



# INTERFAITH HOSPITALITY NETWORK OF SUMMIT COUNTY

Congregational Re-Training Handout

2008

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# **Mission Statement**

**A consolidation of faith congregations caring for families in need of shelter, meals, and compassionate assistance that leads them to secure a stable home environment.**

**Listening with compassion to each individual family's concerns and dreams.**

**Maintaining integrity in all circumstances and insisting on quality in all programs.**

**Helping sustain the dignity of our clients while they build a stable future for their children.**

**Helping locate or develop affordable family housing.**

**At the heart of our mission are the children.**

Compared to their peers, who have never been homeless, children who have been homeless are:

- Physically less well
- Emotionally less well
- Academically less adept
- Developmentally less advanced

## What does IHNSC do?

### First

- We are an emergency shelter for homeless families –one to four families at a time – 20 to 30 families per year.
- We provide everything the family needs for basic living, free of charge, as long as they are with us.
- We do this in partnership with more than 29 local congregations.

### Second

- Going Home/Staying Home program provides up to 12 months of case management, for former guests of our emergency shelter.

## Why is a family homeless shelter necessary?

Homelessness is a persistent, pervasive and growing problem, right here in Ohio.

- 600,000 families experience homelessness per year in the United States.
- That is reported as 1.35 million children.
- This is more than three times the number of homeless persons found in 1991, more than four times the number in 1987.
- Families with children comprise the fastest growing segment of homelessness.

*For more information check the National Alliance to End Homelessness @ [www.endhomeless.org](http://www.endhomeless.org)*

## Why is new affordable family housing needed?

The cost of housing, both owned and rental, is rising steadily. Average wages, however, are stagnant.

- The economy continues to create more service sector jobs, which do not pay well.
- Generally, economically challenged adults are poorly educated, so they are not eligible for professional jobs.
- In addition, formerly affordable housing is being converted to market rate housing or is being torn down and not replaced.
- To “afford” the “average” two-bedroom apartment in Summit County, a family needs over **\$32,000 in annual income – \$15.79 an hour or over two times the current minimum wage.**

*For more information on the relative costs of housing, see “Out of Reach” on the website of the National Low Income Housing Coalition, [www.nlihc.org](http://www.nlihc.org). Additional information can be found in the annual “Paycheck to Paycheck” report of the Center for Housing Policy ([www.nhc.org/chp/p2p/](http://www.nhc.org/chp/p2p/)).*

## What is a realistic monthly budget?

In Summit County, this is what it typically costs for **a single Mom and two children**. The costs are based upon monthly budget requirements necessary to achieve a "no frills" standard of living. No money is included for debt payments or skills training. There is no entertainment budget, no restaurant meals, no vacation, and nothing is set aside for emergencies, retirement or children's college education. The basic needs standard falls short of what's usually called a middle-class standard of living.

Category	Monthly Cost
Food	426
Housing	821
Health Care	0
Transportation: Bus Pass for 1 adult	50
Child Care	1188
Clothing/Other	339
Child Care	1100
<b>Total Monthly Cost</b>	<b>2763</b>
<b>Total Annual Cost</b>	<b>32843</b>
<b>Hourly Wage Needed</b>	<b>15.79</b>

***What types of jobs pay \$15.79 per hour?***

## What does a family receive in public assistance?

In Summit County, a single Mom and two children receive a maximum of \$410 per month in cash assistance and \$426 per month in food stamps. In addition, the family receives Medical Assistance support, which covers most doctor visits and medical treatments. If the Mom is extremely fortunate, she will find someone to provide childcare for free while she is looking for a job.

Here's what her budget looks like, if she is trying to live on her cash assistance, food stamps, Medical Assistance and has free childcare.

Category	Monthly Cost
Food – net of food stamps	426
Housing	821
Health Care – on Medical Assistance	
Transportation: Bus Pass for 1 adult	50
Child Care – free	0
Clothing/Other = Diapers, cleaning supplies, laundry detergent etc.	339
<b>Total Monthly Cost</b>	<b>1,565</b>
<b>Cash Assistance</b>	<b>410</b>
<b>Monthly Gap between Cost and Cash Assistance</b>	<b>1,155</b>

How can she survive?

