22203-4181



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

From their website: American Trucking Associations is the largest and most comprehensive national trade association for the trucking industry. ATA is an 86-year old federation with state trucking association affiliates in all 50 states. We represent every sector of the industry, from LTL to truckload, agriculture and livestock to auto haulers, and from large motor carriers to small mom-and-pop operations.



Owner-Operator Independent Drivers Association

OOIDA HEADQUARTERS
1 NW OOIDA Dr.
Grain Valley, MO 64029
816-229-5791 800-444-5791

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



The mission of the Owner-Operator Independent Drivers Association, Inc. is to serve owner-operators, small fleets and professional truckers; to work for a business climate where truckers are treated equally and fairly; to promote highway safety and responsibility among all highway users; and to promote a better business climate and efficiency for all truck operators. More than 150,000 members of OOIDA are men and women in all 50 states and Canada who collectively own and/or operate more than 240,000 individual heavy-duty trucks and small truck fleets. All OOIDA officers and directors are now, or have been, professional truckers, and are elected from the membership, by the membership. The 22-member board helps define OOIDA's position on all major trucking issues. They offer information and education in all areas of independent truck ownership and responsibility.



Gary's Job Board: www.garysjobboard.com
Truck Drivers wanted! Since 2004.

Gary can find you a better truck driving job, with or without a CDL.

Gary's Job Board was created to help Truck Drivers find Driving Jobs, and to help Dispatchers find Drivers. Gary's Job Board is 100% unaffiliated. We DO NOT recruit for any carriers. Our service will always be FREE to drivers because drivers' rock. Here's how garysjobboard.com works: (this is NOT a run-of-the-mill trucker job board. No one will call you, you have all the power).

- Complete your Driver Profile, it takes 2 minutes.
- Companies will see your first name, type of CDL, and experience level.
- They will not see your email address.
- You will receive a company invite by email and the email will come from our system.
- Check out what they are offering. Answer the email or not. You'll receive another invite down the road.



AllTrucking.com www.alltrucking.com

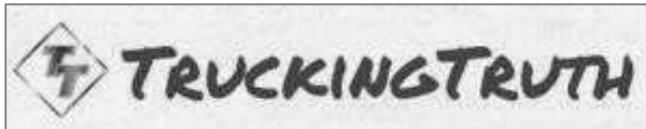
PO Box 26330,
Overland Park, KS, 66213

"Welcome to AllTrucking.com, your source for finding information to become a truck driver and find a trucking

career. Whether you are looking for your next truck driving job or want to learn how to earn your CDL, we have guides for you. We have even organized some of the more common questions that might be found on a CDL exam, and put them into a simple practice test! "

They have a library of guidebooks - from career support and paying for school to helping veterans – "we've got a resource to help anybody." Here are a few of our most frequently requested pages:

- How to Pay for Truck Driving School
- Truck Driving Jobs: Careers in Commercial Truck Driving
- Company-Paid CDL Training Programs: A Comprehensive Guide



Trucking Truth

www.truckingtruth.com

A Positive Yet Honest View Of The Trucking Industry With Friendly Advice From Experienced Drivers

Trucking Truth (TT) was created in 2007 to give new drivers a true picture of what a career as a truck driver is all about and a straightforward strategy for surviving that first year of their career. I wanted people to know that trucking can be an awesome career for the right person and it's totally doable if you work hard, keep a great attitude, and have a solid strategy in place.

A huge informational website that includes:

- Trucker's Forum
- Truck Driver's Career Guide
- Free CDL Practice test
- A list of companies that hire people with a criminal history.
- "The Road Home" podcast
- All things CDL
- Trucking Company Reviews
- Trucking Wiki...where you can find out FAQ's, physical health tests and issues, limitations and opportunities for drivers with a criminal history, driving with pets and much more.



Get Paid While Training For Your CDL?

Upon completion of your paid CDL training, you will sign an agreement to work for the company for a specified amount of time. This is how they recoup the time and money they've invested in your CDL training, which is a very fair deal for both sides.

If you quit working for the company before your obligation is complete, you will owe the company a prorated amount of money for the schooling. At some companies, your training will be free once your obligation is complete. Others may require you to make payments from your paycheck to cover the tuition for the schooling.

TT offers a review of the companies that offer paid CDL training.

Your Name
Milwaukee, WI
Your email
111-222-3333

**EXAMPLE of a
Letter of Explanation**

Re: Letter of Explanation

Insert Date Here.

Dear Sir or Madam,

The things I value most are honesty, integrity and directness. Therefore, in anticipation of the criminal background check, you will find that in October of 2006 I was convicted of the offense of Armed Robbery - Use of Force. I served 24 months in prison for my crime. Upon release in 2008, I unfortunately, returned to the same negative influences and the same circle of negative associations and as a result, I re-offended in 2009. The charge was again, Armed Robbery this time as a Party to a Crime. I know that what I did was wrong. It was a result of poor decision making on my part and it hurt a lot of people. I've learned a great lesson and won't repeat those past mistakes.

While incarcerated, I completed my HSED through the Warren Young School. In addition, after a period of careful self-examination, I began working on ME. I successfully completed coursework in **Walking the Line - the Vow to Succeed Program, Cognitive Intervention Phases I and II, and Re-Entry bridge to Success programs**. I then continued my education, gaining **certifications in Telecommunications Technologies as a Network Cabling Specialist in Copper Based Systems**. Since my release I have done some full time work as laborer in a tannery and volunteered my time at my 11 year old son's school. However, I am looking forward to getting back to work full-time in the field of Telecommunications as an installer so I may further demonstrate the changes in my life and be a responsible member of society.

I can understand why you may be hesitant to hire someone with my background. However, I am eligible for **The Fidelity Bonding Program which can insure you for up to \$25,000** against any act of dishonesty on my part. Additionally, when you hire me, you will be eligible for **Work Opportunity Tax Credits to save you up to \$9,000 this year**. I will be happy to provide you more information about those programs during our interview. Lastly, I recently successfully completed the **Pipeline to Employment Training Program for Former Offenders** sponsored by the **State of Wisconsin Department of Workforce Development** and I can provide a letter of recommendation from them at your request.

I am eager to pursue this or other opportunities with your company because I am confident my skills and experiences will dovetail with the needs of your business.

Thank you for your time and consideration.

Sincerely,

Your name here

Created by Maurice Sprewer Employment & Training Specialist / Reentry Coordinator
DWD / Job Service 4201 N. 27th Street Suite 602 Milwaukee, WI 53216

Maurice Sprewer

414.874.1657 (list the BEST contact number you have)

Maurice.sprewer@dwd.wisconsin.gov

(be sure that your email address is professional)

EXAMPLE of a FUNCTIONAL Resume'

Production Worker and General Laborer Committed to Safety and Quality

(personal branding statement - describes position and a quality that makes you great at it)

Summary of Skills: *(make sure the skills are relevant to the job you are applying for - usually found in the job description)*

- Sorting, grading, weighing, and inspecting products, verifying and adjusting product weight or measurement to meet specifications.
- Observing machine operations to ensure quality and conformity of filled or packaged products to standards.
- Monitoring the production line, watching for problems such as pile-ups, jams, or glue that isn't sticking properly.
- Attaching identification labels to finished packaged items, or cut stencils and stencil information on containers, such as lot numbers or shipping destinations.
- Stocking and sorting product for packaging or filling machine operation, and replenishing packaging supplies, such as wrapping paper, plastic sheet, boxes, cartons, glue, ink, or labels.
- Packaging the product in the form in which it will be sent out, for example, filling bags with flour from a chute or spout.
- Inspecting and removing defective products and packaging material.
- Starting machine by engaging controls.
- Removing finished packaged items from machine and separate rejected items.
- Counting and recording finished and rejected packaged items.
- Stopping or resetting machines when malfunctions occur, clearing machine jams, and reporting malfunctions to a supervisor.
- Removing products, machine attachments, or waste material from machines.
- Transferring finished products, raw materials, tools, or equipment between storage and work areas of plants and warehouses, by hand or using hand trucks.
- Packing and storing materials and products.
- Helping production workers by performing duties of lesser skill, such as supplying or holding materials or tools, or cleaning work areas and equipment.
- Counting finished products to determine if product orders are complete.
- Measuring amounts of products, lengths of extruded articles, or weights of filled containers to ensure conformance to specifications.
- Following procedures for the use of chemical cleaners and power equipment to prevent damage to floors and fixtures.
- Mixing water and detergents or acids in containers to prepare cleaning solutions, according to specifications.
- Loading and unloading items from machines, conveyors, and conveyances.
- Operate machinery used in the production process, or assist machine operators.
- Placing products in equipment or on work surfaces for further processing, inspecting, or wrapping.

Relevant Production and General Labor Experience

General Laborer (Position while incarcerated)

State of Wisconsin / Badger State Industries / FBOP *(whichever applies)*

year - year

City, State

Previous Relevant Employment

Previous Employer

year - year

City, State

Other Experience

Previous Relevant Employment

Previous Employer

year - year

City, State

Education

Relevant Education

(Relevant Degree / Diploma)

*Created by Maurice Sprewer Employment & Training Specialist / Reentry Coordinator
DWD / Job Service 4201 N. 27th Street Suite 602 Milwaukee, WI 53216*

Want to be mentally and physically healthy?

VOLUNTEER

for just 2 hours each week!

