

12/8/13

GREETINGS AND SOLIDARITY!

By now, many people are aware that we have a "Prison Problem" in this country. With only 5% of the world's population, we have over 25% of its "INMATES." (Approx. 2.4 million). Many will also acknowledge that our "rankings" among industrialized nations fall short academically. - Some admit that we have an "Education Problem."

I submit that when 75% of our 2.4 million inmates are **DROPOUTS**. It's time that we stop thinking of incarceration and education as separate problems. - I address this issue in my essay "Raising the Bar", which explores the relationship between education and incarceration. (It was included in one of my first posts to **BETWEEN THE BARS** - www.betweenthebars.org/blog/1398)

In addition to the 2.4 million inmates in this nation - we also have 5 to 7 million who are currently on some form of parole, probation or community control.

According to U.S. Dept. of Justice Statistics, another 7 to 9 million Americans are currently cycling through local and county jails - rather than a college degree, many will graduate from misdemeanors to felony degrees (1st, 2nd or 3rd degree felonies) and wind up in prison.

90% of America's 2.4 million inmates will eventually be released (at the current rate of about 700,000 a year!) The recidivism rate, (the rate at which released inmates are re-arrested.) is about 40% nationally. However, in some communities it is an astronomical 80 to 90%!

Some pockets of poverty are so deep that change is hard to find.

In the coming weeks, I would like to begin sharing posts which spot light people, groups and organizations who are attempting to make a difference - I'll begin with the efforts of a remarkable man who volunteers his time, talent and energies - A 501(c)3:
Unity in the Family Ministry,
Dr. Calvin Adams
www.unityinthefamilyministry.com

BETTER WAY MANHOOD PROJECT

PROVIDE BY:

UNITY IN THE FAMILY MINISTRY



The mission of Better Way Manhood Project is to provide inspiration, motivation, guidance, educational enrichment and mentoring to men at the Escambia County Jail Re-Entry Program

- What Define A Man?
- How Do You Make Amends To Your Kids?
- How Do You Handle Substance Abuse Issues?
- How Do You End Domestic Violence?
- How Do You Take Care Of Your Family?

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Date: _____

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1. Define what you think a man is:

2. The *manhood* program asks participants to examine their ideas about what it means to be a man. Take a moment to list the characteristics of a "real man." You can do this as individuals, or brainstorm a list as a group. Once you have a list that defines "manhood," try the following:

Characteristics of a "Real Man"

1.	
2.	

2a. Review your list item by item and evaluate which characteristics would help a man resist violence and which might lead a man to act out violently. If there are items on your list that might encourage a man to be violent, consider how you might modify your definition of manhood so that a violent formerly incarcerated man re-entering your community would not have to act violently in order to fulfill your expectations.

Characteristics of a "Real Man"

Characteristics that would help you resist violence

Characteristics of a "Real Man"	Characteristics that would help you resist violence
1.	1.
2.	2.

So You Want To Become a Man

- **Male By Birth but Man by Choice**
- 1 Timothy 5:8 But if anyone does not provide for his own, and especially for those of his household, he has denied the faith and is worse than an unbeliever.

Selflessness - No man has ever risen to the real stature of spiritual manhood until he has found that it is finer to serve somebody else than it is to serve himself. ~ Woodrow T. Wilson

Men live for someone or something greater than themselves. Talk to most of the men in jail and you will immediately notice the primary topic of conversation and matter of utmost importance is "self."

When we are young, most of us think that the world revolves around. Most men would say that marriage and the birth of a first child mark the primary passages into manhood. However, marriage & children are not necessary for entrance into manhood; service can take on many forms. **Whether through having children or community causes, becoming a man means serving someone or something greater than yourself.**

Consistency - Real men are people that others can count on.

Whether it's simply doing what they say they'll do or being at the right place at the right time, becoming a man means being consistent. Showing up for work late, missing appointments, not returning phone calls and general flakiness are all signs of immaturity. Anyone can do things right every once and a while, but chances are if you look at the men you look up to the most, all of them have gained your respect and trust through consistency.

For many of us consistency is a tough quality to attain, a seeming attack on the rebellious "I'll do what I want, when I want" attitude that we take such pride in. Consistency is the game for pros, men who actually have people counting on them, men with responsibility....real men.

Humility - My power will be in humility ~ Walter Russell

Humility is often thought of as a "soft" trait, hardly the first thing that comes to mind when we think "man."