***What would you tell her to cut out of her budget?***

## Hidden Rules in Poverty, Middle Class, and Wealth

	POVERTY	MIDDLE CLASS	WEALTH
<b>POSSESSIONS</b>	<b>People.</b>	<b>Things.</b>	<b>One-of-a-kind objects, legacies, pedigrees.</b>
<b>MONEY</b>	<b>To be used spent.</b>	<b>To be managed.</b>	<b>To be conserved invested.</b>
PERSONALITY	Is for entertainment. Sense of humor is highly valued	Is for acquisition and stability, Achievement is highly valued.	Is for connections. Financial, political, social connections are highly valued
SOCIAL EMPHASIS	Social inclusion of the people they like.	Emphasis is on self-governance and self-sufficiency	Emphasis is on social exclusion.
<b>FOOD</b>	<b>Key question: Did you have enough? Quantity important</b>	<b>Key question: Did you like it? Quality important.</b>	<b>Key question: Was it presented well? Presentation important.</b>
CLOTHING	Clothing valued for individual style and expression of personality.	Clothing is valued for its quality and acceptance into norm of middle class. Label important.	Clothing valued for its artistic sense and expression. Designer important.
<b>TIME</b>	<b>Present most important. Decisions made for moment based on feelings or survival.</b>	<b>Future most important. Decisions made against future ramifications.</b>	<b>Traditions and history most important. Decisions made partially on basis of tradition and decorum.</b>
EDUCATION	Valued and revered as abstract but not as reality.	Crucial for climbing success ladder and making money.	Necessary tradition for making and maintaining connections.
<b>DESTINY</b>	<b>Believes in fate. Cannot do much to mitigate chance.</b>	<b>Believes in choice. Can change future with good choices now.</b>	<b>Noblesse oblige.</b>
LANGUAGE	Casual register. Language is about survival.	Formal register. Language is about negotiation.	Formal register. Language is about networking.
FAMILY STRUCTURE	Tends to be matriarchal.	Tends to be patriarchal.	Depends on who has money.
WORLD VIEW	Sees world in terms of local setting.	Sees world in terms of national setting.	Sees world in terms of international view.
LOVE	Love and acceptance conditional based upon whether individual is liked.	Love and acceptance based largely upon achievement.	Love and acceptance condition and related to social standing and connections.
<b>DRIVING FORCE</b>	<b>Survival, relationships, entertainment.</b>	<b>Work, achievement.</b>	<b>Financial, political, social connections.</b>

Pages 5 through 8 are adapted from "What Every Church Member Should Know About Poverty"

**Could YOU survive in wealth? Put a check by each item you know how to do.**

- \_\_\_\_\_1. I can read a menu in French, English, and another language.
- \_\_\_\_\_2. I have several favorite restaurants in different countries of the world.
- \_\_\_\_\_3. During the holidays, I know how to hire a decorator to identify the appropriate themes and items with which to decorate the house.
- \_\_\_\_\_4. I know who my preferred financial advisor, legal service, designer, domestic-employment service, and hairdresser are.
- \_\_\_\_\_5. I have at least two residences that are staffed and maintained.
- \_\_\_\_\_6. I know how to ensure confidentiality and loyalty from my domestic staff.
- \_\_\_\_\_7. I have at least two or three “screens” that keep people whom I do not wish to see away from me.
- \_\_\_\_\_8. I have flown in my own plane, the company plane, or the Concorde.
- \_\_\_\_\_9. I know how to enroll my children in the preferred private schools.
- \_\_\_\_\_10. I know how to host the parties that “key” people attend.
- \_\_\_\_\_11. I am on the boards of at least two charities.
- \_\_\_\_\_12. I know the ‘hidden rules’ of the country club.
- \_\_\_\_\_13. I support the work of a particular artist.

- \_\_\_\_\_14. I know how to read a corporate financial statement and analyze my own financial statements.

Pages 5 through 8 are adapted from “What Every Church Member Should Know About Poverty” by Ruby Payne  
and Bill Ehlig, published by *aha! Process, Inc.*

**Could YOU survive in middle class? Put a check by each item you know how to do.**

- \_\_\_\_\_1. I know how to get my children into Little League, piano lessons, soccer, etc.
- \_\_\_\_\_2. I know how to properly set a table.
- \_\_\_\_\_3. I know which stores are most likely to carry the clothing brands my family wears.
- \_\_\_\_\_4. My children know the best brand names in clothing.
- \_\_\_\_\_5. I know how to order in a nice restaurant.
- \_\_\_\_\_6. I know how to use a credit card, checking account, and understand term life insurance, disability insurance, and 20/80 medical insurance policy, as well as house insurance, flood insurance, and replacement insurance.
- \_\_\_\_\_7. I talk to my children about going to college.
- \_\_\_\_\_8. I know how to get one of the best interest rates on my new car loan.
- \_\_\_\_\_9. I understand the differences among the principal, interest, and escrow statements on my house payment.
- \_\_\_\_\_10. I know how to help my children with their homework and do not hesitate to call the school if I need additional information.
- \_\_\_\_\_11. I know how to decorate the house for different holidays.
- \_\_\_\_\_12. I know how to get a library card.