No matter what research, anecdotes, survey or data are most important to you, they all demonstrate that people who volunteer enjoy increased physical and mental health, a deeper sense of meaning, and a decrease in depression and/or anxiety levels. All of this is true regardless of the physical or mental state of the volunteer before they start volunteering.



It's FREE! YOU reap many health benefits!
It builds MEANING, CONNECTION, and VALUE!

I sometimes hear from people who 'want to tell their story to the youth to keep them from going to prison'. It's an interesting idea, but just 'telling' probably won't work. The youth today - just like when you were a youth - won't learn from old people's stories. But if an old person will listen to them? That might make a big difference, and once you build trust, you may be able to share your story after all. When you listen, you can gain trust, and then help them build the future. Listening helps people feel valued, which can increase their feelings of agency and power over their lives.

There are many ways, formally and informally, that you can commit to supporting others:

- Wherever you go, there are people who need attention; who need to be heard and honored.
- There are people who need to eat, need help shopping and help taking care of their home.
- There are people who need support, need to learn how to ask good questions, need to find their voice, need to learn to establish good boundaries, need to learn how to learn, and also to re-learn how to express themselves through art, movement, music, and imagination!

In a 2009 survey* of 4582 people, at an average of 2 hrs/wk., people said this about volunteering:

96%: feel happier (A way to relieve our suffering from unhappiness and depression!)

92%: enriches my sense of purpose in life

89%: improved my sense of well-being

78%: helps with recovery from loss and disappointment

77%: improves emotional health

73%: lowers my stress levels

68%: made me feel physically healthier

*http://cdn.volunteermatch.org/www/about/UnitedHealthcare_VolunteerMatch_Do_Good_Live_Well_Study.pdf

According to Post, volunteers have less trouble sleeping, less anxiety, less helplessness and hopelessness, better friendships and social networks and a sense of control over chronic conditions. Those who received help from others also benefit greatly from helping others!

You may want to starting your volunteerism with an established organization. Or you can certainly start your own thing. That's how Fair Shake got started!

It's a GREAT way to meet new people, to immerse yourself in a diverse group, to network in new circles, to demonstrate your character and commitment, to build community and faith in humanity!

NO DRUGS! NO SIDE EFFECTS! NO COST! NO OFFICE VISIT! NO DOCTORS!

EVERYONE VOLUNTEERS. YOU NEVER KNOW WHO YOU WILL MEET THERE!

You may find your next employer, property manager, babysitter, ride-share person or friend!

Ways to Volunteer: (this is just the beginning of a list for which there is no end...)

Food Pantry	Clean Up Trash	Arts and Crafts
Free Meals	Driving / Rides	Animal Rescue
Yard Work	Help with Taxes	Handy-person Repair
Reading	Simply Spend Time	Snow Shoveling
Shopping	Hobbies	Help with Moving

Community Volunteer Opportunities

* * 2 hrs/week delivers health benefits to you. Any amount of time delivers benefits to others. * *

Food Pantry * Habitat For Humanity * Lawn Mowing * Church or Community Groups
Direct Support * Child Care * Elder Support * Home/Yard Help * Shopping * Outdoor Activities

Web-based Connections to Volunteering



Volunteer Match volunteermatch.org (non-profit)
people, animals, environment

Volunteer Match is the largest network in the nonprofit world, with the most volunteers, nonprofits and opportunities to make a difference.

Buy Nothing Project

Buy Nothing Project buynothingproject.org (global network)
Help another person give and receive, share, lend, and express gratitude using technology through a worldwide gift economy network in which the true wealth is the web of connections formed between people!



Fair Shake fairshake.net (community-powered non-profit)
* Fair Shake is web/software based. We welcome tech volunteers!
* Help others find resources and information in our huge library!
* Help us build the FS resource directory by letting us know about resources that you recommend from your area! Mail information to Fair Shake PO Box 63, Westby, WI 54667 or email: sue@fairshake.net



Volunteer.gov (federal program)

America's Natural and Cultural Resources Volunteer Portal built and maintained by the Federal Interagency Team on Volunteerism (FITV)



Engage engage.pointsoflight.org (project of Pres. George H.W. Bush)
Search our database for volunteer opportunities inside and outside of the home that meet critical needs. The world is waiting for you to shine your light.



Just Serve justserve.org/projects (provided by Mormons)
A website where the volunteer needs of organizations may be posted and volunteers may search for places to serve in the community.

National Reentry Resources (besides Fair Shake)

2-1-1 or www.211.org Dial 211 or visit the website!

211 is a vital service that connects millions of people to help every year. Simply call 211 or search for 211 online. Program of United Way.

Services include:

Supplemental food
Shelter, housing, utilities
Emergency / disaster relief
Employment opportunities
Education opportunities
Veterans services

Health care
Rehab and addiction services
Reentry Resources
Support groups
Safe path away from abuse



Aunt Bertha: <https://www.auntbertha.com/>

Search for free or reduced cost services like medical care, food, job training, etc. People can create profiles, connect with resources, and save searches...or search anonymously anytime.

Positive Transitioning: 614-573-0464 or 844-392-9695

CALL FOR RESOURCES: Employment, Housing, Education, and Legal Assistance. - 24/7 Resources and Listening Line Are you looking for resources? Give us a call! Also sign up for coaching, enroll in classes and connect to a mentor or become a mentor. www.positivetransitioning.org

Help Yourself Therapy:

www.helpyourselftherapy.com/

SELF-Therapy For People Who ENJOY Learning About Themselves. Free, confidential, practical advice from a therapist. Everything is easy to understand and to use. Self-disclosure is never needed. Completely confidential.



Help Yourself Therapy

Homeless Accommodation Directory: www.homelessshelterdirectory.org/

Transitional Housing www.transitionalhousing.org

Food Pantries and Soup Kitchens: www.homelessshelterdirectory.org/foodbanks/

Employment Related:

Clothes For Women: **Dress For Success** <https://dressforsuccess.org/>

Clothes For Men: **Career Gear** <https://www.careergear.org/>



careeronestop

U.S. Department of Labor

Career One Stop www.careeronestop.org

Your source for career exploration, training & jobs.

Vital Records www.cdc.gov/nchs/w2w/

Where to write, or where to go, to obtain birth, death, marriage and divorce certificates.

Social Security new or replacement card: <https://www.ssa.gov/ssnumber/>

HOUSING

Like the Fair Shake [Find A Job](#) page, the Housing Search page lists search engines to find housing near you. In addition to the websites listed below, there is a lot more information in the [Resource Directory](#) and in Reentry Guides section below the Search Box.



Aunt Bertha

Aunt Bertha is a social care network that connects people and programs — making it easy for people to find social services in their communities. To do this, we've verified and added hundreds of thousands of programs covering every county in the US.



2-1-1

A phone number and a website! Not sure where to turn? We are here for you. **211 receives more requests for help with finding housing or shelter or paying utilities bills (over 4.4 million each year) than for any other issue.**

Homeless Shelters and Service Organizations:

National list of homeless shelters and other services homelessshelterdirectory.org/

Find the Housing Authority Near You!

A nearly-complete list. Some others are located on the Fair Shake website under State and Local Reentry Guides.

https://www.hud.gov/program_offices/public_indian_housing/pha/contacts



Section 8: Frequently Asked Questions

What is Section 8 Housing?

The actual name of the program commonly known as “Section 8” is the Housing Choice Voucher Program, a federally funded program that subsidizes rent for eligible participants. It is designed to assist very low-income families or individuals. A housing subsidy is paid directly to the landlord on behalf of a participating family/individual.



How do I apply for Section 8 housing?

Contact your local [Public Housing Authority](#).

For further assistance, contact the Housing and Urban Development office nearest you.

Does my criminal record ban me from public housing?

There are only 2 convictions for which a PHA must prohibit admission:

- If any member of the household is subject to a lifetime registration requirement under a State sex offender registration program; and,
- If any household member has ever been convicted of drug-related criminal activity for manufacturing or production of methamphetamine on the premises of federally assisted housing.



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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.

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!

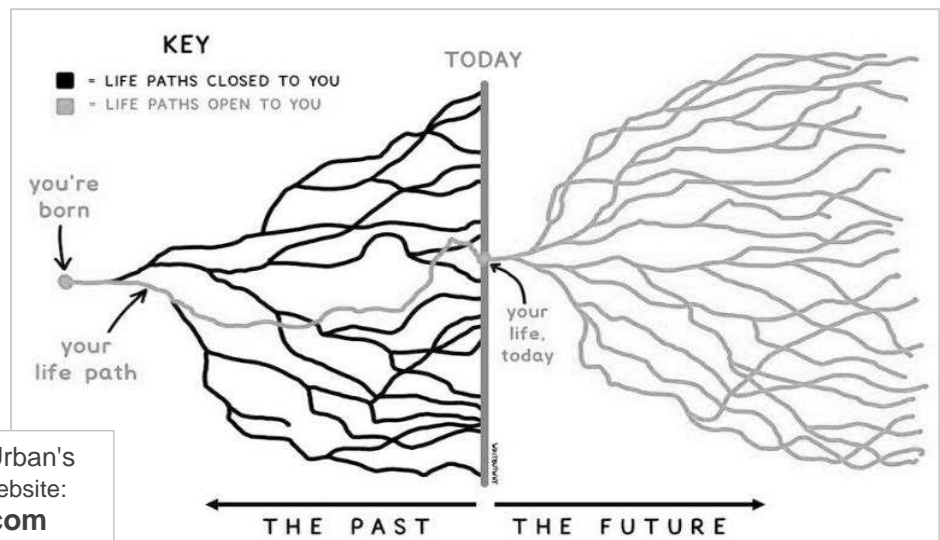


Image from Tim Urban's
Wait But Why website:
waitbutwhy.com

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.