But the truth is, cockiness is most often displayed by those who have the least to be cocky about. Their insecurities come out as they grasp for the compliments & praise they so desperately need. **Real men are secure in their abilities and do not find it necessary to place themselves in higher esteem than those around them.**

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Ending Generational Patterns

Many families have formed generational patterns of reliance on behaviors, which has caused families to become dependence on dysfunctional conduct. This behavior has been passed from generation to generation. This dysfunctional behavior is seemed by these families as normal behavior. Because they do not recognize that their actions are unacceptable to society they pass these behaviors on to the next generation. The behaviors are taught by modeling what they see as acceptable conduct. This behavior has caused many families as well as their child to become at-risk of not becoming unsuccessful throughout their lives and passing this behavior on to the next generation.

Through voluntary or involuntary dependency this population has failed to develop skills, which match societal norms. Some of these individuals are not voluntary participants in this life style. They may have married or decided to live with a mate who was raised in this type of environment. Because of they chose to partner with and have children with an individual with this type of upbringing they can become trapped in this lifestyle. Also some persons grow up in this environment and due to the lack of finances and /or the area in which they live do not give them the necessary capabilities to remove themselves out of their situation without help from some outside sources.

This underdevelopment of the type of skills needed to match societal norms has caused families to not mature and mature at a level to learn the competencies needed to become successful and change their behavior throughout their lives. Without outside help from sources who understand their inability to recognize their reliance on these destructive behaviors, which has been pass on from generation to generation patterns they will never redirect the negative patterns toward positive patterns.

The Instructor must first understand that in order to keep their students engaged and wanting to learn the material they must point fingers at the parents. You must not state to the parent that they are poor parents and lack the parenting skills to be a successful parent. Furthermore you must not continually remind the parents that it has been their behavior that they have modeled in front their children that have caused the child to become at-risk of delinquent behavior.

❖ **Next - Introduce of the generational patterns and how reliance on behaviors can be formed.**

The skills, that are lacking fall into the following categories:

- | | | | |
|--------------------------|----------------------|-----------------------|--|
| A. Financial Instability | B. Lack of Education | C. Criminal Behavior | |
| D. Substance Abuse | E. Violent Behavior | F. Lack of Self-worth | G. Lack of Commitment in Relationships |

Families may not have all of the weaknesses listed but may have formed dependency in several areas.

When dependency is found in a category it will show how your family has over time to become unsuccessful in society in that area. It is the goal of the family history chart to assess if families have developed a dependency in the categories listed above, through generational patterns. Before the parents can address a problem they must first recognize the problem and the causal factors. The family history chart is an assessment tool, which will help the family identify problem areas as it relates to their individual family.

COMMUNICATE YOUR FAMILY VALUES

Do not assume your child knows or understands your family values. It is your responsibility to communicate your family morals and values to your child. Also, you must tell your child, as a member of your family, they are expected to abide by those values. When communicating these family morals and values you must be very specific and clear. As the text will explain not only are you to tell the child, which is a form of teaching, you are to model the desired behavior for the child. You are to model and teach that there are certain types of behaviors that your family will not accept. **Do not assume that your child understands what you want them to do and how you want them to act.** Tell them what it is and you show them what it looks like. Call the subject exactly what it is. If you are speaking about oral sex, state it. Do not beat around the bush. Don't just tell and show them once and expect them to remember. This should be an ongoing process throughout the child's life. As the child grows and matures you need to stay a couple of stages (one to two years) ahead of the child's development in giving them information in advance. This is done to have a long-term effect on the child. So over time there is a buy into your family beliefs, morals and values. This will help your child make choices that are in line with the family's belief system and resist peer pressure.

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- ❖ Complete the Family History Chart. It is imperative that you are completely honest if this class is to be effective. The individual behavior plans will be constructed from the information obtained from the Family History Chart. Your individual behavior plan will be incorrect if this section is not completed with honesty answers.

Ephesians 6:4 - Fathers are told to bring up children in the nurture and admonition of the Lord.

Family History Chart

Generational Patterns Check what applies to you	Family Tree					
	Great-Grands	Grand Parent	Mother/Father	Aunt, Uncle Cousins	Siblings	Yourself
A. Financial Instability						
1. Welfare						
2. Never owned property						
3. Bad credit						
4. Gamblers						
5. Can't keep a job						
B. Substance Abuse						
1. Alcoholism						
2. Drug Abuse						
C. Lack of Education						
1. No High School Grads						
2. No College Grads						
D. Violent Behavior						
1. Brawlers						
2. Child Abuse						
3. Domestic Violence						
E. Criminal Behavior						
1. Jail and Prison						
2. Hustling						
3. Cheaters						
4. Buying Stolen Goods						
5. Stealing						
F. Lack of Self-worth						
1. Prostitution						
2. Mess Makers						
3. Deadbeats						
4. Liars						
5. Poor Physical Upkeep						
G. Lack Commitment In Relationships						
1. Shacking						
2. Divorce						
3. Promiscuity						
4. Children out of wedlock						
5. Children with multiple fathers or mothers						

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Proverbs 29:18 Where there is no vision, the people perish: but he that keepeth the law, happy is he.

