



October 2022 Newsletter

<https://familyintegrity.org>

developing
life skills
by faith

Certificate Problem Solved

The Problem. Our computer-generated and personalized completion certificates have been a favorite feature of our program since the beginning. But shipping them in pristine condition has been a recurring problem because of costs. If we sent just one certificate in a large first class large envelope, it would cost us \$2.84 for materials and postage or \$6.49 if you included the labor costs. Then we would get complaints that the envelopes had been folded and the certificates creased or damaged in transit. If we tried to send it in a small box to keep it from being folded we would have to pay the parcel post price of \$4.65 for a total of \$9.82 for the same thing.

Not a Good Solution. While we appreciate all the kind offers of our volunteers to print their own certificates to save us money, it is not a good option. Printing the certificates is just one part of our operation. We enter the data into our record-keeping system at the same time as the printing. This is vital to us as it keeps everything looking the same with all the correct information and uses our time more efficiently. Our facilitators can help by using our online order form and keeping the number of corrections needed to a minimum. We average sending out over 1,000 certificates per year and making corrections is both expensive and labor-intensive. Many times clients call us years later for a duplicate copy because they have lost it and need it for court or other legal reasons.

A Better Solution. We have found a solution that only raises the cost by only \$.58 (\$1.74 for materials, \$1.68 for postage and \$3.75 for labor or \$7.17 total). We now send our certificates in clear colored pouches that greatly reduces the damage due to bending.

Why Even Bother? Good question. We could save a lot of money and time by not sending them out. But that overlooks the good that they do. For many, it gives participants a sense of accomplishments, something that they feel they have not had much of. Some have saved every one they have ever earned. Also, because of the detailed information printed on each certificate, they can also be viewed as legal documents with such things as place and date, course name and content and length. They also speak to our structure. As one facilitator put it, she likes FIT because of its organization.

You Can Help. The highest cost we could avoid is the labor involved in correcting mistakes. Misspelled names, wrong inmate numbers, and failure to use our web-based input form at <https://100hour.org/certificates1.html> are key examples. The form is easy to fill out and complete by just pressing the "Submit" button at the bottom when finished. We receive the order immediately and can be assured that the required information needed to properly prepare the order is there. This avoids an unnecessary waste of time and resources.

FIT Inmate Honored at CCI

Century Correctional Institution conducted a Faith and Character program graduation ceremony on September 13th in a packed chapel ceremony. The thirty-two program graduates had each completed over 1,000 hours of concentrated programming. Michael Vosbrink, Regional Chaplain was the keynote speaker and there were stirring testimonies by four graduates. During the ceremony, Dr. Joseph Sheehan, Family Integrity Training, awarded Steven Degennaro the 100-hour certificate for completion of six courses in the FIT core curriculum. Degennaro has been involved with FIT for several years and is also a Mentor and Encourager. Steven is also a candidate for certification as a FIT Peer Facilitator this month.



Expanded Office Hours

The office is now open Monday-Friday 9 AM - 2 PM

For the first time in our 17-year history, we have been able to expand our office hours to 30 hours per week. It is so frustrating not to be able to talk to a live person about a problem you are having and it causes problems for us in efficiently running the office. We understand that plus our workload has increased as we recover from the effects of COVID. Currently Betty works Monday through Thursday and Karen works Tuesdays and Friday.

Our recent \$16,000 grant covers expenses related to providing books and services but does not cover administration costs and salaries. If you add up all the hours and salaries of our part-time employees it is not even the equivalent of one full-time person! We have not done more because we have put our main focus on supplying materials and support to our volunteer workers on the front lines.

Our biggest financial need - getting more monthly support.

Monthly support has always been in short supply but is one of the ways that will help us the most. Please help us in this way. Call us at 941.799.4975 for ways to give in this manner. **We wouldn't ask you to do something we wouldn't do.** Most of our board members, for example, give monthly.

Here is how you can help.

Here are a few suggestions for one-time and monthly gifts.

- Don Pratt worked several days as an election official in the 2022 Primary Election and donated the \$613.15 that was left over after taking out the tithe for his local church.
- Give a one-time or monthly gift of \$100 to help cover the large expense of mailing out certificates. See the chart below.

Minimum Number of Certificates Your Gift will Provide		
Amount of Gift	\$100.00	\$100/mo (1 year)
Materials	57	690
Materials and Postage	29	351
Materials, Postage, and Handling	14	167

- Can't give \$100 per month. Give \$25. That is less than \$1/day.

Announcements

• ***Online leader training is Saturday, November 5.***

Recommend people to like it on Facebook and recommend it to others. See details on our website at <https://www.100hour.org/leadertraining1.html>.

• ***New \$900 Grant Received.***

We are most appreciative to the Baycross Foundation for awarding us a \$900 grant. This is in addition to the \$1,000 grant previously received. We are in the process of applying for a third grant from them.

• ***Don Pratt appointed to Advisory Board***

President Don appointed to the Advisory Board of Living Free, Chattanooga, TN for a two-year term.