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

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.

Handling Frustration

Dealing with frustration

Life is full of frustrations. From the minor irritations of losing your car keys to the major anxieties of continued failure towards a goal, frustration is not a pleasant emotion in any magnitude. Because of the unpleasantness of this emotion, people will often avoid anything that might lead to it. Unfortunately, many of the things we truly want to experience such as triumph, joy, victory and purpose require a great deal of frustration. Being able to manage frustration allows us to remain happy and positive even in trying circumstances.

In order to successfully manage frustration, you need to first understand what causes it. Frustration is simply caused whenever the results you are experiencing do not seem to fit the effort and action you are applying. Usually frustration is caused by a narrow focus on a problem that isn't resolving itself as you had hoped. This is a very simple concept, but it is an important step to solving frustrating problems.

Frustration is Energy Consuming

Our energy as human beings is our primary currency we use to do anything. Physical, mental, emotional and spiritual energies all fuel discipline, creativity, courage and motivation. Anthony Robbins includes energy as the first key to success in any area of life. Stress in excessive doses is a negative emotional state that weakens the immune system and raises blood pressure as the direct result from a lack of energy. When we run out of energy we become useless.

Frustrating problems are incredibly energy consuming. Because these problems consume our energy in such great quantities, we need to be extremely careful that we don't try to keep running with an empty energy reserve. When this happens we burnout and require a long time to recover. The initial reaction of most people is to work harder when they encounter frustration. Although the intention to work harder makes sense, it often results in trying to spend more energy than we have available.

Why are frustrating problems more energy consuming than normal tasks? The answer to this is relatively simple. Because your action is not producing the results you expect, your brain naturally goes into full gear, rapidly consuming mental energy to solve the problem at hand. In this time it is very easy to run out of energy. When your energy stores are depleted this is when you become irritable, tired, stressed and sometimes even angry.

To get a little perspective on your issue, try broadening your focus from your current problem outwards. Try thinking about how the problem looks when you view it from a few weeks, a year, or ten years from now or compared to your lifetime?

Go outside and look up at the sky. Viewing the incredible expanse of space and time will ultimately make your problems look very small indeed.

Getting perspective when you are frustrated isn't a particularly difficult practice; the difficulty is in remembering to do it. It will be difficult to do this at first, but after diligent practice it will become a habit and happen automatically.

Nobody likes to feel frustrated. Unfortunately, frustrations are part of life. Learn to manage your frustrations so they don't leave you stressed, burned-out or depressed. Take breaks from your frustrations to recover your mental and creative energies. Reward your actions, not just your results and remember to gain a little perspective when you begin to feel overwhelmed. Don't let your frustrations prevent you from setting goals and living your life to the maximum.

Thank you Scott Young! Find more about this information here:
<http://www.scotthyoung.com/blog/2006/06/10/dealing-with-frustration/>

EMOTIONS: THE BASICS

By: Tony Schirtzinger - www.helpyourselftherapy.com

What every eight-year-old should know, and most adults have never been taught, about the emotions that run our lives.

Basics #1

YOUR NEEDS AND WANTS

This topic explains what your feelings are, how to use them to help yourself, and how to overcome the ones that get in your way.

This information applies to every second of your life and every decision you will ever make.

Learning to apply the concepts in these few short pages can go a long way toward improving your life!

Keep these pages close at hand and use them regularly.

YOUR ENERGY AND YOUR FEELINGS

We get our physical energy from taking care of our bodies well – not perfectly, and not obsessively. We only need to eat, sleep, and exercise well enough in order for our feelings to give us all of the information we require about our needs and wants, and all the energy we'll need to address them.

Feelings are actually energy surges which tell us, very specifically, what we want or need.

When our feelings are strong enough to grab our attention, we can be certain that we'll have sufficient energy to handle things.

YOUR NEEDS

Needs are about survival. We would die if we didn't get what we need.

An adult needs the same things an infant needs. We need: food, air, space, exercise, temperature control (avoiding being too hot or too cold), and to eliminate waste efficiently.

We also need attention or "strokes" from each other. We don't need anything else!

YOUR NEED FOR ATTENTION OR "STROKES"

A "stroke" is a unit of recognition. When we receive a stroke, we are being noticed by someone.

Infants need strokes to survive. Adults want strokes so much that getting attention (just being recognized) is the strongest want we will ever experience in our lives.

FOUR KINDS OF STROKES

TYPE OF STROKES	THE ATTENTION COMES FROM:	EXAMPLE:
<i>Conditional Positive</i>	People who like something you did.	"I like how you did that."
<i>Conditional Negative</i>	People who do not like something you did.	"I don't like that about you."
<i>Unconditional Positive</i>	People who like the whole you.	"I love you!"
<i>Unconditional Negative</i>	People who do not like the whole you.	"You are worthless!"

Get good at understanding... and deeply absorbing... the first three.

And be sure to powerfully turn down and throw away all the "Unconditional Negative Strokes" you ever receive!

THE FIRST SIGN OF DISCOMFORT

Some people ignore their needs. They live in pain and may die from it. Most of us don't ignore our needs. We notice our need but then

we wait while the discomfort turns to pain.

Don't wait!

Get good at noticing the very first feeling of discomfort! Avoid emotional problems by taking care of your physical needs at the first sign of discomfort!

TRIGGERS FOR FEELINGS
Feelings are triggered by reality or fantasy. (It's always one or the other, never both.) **REALITY**

comes to us through our senses. If we can see it, hear it, taste it, smell it, or feel it on our skin, then it is real.

FANTASY is all mental activity – including thoughts, memories, dreams, ideas, etc. Fantasy doesn't come TO us, it comes FROM us – from our own brains.

If we only think it, it might be true or it might be false – but it is not real!

FEELINGS WE CREATE

Feelings that start in our brains rather than in our senses are unnecessary and optional, because they are not real. If we create painful feelings, we will need

to change how we think in order to feel better. If we create pleasurable feelings, that's great – as long as we remember we are only imagining.

Sometimes we create feelings which are so strong that they hide our real feelings from our senses. When we do this, we are out of touch with reality, and in real danger of making serious mistakes.

Basics #2:

YOUR NATURAL FEELINGS

THE NATURAL, REAL FEELINGS

Feelings that start in our senses are natural responses to the real world.

When we notice real anger, or sadness, or scare, we notice that something is wrong in our lives.

When we notice real joy or excitement, we notice that something is right in our lives. Natural feelings are always trustable. Learn what they are saying to you. Use them well.

TYPES OF FEELINGS

There are 5 natural and necessary feelings: EXCITED, SAD, MAD, GLAD, SCARED.

There are many other unnatural and unnecessary feelings – and all of them cause problems. Guilt, shame, and imagined fear are by far the most common and troublesome of these. ("The Basics #3" is about these.)

THREE HUGE QUESTIONS THAT AFFECT OUR FEELINGS

When any feeling starts, we are immediately faced with three huge questions, and we tend to automatically answer them in less than a second:

1) Will you admit to yourself what you are feeling? If you don't, you'll feel "out of touch" or "crazy" or uncentered.

2) Will you express the feeling either alone or with someone else? If you don't, you are giving up the chance for relief.

3) Will you take action to improve things? If you don't, you are giving up the chance to improve your future.

When we are having problems, we need to slow down this automatic process so that it takes longer than a second or two. This will allow us to think through each step instead of relying on old habits.

THE FIVE NATURAL FEELINGS

Use this information so you will always know what you want and feel.

<i>THE FEELING:</i>	<i>WHEN YOU FEEL IT:</i>	<i>WHAT TO DO FIRST:</i>	<i>WHAT TO DO NEXT:</i>
<i>SADNESS</i>	When you've LOST something, or when something important is MISSING from your life.	Feel it through thoroughly, to notice how important the loss was.	Work to replace what you've lost or what is missing.
<i>ANGER / MAD</i>	When there is a BLOCK between you and what you want.	Feel it through thoroughly, to notice how powerful you are.	Work toward getting past the block powerfully, wisely, and safely.
<i>FEAR / SCARED</i>	When your EXISTENCE is threatened.	Feel it immediately – in a second or less – and notice the danger.	Tune into your senses (what you see, hear, smell, taste or feel) and protect yourself!
<i>EXCITEMENT</i>	When you are ON YOUR WAY to something you want.	Feel it through thoroughly, to notice how good you feel about what's coming.	Enjoy it for the fun of it!
<i>JOY</i>	When You've GOT What You Want.	Feel it through thoroughly, so you notice how happy you are and how good you are at getting what you want.	Enjoy it for the fun of it!

HOW TO FIND EACH FEELING IN YOUR BODY	
1st	Remember a time when you felt each feeling very strongly.
2nd	Recall what was going on when you felt the feeling so strongly. Remember it in enough detail so that you actually start to feel the feeling again.
3rd	Notice where, in your body, you feel each emotion. (Find your "sad spot," your "angry spot," etc.)
4th	Describe what you feel in your body. Use adjectives like tight, weak, empty, heavy, light, etc.
5th	REMEMBER what you learn by doing this. Do this exercise over a few times if needed.