Habakkuk 2:2 And the LORD answered me, and said, Write the vision, and make *it* plain upon tables, that he may run that readeth it.

PERSONAL GOAL-SETTING WORKSHEET

Goal-setting is a powerful exercise. Writing down your plans, they have a way of becoming reality. This goal-setting worksheet will help you define what's important to you.

Long-Term Goals (10 years):

Short-Term Goals (five years):

Immediate Goals (six months to one year):

What's Most Important?

List your three most important goals:

1. _____
2. _____
3. _____

What Could Get in My Way?

List some obstacles to accomplishing your goals:

What Actions Do I Take to Meet My Goals?

What resources will you need?

How can you overcome obstacles?

Who Can Help Me?

List family members, friends and coworkers who can help you meet your goals:

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When Do I Start?

Write down a kickoff date for taking action. Indicate when you hope to accomplish the goal:

Start Date End Date

Career Goals

• get a promotion • learn a new job skill • reach a certain professional level • complete a project in a specified amount of time

Spiritual Growth • set aside time to think about spiritual matters • join a house of worship

FINANCIAL GOALS

• earn a certain amount of • set up an investment money in a specified time program • get rid of debt

Educational Goals • earn credits toward a degree • take adult education classes

Health and Fitness Goals

• work out three or four times a week • have an annual checkup • quit smoking • join a health club •

Community Involvement

• volunteer in the community; • work to become less anxious, jealous or insecure • meet new people; make new friends

Leisure Time • relax more • make time for a hobby • plan a trip • go to a baseball game

ADDICTION & RECOVERY ISSUES

Signs, Symptoms, and Help for Drug Problems

What is drug abuse and drug addiction?

Drug abuse, also known as substance abuse, involves the repeated and excessive use of chemical substances to achieve a certain effect. These substances may be “street” or “illicit” drugs, illegal due to their high potential for addiction and abuse. They also may be drugs obtained with a prescription, used for pleasure rather than for medical reasons.

Different drugs have different effects. Some, such as:

- Cocaine or methamphetamine - produce an intense “rush” and initial feelings of boundless energy.
- Heroin, benzodiazepines or oxycontin - produce excessive feelings of relaxation and calm.
- Most drugs overstimulation the pleasure center of the brain.
- With time, the brain’s chemistry is actually altered to the point where not having the drug becomes extremely uncomfortable and even painful.
- This compelling urge to use, *addiction*, becomes more powerful, disrupting work, relationships, and health.

Prescription drug abuse

- Prescription drug abuse is just as dangerous as street drug use.
- Prescription drugs in the opiate family, such as vicodin (hydrocodone) and oxycontin, are often prescribed for chronic pain or recovery from surgery.
- Benzodiazepines, such as valium or Xanax, are prescribed to treat anxiety.

Alcohol and smoking

While legal, both alcohol and nicotine can be highly addictive and have serious health effects. They are gateway drugs. Both alcohol and smoking lead you the use of other drugs.

What causes drug abuse and addiction?

- Drug abuse and addiction is due to many factors.
- A powerful force in addiction is the inability to self- soothe or get relief from untreated mental or physical pain.
- Some other risk factors include:
 - **Family history of addiction.** You are at higher risk for abusing drugs.
 - **History of mental illness.** Drug abuse can worsen mental illness or even create new symptoms.
 - **Untreated physical pain.** Without medical supervision, pain medications or illegal drugs like heroin can rapidly become addictive.
 - **Peer pressure.** If people around you are doing drugs, it can be difficult to resist the pressure to try them.

Signs and symptoms of drug abuse and addiction

The physical and emotional consequences of drug abuse and addiction also make it difficult to function, often impairing judgment to a dangerous level.