- \_\_\_\_\_13. I know how to use different tools in a garage.
- \_\_\_\_\_14. I repair items in my house almost immediately when they break – or know a repair service and call it.

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### **A Little Quiz About The Culture of Poverty**

**Could YOU survive in poverty? Put a check by each item you know how to do.**

- \_\_\_\_\_1. I know which churches and sections of town have the best rummage sales.
- \_\_\_\_\_2. I know which rummage sales have “bag sales” and when.
- \_\_\_\_\_3. I know which grocery stores’ garbage bins can be accessed for thrown-away food.
- \_\_\_\_\_4. I know how to get someone out of jail.
- \_\_\_\_\_5. I know how to physically fight and defend myself physically.
- \_\_\_\_\_6. I know how to get a gun, even if I have a police record.
- \_\_\_\_\_7. I know how to keep my clothes from being stolen at the Laundromat.
- \_\_\_\_\_8. I know what problems to look for in a used car.
- \_\_\_\_\_9. I know how to live without a checking account.
- \_\_\_\_\_10. I know how to live without electricity and a phone.
- \_\_\_\_\_11. I know how to use a knife as a scissors.
- \_\_\_\_\_12. I can entertain a group of friends with my personality and stories.

- \_\_\_\_\_13. I know what to do when I don't have money to pay the bills.
- \_\_\_\_\_14. I know how to move in half a day.
- \_\_\_\_\_15. I know how to get and use food stamps or an electronic card for benefits.
- \_\_\_\_\_16. I know where the free medical clinics are.
- \_\_\_\_\_17. I can get by without a car.

Pages 5 through 8 are adapted from "What Every Church Member Should Know About

### **How does IHNSC screen prospective guests? What would cause a family to not qualify?**

Interfaith Hospitality Network of Summit County attempts to screen prospective guest families for these purposes:

- We attempt to screen in families that we can help.
- We attempt to screen out families that probably will not be able to live peaceably in our communal atmosphere. There is not much privacy, either at the Day Center or in the congregations.
- We also attempt to screen out families that may present risk or danger to other guests, staff, volunteers, the Family Center and congregational spaces.

We do this by:

- Asking prospective guests about their physical and emotional health, their criminal records, and their previous episodes of homelessness.
- To the extent possible, we check a national database of criminal convictions. This covers all 50 states and provides information about felony convictions, to extent that the various states and localities have provided that information.
  - This database generally does not include any information on misdemeanors or gross misdemeanors. It also does not include any information about charges that did not result in convictions, outstanding arrest warrants or investigations-in-progress. For all jurisdictions, the national database also will not include the most recent convictions.

Interfaith Hospitality Network of Summit County does not interview prospective guests unless we have an actual opening. We do not keep a waiting list because it does not work. The overwhelming majority of the prospective families would not be reachable even as little as a week later. We do keep a phone screening

record that is dated and we encourage families to contact us if we are unable to contact them.

Why would a family not qualify for emergency shelter?

- Criminal record
- History of serious emotional/mental illness
- Serious physical illness
- Recent history of domestic abuse

Whenever we must turn a family away, we attempt to suggest other resources.

### **Relationships between guests and volunteers**

Generally, Interfaith Hospitality Network of Summit County has found that its volunteers just “get it” and need very little instruction about how best to conduct themselves around the guests and their children. There are some issues that have come up from time to time, however.