You will need this information to know who you are and what you want and to make every decision you will ever make.

Basics #3: UNNATURAL FEELINGS

ABOUT GUILT

Since guilt is not a natural, necessary emotion, it blocks and wastes our energy.

Guilt is a cover-up for which anger, which leaves us feeling sad.

We wonder: "Why am I so sluggish and irritable?"

On the surface we feel:
SAD or DEPRESSED

We've been telling ourselves things like:

"I shouldn't be angry. I should be understanding."

"That person didn't mean to hurt me."

"I'm too sensitive."

"I should just take the mistreatment."

"I don't deserve better."

Down deep we feel: ANGRY

Make A Conscious Choice:
Will I admit to myself that I'm angry or will I keep feeling guilty and be depressed?

BE PROUD OF YOUR
ANGER!

It's there to protect you.
Let it do its job!

ABOUT SHAME

Since shame is not a natural, necessary emotion, it blocks and wastes our energy.

Shame is a deep belief in our own worthlessness. It comes directly from being shamed as a child.

We wonder: "Why don't I seem to care what happens to me like other people do?"

On the surface we feel: VERY
SAD and "HOPELESS."

We've been telling ourselves things like:

"I'm no good. I just don't feel worthwhile."

"I wonder what's wrong with me, but most of the time I just don't care."

"I might as well have a drink (or a drug, or take a big risk)."

Down deep we feel:
MOSTLY SAD, BUT
FEARFUL & ANGRY TOO.

Make A Conscious Choice:
Will I keep believing those people who shamed me or will I treat myself well and be happier?

Know that anyone who shamed you was wrong!

ABOUT IMAGINED FEAR

Since imagined fear is not a natural, necessary emotion, it blocks and wastes our energy.

Imagined fear is a feeling we create to cover deeper feeling which bother us more.

We wonder: Why am I afraid?
Why do I always ask: What if?
Why don't I stop scaring myself?

On the surface we feel: FEAR

We've been telling ourselves:
I hate being afraid.
I wish I could do what other people do, and not be afraid.
I wish I'd stop thinking about every single bad thing that could happen.

Down deep we feel:
USUALLY SAD.
SOMETIMES SHAME

Make A Conscious Choice:
Will I always feel scared or will I face and overcome my deeper bad feelings?

Face what you feel that bothers you more!

You will get past the deeper feelings. But creating fear can last forever!

All other created feelings that feel bad.

It is possible to create any feeling – and any created feeling that feels bad will block and waste our energy.

All imagined feelings are habitual feelings we create to cover deeper, real feelings that bother us more.

We wonder:
Why do I keep feeling this same feeling all the time, even when I know it's not necessary?

On the surface we feel:
THE CREATED FEELING.

We've been telling ourselves:
I hate feeling this all the time. I wish I'd feel and do a wider range of things like other people do.
Why can't I stop making myself feel this way?

Down deep we feel:
Real feelings that seem too much to handle.

Make A Conscious Choice:
Will I keep feeling this way or will I face and overcome the deeper bad feelings?

You can overcome the deeper feelings alone or with help, but the habitual feeling you are creating could go on forever.

Face the feelings that bother you more!

Stop covering them with your "favorite" bad feeling!

These three topics contain the most important information I have for you.

I originally wrote "The Basics" around 1985. I refer to these concepts many times every day in my work with others and in dealing with my own dilemmas.

I sincerely hope you will keep this information readily available and use it frequently.

Use it whenever you feel stuck in bad feelings, when you want to feel more joy and excitement, and when you feel the healthy urge to look inward.

I WISH YOU THE RICHEST, HEALTHIEST, HAPPIEST LIFE YOU CAN ARRANGE!

Tony would like very much to hear your thoughts and experiences as you apply the information provided here. Please send your comments to Fair Shake, and I'll pass them on to Tony! I will then send his responses back to you, if you would like to hear what he thinks.

Fair Shake PO Box 63 Westby, WI 54667

Tony shares more great insights at www.HelpYourselfTherapy.com

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/>

Citizenship - Birth Certificate

WI Vital Records Office
1 West Wilson Street
P.O. Box 309
Madison, WI 53701-0309
608-266-1373
Remarks: from 1907.
<https://www.dhs.wisconsin.gov/vitalrecords/record.htm>

Citizenship - Consumer Services

The Consumer Services Guide is searchable directory of resources which can help you with consumer problems and questions. This link directs you to the Categories page, where you can search topics to find national, state and local resources.
<http://www.consumerservicesguide.org/resources/national/browse/category/>

Citizenship - Consumer Services

NACAs mission is to promote justice for all consumers. We provide a forum for communication, education, networking, and information-sharing among consumer advocates across the country. We also serve as a voice for consumers in the ongoing struggle to curb unfair or abusive business practices that harm consumers. The National Association of Consumer Advocates (NACA) is a nonprofit association of more than 1,500 attorneys and consumer advocates committed to representing consumers interests.
<http://www.consumeradvocates.org/>

Citizenship - Department of Motor Vehicles

Driver Information Section
P.O. Box 7983
Madison, WI 53707-7983
(608) 264-7447
<https://dlguides.wi.gov/>

Citizenship - Legal Assistance

The ACLU has an affiliate in every state and Puerto Rico. Affiliates handle requests for legal assistance, lobby the state legislatures and host public forums throughout the year. Find your local

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/>

Citizenship - Birth Certificate

Vital Records Services
By state statute, the Wisconsin Vital Records Office requires a written application and fee for searching for any vital record. We do not provide free searches or verifications, such as confirming that a certificate is on file or verifying the date of an event. By state statute, the Wisconsin Vital Records Office cannot accept telephone orders for birth certificates or other vital records. All fees must be made by check or money order payable through a U.S. financial institution in U.S. currency.
<https://www.dhs.wisconsin.gov/vitalrecords/index.htm>

Citizenship - Birth Certificate

We work directly with hundreds of government agencies nationwide to provide consumers with the ability to securely order their vital records online. Government agencies across the nation trust VitalChek to handle your vital record orders, and you can too.
https://www.vitalchek.com/order_main.aspx?event.type=birth

Citizenship - Consumer Services

Consumer advice, including what to do if you were scammed.
<http://www.consumer.ftc.gov/>

Citizenship - Consumer Services

Toll-Free Consumer Hotline: 800-638-2772 (TTY 800-638-8270) 8 a.m. - 5.30. p.m. ET
CPSC is committed to protecting consumers and families from products that pose a fire, electrical, chemical, or mechanical health hazard.
<http://www.cpsc.gov/>

Citizenship - Legal Assistance

Mailing Address:
State Bar of Wisconsin
P.O. Box 7158
Madison, WI 53707-7158
1-800-362-9082
If you have a legal problem and you're looking for an attorney or other legal assistance in Wisconsin, the State Bar of Wisconsin Lawyer Referral and Information Service (LRIS) is here to help you figure out if you need to hire a lawyer, and how to proceed if you do. Reduced Fee Services
<http://www.wisbar.org/forPublic/INeedaLawyer/Pages/i-need-a-lawyer.aspx>

Citizenship - Legal Assistance

401 North Fifth Street, Suite 200
Wausau, WI 54403
715-842-1681

affiliate by visiting their website.
<https://www.aclu.org/affiliates>

Citizenship - Protection from Discrimination

National Headquarters
4805 Mt. Hope Drive
Baltimore, MD 21215
(877) NAACP-98 (toll free)
(410) 580-5777 (local)

Works to eliminate disparate treatment in all aspects of law enforcement and criminal-justice systems, including capricious racial profiling practices. Works to ensure fair and equitable trials and sentences. Works to ensure felony re-entry. Promotes a moratorium on the death penalty. The NAACP has offices in all 50 states, including Washington, DC. Please see their website for information on your local office.
<http://www.naacp.org/>

Citizenship - Social Security Card

Getting a replacement Social Security number (SSN) card has never been easier. As long as you're only requesting a replacement card, and no other changes, you can use our free online services from anywhere.

<https://www.ssa.gov/myaccount/replacement-card.html>

Citizenship - Voting Rights

Voting Rights for Formerly Incarcerated People
<https://www.aclu.org/issues/voting-rights/voter-restoration/felony-disenfranchisement-laws-map?redirect=maps/map-state-criminal-disfranchisement-laws>

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/>

Education - Free Audio Books

Free public domain audiobooks. LibriVox has a huge selection of free audiobooks that are recordings of volunteers who have read chapters from books that are in the public domain.
<https://librivox.org/>

Education - Higher Education

A university that works for you. Our 100% online, tuition-free degree programs are designed to fit your life.

Programs: Business Administration, Computer Science, Health Science, Education, Associate Degree, Bachelor Degree, Master Degree

<https://www.uopeople.edu/>

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

A non-profit law firm dedicated to providing free legal services to eligible low-income people living within the 33 northern counties of Wisconsin and to Native Americans statewide.
<https://www.judicare.org/>

Citizenship - Protection from Discrimination

The ACLU works in courts, legislatures, and communities to defend and preserve the individual rights and liberties that the Constitution and the laws of the United States guarantee everyone in this country.
<https://www.aclu.org/issues/smart-justice/re-entry>

Citizenship - Voting Rights

ACLU Voting Rights and Restrictions

<https://www.aclu.org/issues/voting-rights/voter-restoration/felony-disenfranchisement-laws-map?redirect=maps/map-state-criminal-disfranchisement-laws>

Clothing - Goodwill Store

1516 N. Superior Ave.
Tomah, WI 54660
608-372-7464
Monday - Friday 9 a.m. - 9 p.m.
Saturday 9 a.m. - 9 p.m.
Sunday 9 a.m. - 7 p.m.