Physical signs of abuse and addiction

- Drug abuse affects the brain and body directly. - From blood pressure to heart rate.
- Stimulants like cocaine and methamphetamine “amp up” the body, increasing blood pressure, metabolism and reducing the ability to sleep.
- Drugs like opiates and barbiturates slow down the body, reducing blood pressure, breathing and alertness sometimes to dangerous levels. Some physical signs of abuse and addiction include:

Tolerance and withdrawal

- Most abused drugs are not only mentally addictive but physically addictive as well.
- **Tolerance** is built up to the drug. More and more of the drug is needed to achieve the desired effect.
- **Withdrawal** symptoms, depending on the drug, can include shakes, chills, severe aches and pains, difficulty sleeping, agitation, depression, and even hallucinations or psychosis.
- Avoiding withdrawal adds to the urgency of keeping up drug abuse and increases drug dependence.

Mental and emotional signs of abuse and addiction

- Abuse and addiction also affect mood, as drugs are abused for the temporary good feelings they provide.
- These feelings can vary depending on the drug used. Some mental and emotional signs include:
 - Cycles of being unusually talkative, “up” and cheerful, with seemingly boundless energy.
 - Increased irritability, agitation and anger
 - unresponsiveness or looking “spaced out”
 - Apathy and depression
 - Lowered threshold for violence
 - Unusual calmness,
 - Paranoia, delusions
 - Temporary psychosis, hallucinations

Effects of drug abuse and addiction

- Drug abuse affects the person’s life in many ways, including health, finances and stability.
- But it also affects the entire family, friends, colleagues-- and even the community.
- What’s more, the strong denial and rationalization of the person using drugs makes it extremely difficult to get help, and can make concerned family members feel like they are the problem.

Health, employment and crime

- Those who abuse drugs have a greater risk for health problems down the road, from neglecting their own health to risk of infectious disease like hepatitis or HIV from sharing needles.
- Heavy drug use affects your health to include lung disease, arthritis, heart problems and brain damage.
- Productivity at work often suffers, and eventually trouble keeping a job or even homelessness can occur.
- The urge to use is so powerful that criminal activity for money or more drugs can be a strong temptation.

Staying addicted: Denial and rationalization

- One of the most powerful effects of drug abuse and addiction is denial.
- The urge to use is so strong that the mind finds many ways to rationalize drug use.
- Someone abusing drugs may drastically underestimate the quantity of drugs they are taking, how much it is costing them, and how much time it takes away from their family and work.
- They may lash out at concerned family members, making the family think they are overstating the issue.
- This denial and rationalization can lead to increased problems with work, finances and relationships. The person abusing drugs may blame an “unfair boss” for losing her job, or a “nagging wife” for why he is increasingly going out with friends to get high.
- Work & relationship stresses occur but a pattern of deterioration & blaming others are a sign of trouble.

Substance Abuse

Substance abuse is a health problem and not a social issue. Drug and alcohol addiction is a disease.

The addiction of drugs and alcohol is a development issue. Addicts stunt their natural development.

You cannot obtain changes in any of the other generational patterns unless you stop substance abuse now.

Like many other diseases substance abuse can’t be cured but there is treatment that will arrest it.

The treatment of substance abuse will not work unless the affected person has decided to seek treatment. You must **commit** to participate in one of the following programs:

- Alcoholic Anonymous
- Narcotic Anonymous
- Local church programs
- Out patient treatment
- 28-day in-patient treatment

Long term in-patient treatment just like any other disease there are risk factors, which are prevalent. The programs listed above address those substance abuse risk factors and will teach you how to change or unlearn the behaviors.

- The primary goal of this session is to change negative patterns of behavior, thinking and feelings that predispose one toward drug abuse.
- The perspective of this session is that drug abuse is a disorder of the whole person; addiction is the symptom, not the essence of the disorder. The primary goal is to change negative patterns of behavior, thinking and feeling that predispose one toward drug abuse.

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SIX TIPS TO BECOMING A PREPARED PARENT' FOR NEGATIVE SITUATIONS

- When your child has committed a crime or a very serious act, you as the parent must stay under control.
- We have addressed throughout this book that you must model and teach.
- Modeling self-discipline is very important.
- Do not rant and rave about what the child has done.
- Take the child home without saying harsh words to them; do not cuss or fuss at this point.
- Once home send the child to their room and tell him or her to think about what they have done.
- Do not allow the child to use the television, radio, telephone, video games or read.
- They are to only think about the behavior that has caused this problem.
- You are to go to your room.
- If you are not a single parent both you and your mate should go to the room and take the following steps to prepare your discussion about the behavior and what type of disciplinary action you will apply.

QUESTION YOURSELF

1. Think about what causes the behavior.

- A. How old is the child and would their age affect how they acted? Does my child have friends who act in this manner?
- B. Have I said or done anything that would make my child act in this manner?
- C. Does my child have a real need for his or her action?