- Volunteers do not proselytize. Interfaith Hospitality Network is an interfaith, ecumenical organization. Just as our volunteers all respect each other’s faith traditions, so should volunteers respect the guests’ faith traditions.
- Volunteers show respect for the guests’ time, property, opinions, parenting style, etc.
  - Being judgmental is not hospitable. Unless the congregation’s property is at risk or a person is in danger, volunteers should tread lightly in commenting on or correcting a guest’s behavior. Any concerns about a guest’s behavior should be discussed with the primary Host Coordinator(s) or with the Interfaith Hospitality Network.
  - Guest rooms should be locked during the day when possible.
  - Congregation staff and volunteers should not enter guest sleeping rooms without knocking or calling loudly and then receiving permission, unless absolutely necessary.
- Volunteers maintain appropriate boundaries between themselves and the guests.
  - The most common way that volunteers violate the boundaries between themselves and guests is by making personal gifts of money or things to guests. This is personal charity, which is not a good idea. From the circumstances of the guest’s homelessness, the volunteer starts out in a position of power over the guest, and the guest knows it. When a volunteer makes a substantial gift to a guest, the power relationship gets even more unbalanced.
  - Interfaith Hospitality Network of Summit County does not wish to quash generosity! If a volunteer perceives a

particular need, and the volunteer wants to fill that need, please call the staff. We will help the volunteer make the gift, if it is appropriate, but we will make it anonymous. We will also take care to handle the gift so that the other guests staying at the congregation are not made to feel unfairly treated.

- Experienced volunteers recognize that the overwhelming problems faced by most of the IHN guests cannot be solved quickly. While volunteers are encouraged to offer job leads, housing opportunities and other resources to the guests, “success” does not come quickly.

## **Training topics**

General rule: It's not about us, it's about them! That is, the congregation volunteers are primarily responsible for making the guests comfortable and welcome, even if the guests' choices are not the same ones that the volunteers would make.

This program is not about the values, desires and needs of the staff & volunteers – this program is about the needs of the guests. We are trying to practice true hospitality.

Some common issues:

- Please instruct drivers to use the gas card in the logbook. Always get a receipt and place the receipt in the logbook. Please let staff know in person or via voice mail or email if the card has been expended and staff will replace it.
- Drivers are in charge of the radio!!!! This has been an issue for some families in the past.
- No Food or Drinks are allowed in the van. In summer months bottled water only.
- Van drivers should make sure the cell phone is back in the logbook before leaving the congregation in the morning.
  - IHN Cell Phone- Please have evening volunteer keep the cell phone with them.
  - Occasionally staff may need to contact the hosts or guests in the evening.
- Food. Keep it simple and provide more than enough.
  - Most guests prefer separate foods, (protein, starch, vegetables), not casseroles or hot /spicy dishes. You can keep a bottle of hot sauce on hand for those that prefer hot /spicy dishes.
  - When in doubt, have larger quantities than you think you'll need, and plan for what to do with the leftovers. The guests are very offended when there is not enough food – in the culture of poverty, this is very rude, and it implies disrespect.

- The same goes for lunches. Remember that all of the guests are getting up very early. One simple lunch will generally not be enough. Try to take account of the need for snacks. Encourage families to pack a lunch or snack for after school for children.
- Evening activities.
  - The guests enjoy having some structure to the evening, usually.
  - The children love art projects, cooking projects, short movies, snacks, etc.
  - In the spirit of true hospitality, activities are not mandatory. The guests can be invited, cajoled and bribed to come, but not mandated.

- Gratitude. The guests are grateful for the time and attention that they receive from the volunteers, but many do not express it. Volunteers should remember that the guests, especially the adults, are deeply ashamed that they are homeless with their children and are under extreme stress. This overload of emotion and guilt clouds their thinking. If they were not in this situation, they might be more traditionally polite. Volunteers should not expect the guests to express gratitude.

- Acquisitiveness.
 

Interfaith Hospitality Network's guests are often economically challenged or extremely poor and may be desperate. In their experience, it is often better to grab something you "need" and ask questions later. The guests understand that these actions are wrong. Nevertheless, sometimes the guests rationalize their actions because the churches and the volunteers seem to have such abundance when the guests have nothing.

Volunteers and congregations do themselves and the guests a disservice when valuable items are not secured and the areas where the guests are not allowed to go are not made clear.

- Conversation. The guests may not want to discuss their situation. They may feel ashamed. You are strangers – they may see no benefit in confiding in you. They may feel that your questions are judgmental, but they may not have the strength to decline to answer.
- Child rearing practices.
  - Our guests are raising their children the way that they have learned to parent through their own experiences. This may not be the way that you would do it. Our hope is that you will model good parenting behavior and hope that it rubs off.