<https://www.goodwillncw.org/communities/tomah/>

Computers and Technology - Equipment Internet and Training

Everyone On helps unlock social and economic opportunity by connecting low-income people to affordable internet service and computers, and delivering digital skills trainings. Find Low-Cost Internet Service, Computers and Free Training in Your Area!
<https://www.everyoneon.org/find-offers>

Education - Free Audio Books

Free cultural and educational media access.
<https://www.openculture.com/freeaudiobooks>

Education - Higher Education

Freshman Year for Free. Take tuition-free, high quality courses online from top institutions for college credit. 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' initial 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 hopes to provide links for students to tutoring, mentoring and college advising groups as well.
https://modernstates.org/?gclid=EAlaIQobChMlO16uee9gIVl_3jBx34gQCHEAAYASAAEgKfRfD_BwE

Employment - Employment Services

(888) 258-9966
A Comprehensive Job Center serving the entire

through the development of programs, public policy research and advocacy.
<http://www.nuljobsnetwork.com/>

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 - Licensing Information

Department of Safety and Professional Services
1400 East Washington Avenue, Room 112
Madison, WI 53703
Phone: (608) 266-2112
(877) 617-1565

A complete list of professions licensed by the Department.
<https://dsps.wi.gov/pages/Professions/Default.aspx>

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 - Temporary Staffing Agency

601 North Superior Avenue
Suite 1
Tomah, WI 54660-1589
608-374-2040
<http://www.manpower.com>

Family - Child Support

The Wisconsin Child Support Program helps parents get court orders for financial and medical support for their children. It also enforces those orders when needed, and makes sure that all money collected is paid out correctly. Visit their website to find the office closest to you.
<http://dcf.wisconsin.gov/bcs/>

Family - Family Support

On any given day, an estimated 2.7 million children in America have at least one parent in prison or jail. NRCCFI is the oldest and largest organization in the U.S. focused on children and families of the incarcerated and programs that serve them. Disseminating accurate and relevant information Guiding the development of family strengthening policy and practice Training, preparing, and inspiring those working in the field Including the families in defining the issues and designing solutions

<https://nrccfi.camden.rutgers.edu/>

Family - Parenting

state of Wisconsin!

<http://www.wisconsinjobcenter.org/directory/default.htm>

Employment - Job Training

120 E. Milwaukee St.
Tomah, WI 54660
608-374-7740
Services -- General staff assistance -- Specialist staff assistance -- Resource room facilities -- Job seeker services -- Finding work -- Planning your career -- Getting skills and education -- Dealing with a loss of a Job -- Family Resources -- Youth services -- Finding work -- Planning your career -- Getting skills and training -- Summer work opportunities -- Community Resources -- Business services -- Recruitment assistance -- Labor market Resources

<http://www.wisconsinjobcenter.org/directory/wda09/1630.htm>

Employment - Staffing Agency

PeopleReady has re-imagined and simplified the path that connects people and work. Whether you need workers or youre looking for new job opportunities, were ready to deliver results for you today.
<https://www.peopleready.com/>

Employment - Temporary Staffing Agency

601 N Superior Ave
Tomah, WI 54660
<http://www.manpower.com/>

Family - Child Care

The Department of Children and Families (DCF) aims to provide access to affordable, high-quality child care and early education experiences, to enhance our children's development, and to support their families in work and parenting roles. Visit their website for more information.
<http://dcf.wisconsin.gov/childcare/default.htm>

Family - Department of Human Services

Learn about the health and nutrition public assistance programs that are available in Wisconsin, including BadgerCare Plus, Medicaid and FoodShare.
<https://www.dhs.wisconsin.gov/>

Family - Family Support

The Department of Children and Families (DCF) provides or oversees county administration of programs to assist children and families.
<https://dcf.wisconsin.gov/>

Family - Parenting

Find out about child care support, early care and education, youth services and other state programs available to support healthy families.
<http://dcf.wisconsin.gov/>

Food - Food Pantry

WhyHunger Hotline: 866-348-6479
Call, text or click on the link to their website to find food pantries, soup kitchens, summer meals sites, government nutrition programs and grassroots

Call us at 855-427-2736 - English and Spanish 8 am - 8 pm Pacific Standard Time
We offer free emotional support through innovative, evidence-based programs proven to strengthen the empowerment journey of parents, children, youth, and communities.
Parents Anonymous is now a Free Evidence-Based family strengthening program for Parents or anyone in a parenting role, and Children and Youth, to address personal, psychological, peer, mental health, or substance abuse concerns.

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

Family - Parenting

PO Box 1407
Madison, WI 53701
608-285-2314
Kids Forward works to help every child, every family, and every community thrive.
<https://kidsforward.org/>

Food - Food Pantry

Find a food bank near you! The Feeding America nationwide network of food banks secures and distributes more than 3 billion meals each year. Contact your local community food bank to find food.
<http://www.feedingamerica.org/find-your-local-food-bank/>

Food - Food Pantry

If you need food assistance, you may be eligible to receive food from food pantries, or prepared meals at meal sites. You can call 211 and ask for the location and hours of the nearest TEFAP food pantry in your county. The groceries provided usually include a variety of canned vegetables and fruits, pasta, beans, rice and/or grain products. The protein items may include canned salmon, tuna, peanut butter, and occasionally chicken or meat. You should bring identification and proof of residence, such as a utility bill.
<https://www.dhs.wisconsin.gov/nutrition/tefap/index.htm>

Food - Food Stamps

FoodShare Wisconsin was created to help stop hunger and to improve nutrition and health. FoodShare helps people with limited money buy the food they need for good health. Each month, people of all ages across Wisconsin get help from FoodShare. They may have a job but have low incomes, are living on small or fixed income, have lost their job, are retired or are disabled and not able to work.
To learn more about FoodShare Wisconsin and how to apply, visit the website!
<https://www.dhs.wisconsin.gov/foodshare/index.htm>

Free - Free Stuff

We are a grassroots & entirely nonprofit movement of people who are giving and getting stuff for free in their own Towns. It's all about reuse and keeping good stuff out of landfills. Membership is free.
<https://www.freecycle.org/>

organizations.
<http://www.whyhunger.org/find-food>

Food - Food Pantry

Ample Harvest works to reduce food waste by connecting gardeners to their local food pantries so that excess garden bounty can be shared with those in need. Use the search tool to look for a local food pantry near you.
<https://ampleharvest.org/find-food/>

Food - Food Pantry

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

Free - Free Phone

FREE Smartphone + FREE Unlimited Talk Text + Data every month!
<https://www.safelinkwireless.com>

Free - Free Stuff

We are a grassroots and entirely nonprofit movement of people who are giving and getting stuff for free in their own Towns. It's all about reuse and keeping good stuff out of landfills. Membership is free.
<https://www.freecycle.org/>

Health - Alcoholics Anonymous

Welcome to AA Wisconsin, a state-wide recovery resource devoted to supporting the men and women of Wisconsin. AA Wisconsin helps individuals struggling with alcoholism find the help they need on a local basis. Discover Wisconsin Alcoholics Anonymous meetings per county or city, and take the next step to overcome alcohol addiction.
<https://alcoholicsanonymous.com/aa-meetings/wisconsin/>

Health - Free/Sliding Scale Clinic

1,400 Free and Charitable Clinics and Pharmacies provide access to healthcare for uninsured and underinsured people in communities across the U.S. Find one near you!
<https://nafcclinics.org/>

Health - Free/Sliding Scale Clinic with Dental

Wisconsin free and charitable clinics provide primary care, dental care, behavioral health, women's health, health education, pharmaceuticals and support services to people who are uninsured and economically disadvantaged. Not all clinics offer all services and not all clinics are members of the Wisconsin Association of Free and Charitable Clinics. Clinics are independent, nonprofit organizations and set their own eligibility requirements.
<https://www.wafcclinics.org/find-a-clinic.html>

Health - Free/Sliding Scale Dental Clinic

We continuously update our website with new information on dental clinics. Many of the resources for dental care are free, but many are based on income and/or discounted in other manners. Please review the listings and contact the dental clinics through the websites provided (and/or phone numbers listed), to obtain full

Health - Alcoholics Anonymous

There are over 118,000 Alcoholics Anonymous groups around the world. To find a local AA meeting today you can search by state, city, and day of the week. Can't find one close enough? Consider online AA meetings which offer the same wonder community from the comfort of your own home.

https://findrecovery.com/aa_meetings/

Health - Crisis Hotline

Domestic Violence Hotline 1-800-799-7233(SAFE)
StrongHearts Native Helpline 1-844-7NATIVE
(1-844-762-8483)

Runaway Safeline 1-800-RUNAWAY /
1-800-786-2929

Human Trafficking Hotline 1-888-373-7888

Child Abuse Hotline - 1-800-4-A-CHILD

(1-800-422-4453)

Substance Abuse Treatment - 1-800-662-HELP
(4357)

Center for Missing and Exploited Children (NCMEC)
Hotline - 800-8435678

Sexual Assault Telephone Hotline - 800-656-HOPE
(4673)

Suicide Prevention Lifeline Hotline - 800-273-8255

<https://www.acf.hhs.gov/acf-hotlines-helplines>

Health - Free/Sliding Scale Clinic

Clinics listed on our website offer services for free or at a reduced rate. Many clinics are operate under a sliding scale schedule. This means that costs to patients are calculated based on income.