2. Think about the Family Values.

- A. Have I explained to the child that this type of behavior is against our family values?
- B. Was I specific enough in regard to the behaviors as it relate to our family values?
- C. Was there really a rule in our family guidelines for this behavior?

3. Think about how you have been using the Family Values or Rule.

- A. Did you give your child reason for this family value or rule? Have you been consistent in applying consequences?
- B. Have you been consistent in applying your family guidelines or values?
- D. Have you been repetitive in reminding the child about the family rule?

4. Once you have decided at what level your child understands his or her behavior your are ready to problem solve.

- A. Before entering the child's room decided on what you will say to the child.
- B. If you are not a single parent take the other parent with you. Both of you need to be in agreement on your actions.
- C. Set limits on your reactions and behavior before entering the child's room. Be in control of your emotions.
- D. Remember the purpose is to help the child to make better choices not revenge or anger.
- E. Listen to the child's side of the story, don't interrogate or interrupt.
- F. Repeat what the child has said to make sure your understand.
- G. Explain that this behavior is against the family values.
- H. Explain what is expected of the child if the situation occurs again.

The Facts on Domestic Violence

Many of the domestic violence facts out there may need some interpreting before actually accepting them as truths. At times, something that appears to be straightforward may be more complicated than we originally had thought. Distinguishing the domestic violence facts that hold true even upon first glance from the ones that need some explanation is very important.

For example, domestic violence facts point to African American women facing physical or sexual abuse from their partners far more often than Caucasian or Hispanic women.

- Women of all races are about equally vulnerable to violence by an intimate partner.
- Other domestic violence facts have shown that Caucasian and Hispanic women are actually less likely to report an incident of domestic violence than an African American woman.
- Hispanic women feel a very strong allegiance to their family, to a point where even if they are being abused; they are more likely to be silent about it.
- For Caucasian women, looking into domestic violence facts show that they often use other resources and do not feel the need to call the police and file a report.
- Caucasian women will more often go to battered women shelters and have better access to an attorney.
- Only about half of domestic violence incidents are reported to police. African-American women are more likely than others to report their victimization to police.
- In 100 domestic violence situations approximately 40 cases involve violence by women against men.
- Women are seven to 14 times more likely than men to report suffering severe physical assaults from an intimate partner.

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domesticviolence.org

Domestic violence should not happen to anybody... Ever... Period!

Definition

Domestic violence and emotional abuse are behaviors used by one person in a relationship to control the other. Partners may be married or not married; heterosexual, gay, or lesbian; living together, separated or dating.

Examples of abuse include:

- name-calling or putdowns
- keeping a partner from contacting their family or friends
- withholding money
- stopping a partner from getting or keeping a job
- actual or threatened physical harm
- sexual assault
- stalking
- intimidation

Violence can be criminal and includes physical assault (hitting, pushing, shoving, etc.), sexual abuse (unwanted or forced sexual activity), and stalking. Although emotional, psychological and financial abuse are not criminal behaviors, they are forms of abuse and can lead to criminal violence.

The violence takes many forms and can happen all the time or once in a while. An important step to help yourself or someone you know in preventing or stopping violence is recognizing the warning signs listed on the "Violence Wheel."

Domestic violence only happens to poor women and women of color.

- Domestic violence happens in all kinds of families and relationships. Persons of any class, culture, religion, sexual orientation, marital status, age, and sex can be victims or perpetrators of domestic violence.

Some people deserve to be hit.

- No one deserves to be abused. Period. The only person responsible for the abuse is the abuser.
- Physical violence, even among family members, is wrong and against the law.

Alcohol, drug abuse, stress, and mental illness cause domestic violence.

- Alcohol use, drug use, and stress do not cause domestic violence; they may go along with domestic violence, but they do not cause the violence.

Domestic violence is a personal problem between a husband and a wife.

- Domestic violence affects everyone.
- About 1 in 3 American women have been physically or sexually abused by a husband or boyfriend at some point in their lives.

If it were that bad, she would just leave.

- There are many reasons why women may not leave. Not leaving does not mean that the situation is okay or that the victim want to be abused.
- Leaving can be dangerous. The most dangerous time for a woman who is being abused is when she tries to leave.

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Who Are The Victims?

ANYONE CAN BE A VICTIM! Victims can be of any age, sex, race, culture, religion, education, employment or marital status. Although both men and women can be abused, most victims are women. Children in homes where there is domestic violence are more likely to be abused and/or neglected. Most children in these homes know about the violence. Even if a child is not physically harmed, they may have emotional and behavior problems.