- If you see something that you believe is harmful to the child, what are your options?
  - Intervene politely, in a calm voice. Try to avoid shaming the guest in front of other guests or volunteers. You can certainly say that the behavior you observed is not allowed on the congregation's property.
  - Talk with the primary Host Coordinator or a more experienced volunteer.
  - Call the Day Center and leave a message for staff. We will deal with it the next day.
  - In an emergency-Call the emergency number and request assistance from staff.
- Parents are responsible for their own children. Volunteers should not take responsibility for guest children. We do not recommend this practice at any time. Parents should never be allowed to leave the congregation property without their children.
- Leading by example, not by preaching. Model good parenting when working with the children. Model good de-escalating skills, when intervening in disputes between guests. Have another volunteer present or within earshot, to avoid "he said, she said" situations.

### **"Safe Church" practices**

No one can ignore the fact that children are sometimes abused, physically or emotionally or sexually, by adults. None of us want this to happen to any child.

Interfaith Hospitality Network encourages the hosting congregations to adopt common sense "safe church" practices to guard against the possibility that a guest child or a volunteer child would be abused at the church. In addition, these simple practices will help protect the guest adults and the volunteer adults against unfounded accusations by children.

**The basic rule is that no one adult should supervise any number of children that are not related to the adult, on the church property. Parents should always be present.**

- When possible, two adults should be involved in any activities.
- At best, these two adults are not related to each other and one is male and one is female.
- In the event of an emergency, have the adult of the family that needs supervision select another adult **guest** to supervise the child/children.
- There are EMERGENCY CHILDCARE FORMS in the logbook.
- **AGAIN, WE DO NOT RECOMMEND THIS PRACTICE**

One additional rule to consider: Any volunteer who has been part of the congregation for less than a reasonable period of time should be encouraged to take on tasks other than intense interaction with children. What is a “reasonable period of time?” Six months would be the minimum; some suggest that two years is better.

Whatever rules are adopted, they should apply to everyone and should be enforced consistently. The rules are not meant to suggest that children are at special risk in the congregation. These rules protect children from abuse by deterring abusers and attempting to eliminate situations where abuse could occur. These rules also protect well-meaning adults from unfounded accusations by making sure that unrelated adults are always present to witness what takes place – and what does not – so that children cannot fabricate events.

### **Contacting Staff of Interfaith Hospitality Network of Summit County**

When in doubt, over communicate!!

- If a volunteer has a concern about a guest, that concern is automatically legitimate.
- If you do not tell us, we will not know.
- If we do not know, we cannot do anything about it.
- Guests frequently behave differently in the evening than they do during the day.

Any information, concern, question or news can be left on the IHN voicemail at anytime. You do not have to wait until the next morning and remember to call, although you sure can if you want to.

**330-253-8081**

In an emergency, or anytime during the evening or overnight that a volunteer or guest has an important concern that cannot wait until the next day, please call the IHN emergency cell phone. The number is located in the logbook. Please do not give this number to the guests to use. This is a personal # used for emergency purposes only.

- If No Answer---Leave a message, including your callback number. If you are using a church phone, be sure that it can get incoming calls during the evening. Leave a volunteer next to the telephone to wait for the call back, please.
- Be patient. The message may not get to the cell immediately. The staff person who has the phone may not be in a position to respond immediately.

Every congregation’s primary volunteers should know where the IHN log book and First – Aid kit are located. This includes home and cell telephone numbers for staff members. These numbers may be used by any volunteer who feels the need, but should not be shared with guests.

# IHN WISH LIST

The following is a list of items that we are always in need of at the Family Center.

## **General Supplies**

- Laundry Detergent – Powder only please
- Bleach
- Fabric Softener Sheets
- Lysol Spray Disinfectant and cleaning products (Windex, cleanser, wipes etc.....)
- Dish soap for hand washing dishes
- Kitchen and Bathroom sponges and scrubbies
- Paper Towels (any brand or design, plain white is just fine)
- Toilet Paper (same as above)
- Facial Tissue (same as above)

## **Toiletries**

- Adult Toothbrushes and toothpaste, plastic toothbrush holders
- Deodorant - Ladies and Men's
- Shampoo and Conditioner – full size bottles are fine
- Lotion
- Hair Brushes and Combs
- Disposable razors and shaving cream
- Soap and plastic soap holders
- Baby Wipes
- Diapers and Pull-ups (All Sizes ok, but we are always more in need of the larger sizes 4, 5, & 5)
- New socks and underwear, all sizes, mens, womens, boys and girls, and brand or design OK

## **Other Baby Items**

- Teething rings, pacifiers, sippee cups, baby spoons.
- Baby shampoo, lotion, oil, ointment, and diaper rash treatments. Small sizes are better than large economy sizes, for our purposes.
- Powdered formula. Enfamil with Lipil is what most families want.