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

Health - Free/Sliding Scale Clinic with Dental

There are many types of health clinics nationwide. There are low cost, affordable, sliding scale, medicaid accepted, community health care clinics, emergency clinics and regular medical clinics. Our directory provides not only the clinics listed, but also information, pictures, comments, and reviews on these clinics.

<https://www.clinicdirectory.org/state/wisconsin.htm>

Health - Health Department

Many services and resources can be found on the website.

<https://www.dhs.wisconsin.gov/prevention-healthy-living.htm>

Health - Narcotics Anonymous

Find meetings near you.

<https://www.narcotics.com/na-meetings/wisconsin/>

Health - Reduced Cost Medication

HELPLINE (800) 503-6897 in English or Spanish. Find help with the cost of medicine! We offer a free drug discount card that may help you obtain a substantially lower price on your medications.

<https://www.needymeds.org/drug-discount-card>

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

details. We do not offer guidance. If you find any of our information improper, or if you have any question, please email us at support@thedentistsneartheme.com. We will immediately reply to your email.

https://www.usdentalservice.com/?gclid=EAIaIQobChMIyaH1p9_k9gIVWZcAAB0Irg1FEAEYASAAEgK7c_vD_BwE

Health - Narcotics Anonymous

Join the millions who have found comfort and hope within these nonjudgmental communities and have successfully freed themselves from the struggles of addiction. Find local NA meetings by location, day of the week, and time.

<https://findrecovery.com/na-meetings/>

Health - Reduced Cost Medication

(888) 311-6224 x115

Save an average of 15-55% on your prescriptions! Print a free card or download the app to your phone.

<https://www.americasdrugcard.org/index.aspx>

Money - Finances/Budgeting

GreenPath will work with you to build a personalized plan of action for regaining control of your debt. We assess your household budget, find places for you to save, and help you prioritize your payments to creditors and plan a lifestyle that you can afford. It all works toward helping you achieve your financial goals, better manage debt and avoid problems in the future. Available in Spanish.

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

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/>

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>

Money - Social Security Benefits after Incarceration

Social Security and Supplemental Security Income Benefits

Individuals released from incarceration may be eligible for Social Security retirement, survivors, or disability benefits if you have worked or paid into Social Security enough years or Supplemental Security Income benefits if you are 65 or older, or are blind, or have a disability and have little or no income and resources.

If you believe you qualify, call our toll-free telephone number, 1-800-772-1213.

If you are deaf or hard of hearing, call TTY 1-800-325-0778.

<https://www.ssa.gov/reentry/benefits.htm>

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/>

Money - Financial Management Literacy

Operation HOPE Headquarters
91 Peachtree Street NE, Suite 3840
Atlanta, GA 30303
888-388-HOPE (4673)

Operation HOPE has a series of programs to support your path to successfully improving your credit, reducing debt, increasing savings, buying a home or starting a business. Our programs and services, which serve youth and adults, are offered at no cost to you.
<https://operationhope.org/>

Money - Free Credit Report

Get a free copy of your credit report every 12 months from each credit reporting company.
<https://www.annualcreditreport.com/index.action>

Native Resources - Free legal services

Wisconsin Judicare
401 North Fifth Street, Suite 200
Wausau, WI 54403
715-842-1681

A non-profit law firm dedicated to providing free legal services to Native Americans statewide.
<https://www.judicare.org/>

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/wisconsin>

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 resources.

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

Reentry Resource - Multiple Resources Available

888-258-9966
The resources and links offered are to assist ex-offenders to reentry into their community. Additional resources will appear as they become available. Please review carefully, and contact the key staff as listed to ensure a quick reply.
<http://wisconsinjobcenter.org/exo/>

Shelter - Financial Counseling

HUD sponsors housing counseling agencies throughout the country that can provide advice on buying a home, renting, defaults, foreclosures, and

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

Call 211
Text 898211
Search by clicking on the link.
When you need help and don't know where to turn, 211 is your one-stop connection to the local services you need, like utility assistance, housing, food, elder care, crisis intervention, alcohol and other drug recovery and much more.
<https://211wisconsin.communityos.org/guided-search>

Reentry Resource - Multiple Resources Available

Community Action Agencies exist to help people get out of and stay out of poverty. These agencies provide services and coordinate community resources to their local population. Find an agency near you! Resources and services in areas such as: education and skills enhancement, job and business development, energy and utilities, food security, housing, family support and health
<https://www.wiscap.org/find-an-agency>

Shelter - Energy Assistance

1- 866-HEATWIS (432-8947)
The Wisconsin Home Energy Assistance Program (WHEAP) and its related services are aimed to assist Wisconsin households in reducing their energy burden. In addition to regular heating and electric assistance, specialized services include: Emergency fuel assistance, Counseling for energy conservation and energy budgets, Pro-active co payment plans, Targeted outreach services, Emergency furnace repair and replacement.
<http://www.homeenergyplus.wi.gov/>

Shelter - Housing Authority

Find a HUD location near you.
<https://www.hud.gov/states>

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

Housing Works fights for funding and legislation to ensure that all people living with HIV/AIDS have access to quality housing, healthcare, HIV prevention, and treatment, among other lifesaving services.
<http://www.housingworks.org/>

credit issues. This link sends you to a page that allows you to select a list of agencies for each state. You may search more specifically for a reverse mortgage counselor or if you are facing foreclosure, search for a foreclosure avoidance counselor.
<http://hud.gov/offices/hsg/sfh/hcc/hcs.cfm?weblistaction=summary>

Shelter - Low Income Housing

Find low income apartments in Wisconsin 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/WI.html>

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

Shelter - Shelters

We provide an online directory of shelters in Wisconsin.
<https://www.shelterlist.com/state/wisconsin>

Shelter - Transitional Housing

Transitional housing is supportive housing that helps fight homelessness. Find transitional housing in your state by clicking on the link! We have over 6,864 transitional housing locations in our database. We also provide as much information on each housing location along with pictures.
<https://www.transitionalhousing.org/>

Special Considerations - Disability Support

Government agencies and disability rights organizations in Wisconsin.
https://www.olmsteadrights.org/self-helptools/advocacy-resources/item.6980-Wisconsin_Disability_Resources_and_Advocacy_Organizations

Special Considerations - Elders

The Wisconsin Department of Health Services has created this page to share information on Wisconsin programs and services for older people and caregivers.
<https://www.dhs.wisconsin.gov/guide/seniors.htm>

Special Considerations - Elders

The Wisconsin Senior Employment Program (Senior Community Services Employment Program) is an employment training program for low-income, unemployed individuals aged 55 years and older.
<https://www.dhs.wisconsin.gov/wise/index.htm>

Special Considerations - Veteran Support

Thank you for your service to our country! This page was created to assist veterans who are, or have been, incarcerated. There are several resources on this page that may help reduce the pressures associated with reentry.
<https://www.fairshake.net/veterans-page/>

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/wisconsin>

Special Considerations - Disability Support

1502 West Broadway Suite 201, Madison, WI 53713. 608-267-0214.

Disability Rights Wisconsin is a private non-profit organization that protects the rights of people with disabilities statewide. Our mission is to advance the dignity, equality, and self-determination of people with disabilities. The Resource Center offers information for the following areas: Abuse and Neglect, Advance Directives, Assistive Technology, Barriers to Accessibility, Children with Disabilities, Client Rights, Community Integration, Criminal Justice, Discrimination, Domestic Violence And Sexual Assault, Employment, Family Care and IRIS Resources, Housing, Long-Term Care, Mental Health, Patient and Institution Rights, Public Benefits, Seclusion and Restraint, Self-Determination / Guardianship, Service Animals, Special Education, Supported Decision-Making, Transportation, Victim Advocacy, Voting.

<https://disabilityrightswi.org/resource-center/>

Special Considerations - Elders

800-677-1116

Welcome to the Eldercare Locator, a public service of the U.S. Administration on Aging connecting you to services for older adults and their families.
<https://eldercare.acl.gov/Public/Index.aspx>

Special Considerations - Elders

The world of job searching has changed drastically over the years. You now have more options than ever. We'll help you navigate through those choices and guide you through the process of applying and interviewing for your next job.
<http://www.aarpworksearch.org/Pages/Default.aspx>

Special Considerations - Veteran Support

We are a network of community, local, state, and federal partners that identifies and develops innovative and holistic approaches to assist justice-involved veterans.
<https://info.nicic.gov/jiv/>

Special Considerations - Veteran Support

Working with and on behalf of veterans in the state of Wisconsin, in recognition of their service and sacrifice.
<http://www.dva.state.wi.us/>

Special Considerations - Veteran Support

Founded & Run By Veterans. The WI VetsNet bridges a major gap in the veterans benefit system: identifying and connecting at-risk veterans and veterans in need to the benefits and programs in a number of areas, including: emergency relief, rehousing, benefits counseling,

Special Considerations - Veteran Support

24/7/365 Support - Call 800-273-8255 and Press 1
Or text 838255.