Who Are The Abusers?

Abusers are not easy to spot. There is no 'typical' abuser. In public, they may appear friendly and loving to their partner and family. They often only abuse behind closed doors. They also try to hide the abuse by causing injuries that can be hidden and do not need a doctor.

Abuse is not an accident. It does not happen because someone was stressed-out, drinking, or using drugs. Abuse is an intentional act that one person uses in a relationship to control the other. Abusers have learned to abuse so that they can get what they want. The abuse may be physical, sexual, emotional, and psychological.

Abusers often have low self-esteem. They do not take responsibility for their actions. They may even blame the victim for causing the violence. In most cases, men abuse female victims. It is important to remember that women can also be abusers and men can be victims.

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Violence Wheel

The chart below is a way of looking at the behaviors abusers use to get and keep control in their relationships. Battering is a choice. It is used to gain power and control over another person. Physical abuse is only one part of a system of abusive behaviors.

Abuse is never a onetime event.

This chart uses the wheel to show the relationship of physical abuse to other forms of abuse. Each part shows a way to control or gain power.



DOMESTIC ABUSE INTERVENTION PROJECT

202 East Superior Street
Duluth, Minnesota 55802
218-722-2781
www.duluth-model.org

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Developing a Budget The 1st step toward taking control of your financial situation is to do a realistic assessment of how much money you take in and how much money you spend. Start by listing your income from all sources. Then, list your "fixed" expenses — those that are the same each month, like mortgage payments or rent, car payments, & insurance premiums. Next, list the expenses that vary like entertainment, recreation, & clothing. Writing down all your expenses, even those that seem insignificant, is a helpful way to track your spending patterns, identify necessary expenses, and prioritize the rest.

Monthly Budget

HOUSEHOLD Rent/Mortgage \$ _____
 Utilities (electric, gas, trash, water) \$ _____
 Cable/Satellite TV and Internet \$ _____
 Telephone and Long Distance \$ _____ Cell Phone \$ _____
 Other Household Expenses \$ _____ **TOTAL \$** _____

FOOD Groceries \$ _____ Lunches and Snacks \$ _____
 Eating Out \$ _____ **TOTAL \$** _____

TRANSPORTATION Car Payment \$ _____
 Insurance \$ _____ Gasoline \$ _____
 Maintenance and Repairs \$ _____ Public Transportation \$ _____
 Parking & Tolls \$ _____ **TOTAL \$** _____

HEALTHCARE Doctor \$ _____ Dentist \$ _____
 Prescriptions \$ _____ Medical Insurance \$ _____
 Other Healthcare Expenses \$ _____ **TOTAL \$** _____

LOOKING GOOD Clothes and Shoes \$ _____ Hair Care \$ _____
 Toiletries \$ _____ Laundry and Cleaners \$ _____
TOTAL \$ _____

JUST FOR FUN Movies/Games/Concerts \$ _____ Dates/Trips \$ _____
 Music Purchases \$ _____ Hobbies \$ _____
 Books/Magazines/Newspaper \$ _____ **TOTAL \$** _____

MISCELLANEOUS Credit Card \$ _____
 Savings & Investments \$ _____ Education (tuition, books) \$ _____
 Gifts and Charity \$ _____ Pets \$ _____ **TOTAL \$** _____

PAYCHECK & OTHER FUNDS Monthly Take Home Pay \$ _____
 Child support, alimony) \$ _____ Other Sources \$ _____ Gifts \$ _____ Monthly Part-time Jobs
 \$ _____ **TOTAL MONTHLY INCOME \$** _____

SUBTRACT –

TOTAL ALL FOR THE MONTH \$ _____

MONTHLY BOTTOM LINE \$ _____

• Divide annual income and expenses by 12 to get a monthly figure. • Some expenses (like utilities) will change throughout the year, so use a monthly average.

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Operation FreshStart 850-432-6816

**Pensacola United
Methodist
Community Ministries**

2600 W. Strong Street
Pensacola, FL 32505

Pastor Joe Mullen
Phone: 850-432-6861

**Operation FreshStart at the
corner of "T" & Strong St. in
the Brownville area**

Operation FreshStart is a joint effort between Pensacola United Methodist Community Ministries, the Florida Department of Correction, and Escambia County Correctional facilities to help give ex-offenders the best possible chance for successful reintegration into the community through post-release support.