## **Miscellaneous Items**

- GIFT CARDS to Giant Eagle, Marc's, Wal-Mart
- Metro Transit bus tickets
- PHONE CARDS, \$10 to \$15 in value.

- Gas Cards
- Linens and Pillow Cases

**Household Items**

- Silverware & Kitchen Utensils
- Blender/ Mixers
- Pots & Pans
- Bake ware & Mixing Bowls
- Dishes
- Towels- Hand, Wash, Bath
- Sheets, Pillows, Blankets
- Clocks & Radios

**Furniture Warehouse List**

Mattresses, box spring	Irons & Ironing Boards	Coffee Makers; Microwaves
Couches & Loveseats	Small occasional tables	Bookcases; child strollers
Dressers	Kitchen Tables & Chairs	Televisions/ VCRs
Upholstered chairs		

**Drop-off Information:**

All items, other than furniture, may be dropped off at the IHNSC Family Center

Located at 77 West Miller Ave. Akron, OH 44301

Furniture may be donated to the CORE Warehouse located in Cuyahoga Falls. Please call for more information.

Please call first before dropping off items. To donate an item not listed anywhere above, please call the Day Center and speak with a staff person. Please do not bring us items we do not want or need – we will just have to invest time and money in disposing of them.

**Thanks in advance for any of the supplies that you may be able to help with!!!!!!**

## **VOLUNTEER OPPORTUNITIES WITH INTERFAITH HOSPITALITY NETWORK OF SUMMIT COUNTY**

These are ongoing opportunities to volunteer at the Interfaith Hospitality Network Daytime Family Center at 77 West Miller Ave. Akron, OH 44301

If you are interested in any of these opportunities, or have another idea for helping us, please call and speak to **Pauline Egan** or Pamela Betty, at 330-253-8081.

**Weekend Volunteers at the Family Center-** Per IHN guidelines, we never leave our guests alone at the Family Center, so in order to keep budgets down give the small staff the weekend off, we must rely on the support of our wonderful weekend Family Center volunteers. This is a great opportunity for volunteers who want to spend some quality time with our families at our Daytime Family Center in Akron. These volunteer opportunities are generally for Saturdays, and sometimes on Holidays, in 3 hour shifts between 8:30am and 5:30pm. (Generally 8:30-11:30, 11:30-2:30, & 2:30-5:30) Volunteers can do a 3 hour, 6 hour, or the full 9 hour shift if they choose to.

There are no specific skills required; other than at least one of the volunteers must be an adult. We would prefer these volunteers to have gone through our volunteer training and come to the center prior to taking a shift to get oriented at the Family Center. Our volunteers do anything from planning activities with the kids in the program, arts and crafts, playing family games, or watching a family movie with our guests. Sometimes it may be just lending an ear in conversation or offering non-judgmental moral support and advice if asked. One or more volunteers may be here at the same time and some people bring their children and family with them. (Since we are a family shelter only, there will always be some children in our program.)

Another suggestion for weekend volunteering is that it's also a great opportunity to catch up with an old friend or relative you just don't get to spend quality time or much time at all with. If you come to the Family Center together to do a 3 hour shift and bring some lunch, you can make it a lunch date with a friend to do some catching up and at the same time you're both doing something great to help IHN.

**Youth group for weekends,** we are very open to having a group of 5 to 10 youth and one or two adults come to us on a weekend day for 3 to 6 hours for a service project. The group can bring things to do with small children with them, like games or a snack, or they can just come and do whatever it is we need done that day, which could include all sorts of cleaning, organizing, hauling, raking, etc. Again, flexibility is the key.

**Organizer** - time and day flexible – It is limited, but we do have some storage rooms here at the Family Center and lots of things to store and new donations are coming in all the time. This would be great for someone who loves to organize and isn't afraid of moving boxes around and sorting things. Once every other week, for 2 or 3 hours would be great! This could be anytime that we're open, and any day of the week is fine. This person could also make an occasional haul to Goodwill for us, to take away the things we don't need.

**Gardener,** time and day flexible. We have some lawn and a good lawn mower, and we'd love to have a new lawn-mowing volunteer. We also have some planting areas, and some shrubs, and a big job of weeding to do. This could be one-time-only or ongoing. It could certainly be a group of folks who would come for a few hours to get as much done as possible or it could stretch out over several weekends.

**Thanks for all you!**