Connect with a real person who serves Veterans,
Their Families, and Friends

<https://www.veteranscrisisline.net/>

Volunteer - Donate Food

Hunters, you can help feed needy people
throughout Wisconsin this fall by taking 5 simple
steps. Visit the Deer Donation Program by going to
the following website:

<http://dnr.wi.gov/topic/hunt/donation.html>

<http://dnr.wi.gov/topic/hunt/donation.html>

Volunteer - Volunteer Opportunities

Click on the link to find the list of United Way
Wisconsin Volunteer Centers. Sort by
opportunities, location and events.

<https://www.volunteerwisconsin.org/local-volunteer-centers>

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>

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

financial counseling, substance abuse assistance,
mental health care, legal assistance, relationship
counseling, employment counseling, job training
and placement.

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

Volunteer - Volunteer Opportunities

At JustServe, we believe that nothing should get in
the way of organizations and volunteers coming
together to do good things for the community.

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

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/>

Your Leisure Time - Leisure Activities

Whatever you're looking to do this year, Meetup
can help. For 20 years, people have turned to
Meetup to meet people, make friends, find
support, grow a business, and explore their
interests. Thousands of events are happening
every day—join the fun.

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

COMPANY OR
EMPLOYER NAME: _____

POSITION APPLIED FOR: _____

APPLICANT TELEPHONE: _____

SOCIAL SECURITY NUMBER: _____

Employment Application

YOUR NAME: _____
Last First Middle

ADDRESS: _____

ARE YOU LEGALLY ELIGIBLE FOR EMPLOYMENT IN THE U.S.A.?

☐ Yes ☐ No (If yes, verification will be required.)

I AM SEEKING A PERMANENT POSITION: ☐ Yes ☐ No

IF NECESSARY FOR THE JOB I AM ABLE TO:

Are you able to perform the essential functions
of the position with or without accommodations?

☐ Yes ☐ No

Work (which shifts)? _____

Work overtime? _____

Provide a valid Alaska Drivers License? _____

IF NECESSARY FOR THE JOB, ARE YOU OVER (Please mark one) 14__ 15__ 16__ 18__ 19__ 21__

I WILL BE ABLE TO REPORT TO WORK ____ DAYS AFTER BEING NOTIFIED THAT I AM HIRED.

EDUCATION:	Yrs. Completed	Field of Study	Graduate or Degree
High School _____			
College/University _____			
Business/Technical _____			
Other (May include grammar school) _____			

MILITARY SERVICE: ☐ Yes ☐ No

Duty/Specialized Training: _____

REFERENCES: List two personal references who are not relatives or former supervisors.

Name	Address	Telephone	Occupation	Years known
_____	_____	_____	_____	_____
Name	Address	Telephone	Occupation	Years known
_____	_____	_____	_____	_____

EMPLOYMENT: List last employment first. Include summer or temporary jobs. Be sure all your experience or employers related to this job are listed here, in the summary (following this section), or use an extra sheet of paper if necessary.

Employer Name and Address	Position Title/Duties Skills	Dates Employed from to

_____	Supervisor's Name: Telephone:	Reason for leaving

Employer Name and Address	Position Title/Duties Skills	Dates Employed from to

_____	Supervisor's Name: Telephone:	Reason for leaving

EMPLOYMENT CONTINUED...

Employer Name and Address	Position Title/Duties Skills	Dates Employed from to
		Reason for leaving
	Supervisor's Name: Telephone:	

Employer Name and Address	Position Title/Duties Skills	Dates Employed from to
		Reason for leaving
	Supervisor's Name: Telephone:	

Summarize other
employment related to this job: _____

Types of computers, other electronic or mechanical
equipment that you are qualified to operate or repair: _____

Typing speed: _____ per minute.

Professional Licenses, Certifications or Registrations: _____

Additional skills including supervision skills, other languages, or information
regarding the career/occupation you wish to bring to the employer's attention: _____

In case of accident or illness please contact: Name: _____

Daytime phone: _____

Address: _____

Relationship: _____

Information to the applicant: As part of our procedure for processing your employment application, your personal and employment references may be checked. If you have misrepresented or omitted any facts on this application, and are subsequently hired, you may be discharged from your job. You may make a written request for information derived from the checking of your references.

If necessary for employment, you may be required to: supply your birth certificate or other proof of authorization to work in the US, have a physical examination and/or a drug test, or to sign a conflict of interest agreement and abide by its terms.

I understand and agree to the information shown above:

Signature: _____

Date: _____

Equal Employment Opportunity: While many employers are required by federal law to have an Affirmative Action Program, all employers are required to provide equal employment opportunity and may ask your national origin, race and sex for planning and reporting purposes only. This information is optional and failure to provide it will have no affect on your application for employment.

Employer Section: _____

Resume Guide

A good resume will open the door for an interview. But do you need a resume? Some employers prefer a resume and others require an application form. That depends on the kind of job you're applying for.

RESUME REQUIRED

- Professional, technical, administrative and managerial jobs.
- Sales positions.
- Secretarial, clerical, and other office jobs.

RESUME SOMETIMES REQUIRED

Professional positions: Baker, Hotel Clerk, Electrician, Drafter, Welder

RESUME NOT REQUIRED

Unskilled, quick turnover jobs: Fast Food Server, Laborers, Machine Loader, Cannery Worker

The Rockport Institute has generously donated the resume guide below. It is a shortened version of their full resume guide ***How to Write a Masterpiece of a Resume*** which can be found here:

<http://www.rockportinstitute.com/resumes>

WRITE A RESUME THAT GENERATES RESULTS

Before you begin, ask yourself: Why do you have a resume in the first place? What is it supposed to do for you? How can you differentiate yourself from hundreds of other applicants with qualified resumes? The prospective employer has the overwhelming task of looking over many resumes to find the special person that is right for the position and a great fit for the culture of the company. You are facing a great deal of competition.

The resume is a tool with one specific purpose: to win an interview. If it doesn't, it isn't an effective resume. A resume is an advertisement; nothing more, nothing less. A great resume doesn't just tell them what you have done but makes the same assertion that all good ads do: If you buy this product, you will get these specific, direct benefits. It presents you in the best light. It convinces the employer that you have what it takes to be successful in this new position or career.

Other reasons to have a resume:

- To pass the employer's screening process (requisite educational level, number years' experience, etc.), to give basic facts which might favorably influence the employer
- To establish yourself as a professional person with high standards and excellent writing skills, based on the fact that your resume is so well done (clear, well-organized, well-written, well-designed, of the highest professional grades of printing and paper).
- To use as a covering piece or addendum to another form of job application
- To put in an employer's personnel files. (which they may check out later for other openings)
- To help you clarify your direction, qualifications, and strengths, boost your confidence, or to start the process of committing to a job or career change.

It is a mistake to think of your resume as your work history, a personal statement or some sort of self expression. Sure, most of the content of any resume is focused on your job history. But write from the intention to create interest, to persuade the employer to call you. If you write with that goal, your final product will be very different than if you write it just to catalog your job history.

Most resumes are quickly scanned, rather than read. Ten to twenty seconds is all the time you have to persuade a prospective employer to read further and the decision to interview a candidate is usually based on an overall first impression of the resume, a quick screening that so impresses the reader and convinces them of the candidate's qualifications that an interview results. The top half of the first page of your resume will either make you or break you. You hope it will have the same result as a well-written ad: to get the reader to respond. You are selling a product in which you have a large personal investment: you.

The person who is doing the hiring often cares deeply how well the job will be done. You need to write your resume to appeal directly to them. Ask yourself: What does the employer really want? What special abilities would this person have? What would set a truly exceptional candidate apart from a merely good one? How can I demonstrate that I am the perfect candidate? Put yourself in their shoes.

Loosen up your thinking enough so that you will be able to see some new connections between what you have done and what the employer is looking for. You need not confine yourself to work-related accomplishments! Use your entire life as evidence of your character, skills and talents. If Sunday school or your former gang are the only places you have had a chance to demonstrate your special gifts for leadership, fine. What are the talents you have to offer the prospective employer? A great resume has two sections. In the first, you make assertions about your abilities, qualities and achievements. You write powerful, but honest, advertising copy that makes the reader immediately perk up and realize that you are someone special.

The second section, the evidence section, is where you back up your assertions with evidence that you actually did what you said you did. This is where you list and describe the jobs you have held, your education, etc. This is all the stuff you are obliged to include.

Most resumes are just the evidence section, with no assertions. The 'juice' is in the assertions section. When a prospective employer finishes reading your resume, you want them to reach for the phone to invite you in to interview. The resumes you have written in the past have probably been a gallant effort to inform the reader. You don't want them informed. You want them interested and excited.

THE OBJECTIVE SECTION

Ideally, your resume should be pointed toward conveying why you are the perfect candidate for one specific job or job title. Good advertising is directed toward a very specific target audience.

Targeting your resume requires that you be absolutely clear about your career direction—or at least that you appear to be clear. You would be wise to use this time of change to design your future career so you have a clear target that will meet your goals and be personally fulfilling. With a nonexistent, vague or overly broad objective, the first statement you make to a prospective employer says you are not sure this is the job for you.