Operation FreshStart services are not limited to the ex-offender; their services are extended to the families. Some of the services provided Program:

- **Food Pantry • G.E.D. Program • Learn To Read Florida**
- **Clothes and Shoe Closet • Medical/Medication Referral**
- **Job Referrals through local staffing agencies**

For ex-offenders & homeless who need a helping hand, Pensacola United Methodist Community Ministries is committed to helping them make a fresh start in the process of becoming re-established within our community.

FLORIDA DEPARTMENT OF VOCATIONAL REHABILITATION PENSACOLA LOCATIONS

Pensacola Unit 01A 4700 Bayou Blvd Bldg 2C Pensacola, FL 32503-5575 Phone: (850) 494-7152 Fax: (850) 494-7158	Pensacola Unit 01AA 4700 Bayou Blvd. Bldg. 1 Pensacola, FL 32503-2670 Phone: (850) 494-7200 Fax: (850) 494-7227
Pensacola Unit 01D 1000 College Blvd., Bldg. 6, Rm. 659 Pensacola, FL 32504-8998 Phone: (850) 484-1660	Pensacola Unit 01C 1419 N. Palafox Street, Suite B Pensacola, FL 32501 Phone: (850) 595-8444 or (850) 452-4602

The Federal Bonding Program

Bond coverage is provided for any persons whose background usually leads employers to question their honesty and deny them a job. The program will cover any person who is a "risk" due to their being in one or more of the following groups:

- ex-offender with a record of arrest, conviction or imprisonment; anyone who has ever been on parole or probation, or has any police record
- ex-addict who has been rehabilitated through treatment for alcohol and drug abuse
- poor credit record or have declared bankruptcy
- persons lacking a work history who are families with low income
- dishonorably discharged from the military

Ms. Diane Vacca, Bonding Services Coordinator
 107 East Madison St. - Tallahassee, Fl. 32399
 850 921 3956 fax - diane.vacca@flaawi.com

Department of Economic Opportunity
 1 866 352 2345 (toll-free) OR 850 245 7451

FEDERAL BONDING PROGRAM LOCAL CONTACT:
Tom Ousley, Job & Benefits Administrator Phone: 850-607-8710 Fax: 850-607-8849

Unity in the Family Ministry Better Way Manhood Project

Companies that Hire Ex-offenders and Felons

Looking for a job with a criminal record may be a difficult task. Part of a successful ex-offender and felon job search is finding good prospective employers to apply to. There are many employers in America that are willing to hire ex-offenders and felons. Ex-offenders are hired everyday. The key is finding employers that have hiring practices that are favorable to ex-offenders and felons. We have comprised a list of nation-wide companies whose official hiring guidelines do not restrict those with criminal backgrounds.

AAMCO Transmissions	Baskin-Robbins	Baxter International	Eddie Bauer
Abbott Laboratories	Baxter International	Best Foods	Epson
Ace Hardware	Best Foods	Bally's	Equity Office Property
Alamo Rent a Car	Best Western	Coes-Coin	Exelon
Alaska Airlines	BF Goodrich	Coldwell Banker	Coes-Coin
Alberto-Culver	Black and Decker	Compaq Computer	Exxon
Allied Van Lines	Blue Cross/Blue Shield	ConAgra Foods	Federal Express
Allstate Insurance	Boeing	Dairy Queen	First Health Group
America West Air	Bridgestone/Firestone	DAP Products	Fortune Brands
American Airlines	British Airways	Deer & Co	Frito-Lay
American Airlines	Brunswick Corp	Del Monte Foods	Fruit of the Loom
American Express	Budget Rent-A-Car	Dell Corporation	Fuji Foto
American Greetings	Calvin Klein	Delta Air Lines	Galouob Toys
Anderson Windows	Campbell Soups	Delta Faucets	General Electric
AON Computer	Canon USA	Denny's Inc.	General Growth Properties
Archer Daniel's	Career Education Group	Dole Foods	General Mills
Midland	Carrier A/C	Dollar Rent A Car	Georgia-Pacific
ARCO	Casio, Inc.	Domino's Pizza	GMAC
Arthur J. Gallagher & Co	Caterpillar	Dow Brands	Hanes Hosiery
AT&T	CDW Computers	Dunkin Donuts	Hewitt associates
Atlas Van Lines	Chase Bank	Dunlop Tires	Hilton Hotels
Avis Rent-A-Car	Chicago Mercantile Exchange	DuPont Co.	IBM
Avon Products	Cintas	Duracell	Illinois Tool Works
K-Mart	Tellabs	Seven Up, Inc.	Showtime Networks
Kraft Foods	Toys*R*Us	Phillip Morris	Shell Oil
L.A. Times	Tribune Co	R.R Donnelley	Southwest Air
McDonalds	U.S Cellular	Northern Trust	Target Stores
Sears & Roebuck	Smurfit-Stone Container Corp.	ServiceMaster	Sony
Sara-Lee	Sprint	Rubbermaid Inc.	Telephone & Data Systems
Toys*R*Us	Zebra Technologies Group	Mobil Oil	Uneven Investments
Pepsi-Co	Tribune Co	Molex	Uneven Investments
Motorola	United Airlines	Navistar International	Verizon
New York Times	W.W Grainger	Newsweek	Walgreens
Newsweek	Wal-Mart	Niki	Wrigley Co
Nisource	Yumahn	Old Republic	Zenith Electronics
Packaging Corp of America	Zerox	PACTIV	

OFFSHORE EMPLOYERS

GulfMark Offshore, Inc. 10111 Richmond Avenue, Suite 340 Houston, Texas 77042 1 (713) 963-9522 Fax: 1 (281) 664-5057	Diamond Offshore Drilling, Inc 15415 Katy Freeway, Suite 100 Houston, Texas 77094-1810 Tel: 800.848.1980 Tel: 281.492.5300 FAX: 281.492.5316	Kirby Inland Marine 18350 Market Street Channelview, TX 77530 1-800-324-3621
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OFFSHORE EMPLOYMENT WEBSITES

<http://www.indeed.com/q-Company-BP-I-Houston,-TX-jobs.html>
<http://www.simplyhired.com/a/jobs/list/q-bp+offshore>
<http://www.indeed.com/q-Offshore-I-Houston,-TX-jobs.html>

Jobs Overseas as Independent Contractor Websites

www.kbrjobs.com
 www.fluor.com
 <https://www.redriver.army.mil/>
 www.exelisinc.com/solutions

Unity in the Family Ministry Better Way Manhood Project

FLORIDA CRIMINAL RECORD EXPUNGEMENT

Florida statute allows for a person's criminal offense to be erased if 1) all charges were dismissed before trial or if 10 years have passed since having the record sealed, 2) you have not expunged any other offense, and 3) you have no other convictions. When expungement is granted, the expunged record will not show up on any criminal background checks. However, if an individual is applying for employment or a professional license from a law enforcement agency, the Department of Juvenile Justices, a contractor or licensee dealing with children, the Dept. of Ed., a public school, a private school, or the FL Bar Assoc, these agencies will see a statement that indicates the person's record has been expunged.

In order to obtain a Certificate of Eligibility to petition the court to seal or expunge a criminal history record, the following requirements must be met pursuant to [s.943.0585\(2\)](#) and [s.943.059\(2\)](#), Florida Statutes.

- Section A of the application must be completed and signed in the presence of a notary public.
- The applicant must be fingerprinted by authorized law enforcement personnel or a criminal justice agency. The fingerprint form must include the applicant's name, race, sex, date of birth, *social security number (SOC), and signature, prior to submission to FDLE. A FDLE Fingerprint Form, FD 40-024, is supplied with the application package.
- The applicant must provide a certified disposition of the case that he/she is applying to have sealed or expunged. This may be obtained from the Clerk of Court in the county in which the charge(s) were brought. For Pre-trial Intervention cases and other Diversion programs, a certified letter of completion from the State Attorney's office may substitute for a certified disposition. Please provide a certified copy of Termination of Probation, if applicable.
- A **NONREFUNDABLE** money order or cashier's check for \$75.00 made payable to the FDLE must accompany the application.
- If you are requesting an expunction of a criminal history record, you must have the state attorney or statewide prosecutor complete Section B of the application. (If not completed, the application will be processed as a sealing of your criminal history record).

Special Note: All of the items listed above are required at the time that the application is submitted. If an item is missing or the application or fingerprint form is not completed, the application will be returned unprocessed.

* This information is voluntary; failure to disclose may delay the processing time of your application **Benefits of**

Having Your Florida Record Expunged

- Tell employers that you have not been convicted of a crime
- Become eligible for student loans
- Become eligible for housing assistance
- Become eligible for more types of professional licenses and certificates
- Tell friends and family that you have not been convicted of a crime
- To stop fearing or being embarrassed when someone does a background check on you.

Community Action Program in Pensacola has a granted funded program to pay for criminal expungement.

Community Action Program - (850) 438-4021- capc-pensacola.org
1380 N. Palafox St.
Pensacola, FL 32501