Imagine the position of a software manufacturer looking at a sea of resumes. They all look so much alike until they come across a resume in the pile that starts with the following: "OBJECTIVE - a software sales position in an organization seeking an extraordinary record of generating new accounts, exceeding sales targets and enthusiastic customer relations". They are immediately interested! This first sentence conveys some very important and powerful messages: "I want exactly the job you are offering. I am a superior candidate because I recognize the qualities that are most important to you, and I have them. I want to make a contribution to your company." This works well because the employer is smart enough to know that

someone who wants to do exactly what they are offering will be much more likely to succeed than someone who doesn't. And that person will probably be a lot more pleasant to work with as well.

Secondly, this candidate has done a good job of establishing why they are the perfect candidate in their first sentence. They have thought about what qualities would make a candidate stand out. They have started communicating that they are that person immediately. What's more, they are communicating from the point of view of making a contribution to the employer.

Here's how to write your objective. First of all, decide on a specific job title for your objective. Go back to your list of answers to the question "How can I demonstrate that I am the perfect candidate?" What are the two or three qualities, abilities or achievements that would make a candidate stand out as truly exceptional for that specific job? Having an objective statement that really sizzles is highly effective. And it's simple to do. One format is:

OBJECTIVE: An xxx position in an organization where yyy and zzz would be needed (or, in an organization seeking yyy and zzz).

Xxx is the name of the position you are applying for. Yyy and zzz are the most compelling qualities, abilities or achievements that will really make you stand out above the crowd of applicants.

If you are applying for several different positions, you should adapt your resume to each one. Have an objective that is perfectly matched with the job you are applying for. Remember, you are writing advertising copy, not your life story.

If you have a limited work history, you want the employer to immediately focus on where you are going, rather than where you have been.

Examples of an Objective section:

OBJECTIVE: An entry-level position in the hospitality industry where a background in advertising and public relations would be needed.

OBJECTIVE: A position teaching English as a second language where a special ability to motivate and communicate effectively with students would be needed.

THE SUMMARY OF QUALIFICATIONS

The "Summary of Qualifications" consists of several concise statements that focus the reader's attention on the most important qualities, achievements and abilities you have to offer. Those qualities should be the most compelling demonstrations of why they should hire you instead of the other candidates.

This may be the only section fully read by the employer, so it should be very strong and convincing. Include professional characteristics (extremely energetic, a gift for solving complex problems in a fast-paced environment, exceptional interpersonal skills, committed to excellence, etc.) helpful in winning the interview.

How should you write to write a Summary of Qualifications? Look for the qualities the employer will care about most. Then look at what you wrote about why you are the perfect person to fill their need. Pick your qualities that best demonstrate why they should hire you. Assemble it into your Summary section.

The most common ingredients of a well-written Summary are as follows. Do not use all these ingredients in one Summary - use the ones that highlight you best.

- A short phrase describing your profession
- Followed by a statement of broad or specialized expertise
- Followed by two or three additional statements related to any of the following:
 - breadth or depth of skills
 - unique mix of skills
 - range of environments in which you have experience
 - a special or well-documented accomplishment
 - a history of awards, promotions, or superior performance commendations
- One or more professional or appropriate personal characteristics
- A sentence describing professional objective or interest.

Notice that the examples below show how to include your objective in the Summary section. If you are making a career change, your Summary section should show how what you have done in the past prepares you to do what you seek to do in the future.

A few examples of Summary sections:

- Highly motivated, creative and versatile real estate executive with seven years of experience in development and construction. Especially skilled at building effective, productive working relationships with clients and staff. Excellent management, negotiation and public relations skills. Seeking a challenging management position in the real estate field that offers extensive contact with the public.
- Health Care Professional experienced in management, program development and policy making in the United States as well as in several developing countries. A talent for analyzing problems, developing and simplifying procedures, and finding innovative solutions. Proven ability to motivate and work effectively with persons from other cultures and all walks of life. Skilled in working within a foreign environment with limited resources.
- Performing artist with a rich baritone voice and unusual range, specializing in classical, spiritual, gospel and rap music. Featured soloist for two nationally televised events. Accomplished pianist. Extensive performance experience includes television, concert tours and club acts. Available for commercial recording and live performances.

SKILLS AND ACCOMPLISHMENTS

In this final part of the assertions section of your resume, you do exactly what you did in the previous section, except that you go into more detail.

In the summary, you focused on your most special highlights. Now you tell the rest of the best of your story. Let them know what results you produced, what happened as a result of your efforts, what you are especially gifted or experienced at doing. Flesh out the most important highlights in your summary.

Here are a few ways you could structure your "Skills and Accomplishments" section:

SELECTED SKILLS AND ACCOMPLISHMENTS

- Raised \$1900 in 21 days in canvassing and advocacy on environmental, health and consumer issues.
- Conducted legal research for four Assistant U.S. Attorneys, for the U.S. Attorney's office
- Coordinated Board of Directors and Community Advisory Board of community mental health center. Later commended as "the best thing that ever happened to that job."

FUNCTIONAL RESUME FORMAT

The functional resume highlights your major skills and accomplishments. It helps the reader see clearly what you can do for them. It helps target the resume into a new direction by lifting up from all past jobs the key skills and qualifications to help prove you will be successful. The functional resume is a must for career changers and for those returning to the job market.

THE EVIDENCE SECTION - YOUR WORK HISTORY, EDUCATION, ETC.

Most resumes are not much more than a collection of "evidence," various facts about your past. By evidence, we mean all the mandatory information you must include on your resume: work history with descriptions, dates, education, affiliations, list of software mastered, etc. If you put this toward the top of your resume, anyone reading it will feel like they are reading an income tax form.

EXPERIENCE

List jobs in reverse chronological order. Don't go into detail on the jobs early in your career; focus on the most recent and/or relevant jobs. (Summarize a number of the earliest jobs in one line or very short paragraph. Put dates in italics at the end of the job; don't include months, unless the job was held less than a year. Include military service, internships, and major volunteer roles if desired! Because the section is labeled "Experience," it does not need to mean that you were paid.

EDUCATION

List education in reverse chronological order, degrees or licenses first, followed by certificates and advanced training. Set degrees apart so they are easily seen. Put in boldface whatever will be most impressive. Don't include any details about college except your major and distinctions or awards you have won.

- Do include advanced training, but be selective with the information.
- If you are working on an uncompleted degree, include the degree and afterwards, in parentheses, the expected date of completion.
- If you didn't finish college, start with a phrase describing the field studied, then the school, then the dates (the fact that there was no degree may be missed).

Other headings might be "Education and Training" or "Education and Licenses".

And then add your Awards, Civic and Community Recognition and Comments from Supervisors.

PERSONAL INTERESTS

Only list these if your personal interests indicate a skill or knowledge that is related to the goal, such as photography for someone in public relations, or carpentry and wood-working for someone in construction management. This section can create common ground in an interview.

REFERENCES

You may put "References available upon request" at the end of your resume, if you wish. This is a standard close (centered at bottom in italics), but is not necessary. You can bring a separate sheet of references to the interview, to be given to the employer upon request.

A FEW GUIDELINES FOR A BETTER PRESENTATION

The resume is visually enticing, a work of art. Simple clean structure. Very easy to read. Symmetrical. Balanced. Uncrowded. As much white space between sections of writing as possible; sections of writing that are no longer than six lines, and shorter if possible.

There are absolutely no errors. No typographical errors. No spelling errors. No grammar, syntax, or punctuation errors. No errors of fact.

All the basic, expected information is included. A resume must have the following key information: your name, address, phone number, and your email address at the top of the first page, a listing of jobs held, in reverse chronological order, educational degrees, in reverse chronological order.

Jobs listed include a title, the name of the firm, the city and state of the firm, and the years employed. Jobs earlier in a career can be summarized and extra part-time jobs can be omitted. If no educational degrees have been completed, it is still expected to include some mention of education (professional study or training, partial study toward a degree, etc.) acquired after high school.

It is targeted. First you should get clear what your job goal is, what the ideal position would be. Then you should figure out what key skills, areas of expertise or body of experience the employer will be looking for in the candidate. Gear the resume structure and content around this target, proving these key qualifications.

Strengths are highlighted / weaknesses de-emphasized. Focus on whatever is strongest and most impressive. Make careful and strategic choices as to how to organize, order, and convey your skills and background.

Use power words. For every skill, accomplishment, or job described, use the most active impressive verb you can think of (which is also accurate). Begin the sentence with this verb, except when you must vary the sentence structure to avoid repetitious writing.

Show you are results-oriented. Wherever possible, prove that you have the desired qualifications through clear strong statement of accomplishments

Writing is concise and to the point. Keep sentences as short and direct as possible.

Make it look great. Use a laser printer or an ink jet printer that produces high-quality results. A laser is best because the ink won't run if it gets wet. It should look typeset. Use a standard conservative typeface (font) in 11 or 12 point. Use off-white, ivory or bright white 8 1/2 x 11-inch paper, in the highest quality affordable. Use absolutely clean paper without smudges, without staples and with a generous border.

Shorter is usually better. Your resume should be just long enough to keep the reader's interest, and create psychological excitement that leads prospective employers to pick up the phone and call you.

Telephone number that will be answered. Be sure the phone number on the resume will, without exception, be answered by a person or an answering machine Monday through Friday 8-5pm.

WHAT NOT TO PUT ON A RESUME

- The word "Resume" at the top of the resume
- Fluffy rambling "objective" statements
- Salary information
- Full addresses of former employers or names of supervisors
- Reasons for leaving jobs
- References