

# **Zoe for Life**

## **Raw Date transcribed from March 17 Retreat**

### **Staffing, Volunteers and Resources**

#### **Failure issues from sticky notes:**

1. Unable to get participants to establish self-sufficiency
2. Don't have enough help to offer support
3. Manpower resources
4. Professional liability insurance
5. Need to apply for 501© 3 status
6. Do not have professional to provide services we need
7. Not enough experts, social workers, etc.
8. To be the same from top down
9. Sufficient funds
10. Don't have funds to give support
11. Can't meet the needs
12. Funds
13. Not enough funds
14. Funds
15. Funds
16. Funds
17. People come to the church for help and we lose contacts with appropriate social services
18. Lack of expertise/hoq to help medically, socially, mental health
19. Someone leaves program because we could not fulfill their needs: money, supplies, emotional support, encouragement, follow through to the end (self-sufficiency)
20. Volunteers lose interest
21. Lack of proper training for volunteers
22. No volunteers or people to drive to meet the family
23. Not having enough volunteers who can dedicate their time on short demand
24. Only 3-4 people working on ZOE and no one else
25. Inadequate volunteers
26. Not enough volunteers
27. Don't have volunteers to support the program
28. Not enough volunteers
29. Lack of teamwork with those working on the program, both board and volunteers
30. Lack of education: informing consequences of not guarding life.
31. We turn into just another source of material resources
32. Failure to provide emotional and spiritual help
33. We don't have enough participants
34. Not enough volunteers

35. Lack of volunteers
36. Lack of trust
37. Lack of trust
38. Lack of communication from the organization to potential referrals
39. A woman chooses to keep a child based on our promise to support her and we could not provide services and financial support.
40. Might scare away those who could benefit

### **Highlights**

- 1. Not enough long-term volunteers:** Rides, proper training, professionals who can train, consistency, mind-set, team work, volunteer self-sufficiency

#### **Required for success**

1. Normally structured organization with defines roles, referrals, script for volunteers to help women
2. Make volunteers self-sufficient and able to provide all/most answers
3. Using ministries within the church

- 2. Not enough funds**

#### **Required for success**

4. Grants from different organizations (United Way, State and Federal Agencies)
5. Persons(s) in charge of fund-raising

- 3. Failure to provide spiritual help: Priest time, losing spiritual mind-set**

#### **Required for success**

6. Group counseling, lay counselors, look into dedicated priest
7. Provide spiritual books, titles, books to come closer to Christ

- 4. Failure to provide promised services in the long term: Losing contact after initial help**

#### **Required for success**

1. Assign follow up group
2. Assign mentor

- 5. Failure to help women become self-sufficient**

#### **Required for success**

1. Provide training to women
2. Provide referrals to other agencies
3. Provide books/material to educate women

## **Governance: Legal, Board of Directors, By-Laws**

### **Failure issues from sticky notes**

41. Cannot follow mothers with high risk pregnancies
42. Internal organizational corruption and lack of transparency
43. Agency interaction
44. Not enough funds
45. Internal Issues
46. Opponents of Life to create the end of life solution
47. Other pro-choice or pro-life agencies may misrepresent our services options
48. Not effectively evaluated
49. Lack of community presence
50. Proper vetting of organization
51. What if I get sued for the help I offered? Will there be some sort of liability insurance for volunteers?
52. Not enough funds to support ministry
53. Legal counsel
54. We fail to effectively communicate the faith
55. What if they still abort  
There isn't enough money to continue
56. Lawsuits

### **Required for success**

1. How to transfer separate 501©3
2. Create a Board of Directors with different disciplines, professions (legal)
3. Purchase Liability Insurance
4. Develop policies/procedures
5. Retain legal counsel
6. Refine statement of need
7. Develop organizational structure
8. Develop flow chart of services
9. Intake questionnaire for clients
10. Develop screening for volunteers
11. Recruit younger individuals to help
12. Develop Volunteer training
13. Research grant/funding opportunities
14. Ensure participation from both parishes
15. Ensure transparency of the organization
16. Develop post-partum questionnaire for clients
17. What to do if they still abort?
18. Develop scope of services
  - a. What is the ending point?
  - b. How to prevent reoccurrence

# **Gathering, Storage and Distribution of Supplies**

## **Failure issues from sticky notes**

1. Car seat distribution
2. Only need diapers
3. Participants will take more than they need
4. Don't have enough resources for new mothers (diapers, formula)
5. Not enough materials to pass out
6. We can't get enough supplies
7. Inadequate money for need
8. Dependency on formula
9. Where to store supplies

## **Required for success**

1. St. Vladimir storage facility for formula, diapers, wipes (no food)
2. Storage sheds (?)
3. Specific hours
4. Someone has to be in charge of inventory/creating and maintaining volunteers for storage center.
5. Involve GOYANS.
6. Donations: Zoe for Life Drives
7. Donations from large stores
8. Encourage breast-feeding/cloth diapers
9. Car seats/cribs-take them? Pack n Plays instead?
10. Car seats from hospital?
11. Alerting women to free resources/services (pre-natal vitamins)
12. Connect to Food Gatherers
13. Food cards-refer them to other places
14. Volunteers to distribute
15. Someone as ambassador to work with other churches

# Services

## Failure issues from sticky notes

1. Priest not enough time to minister to participants
2. We can't find volunteers
3. What is the limit of services
4. Lack of availability to provide 24/7 services
5. Couple of families that continue to come back for help and no ability to change their situation
6. Failure to meet the mother to be emotional issues
7. Confidentiality
8. Proper contact
9. Where does volunteer manpower come from
10. They will need to speak with a psychologist very often and we can't offer that
11. What if child and mother have problems at birth
12. Safe location
13. Babies don't meet developmental milestones
14. Lack of respite services for the pregnant mothers
15. Failure to communicate with the father or other family members
16. Not having licensed professionals
17. We can't get services or access to the services they need
18. Public knowledge of services available
19. No one knows about it
20. Participants unable to locate us
21. Women come and we are unable to support them with her individual needs.  
Each case can be different and difficult. Meet them with the hope to guide them on the right path.
22. Not enough help
23. Family dynamic issues
24. Not enough help
25. Making mothers feel guilty.
26. Obligation to do something in exchange for services
27. When does support stop?
28. Women who are not pregnant want continued support for their families
29. Unable to resolve conflicts within our group
30. Cultural barriers
31. We can't keep up
32. Doing too much too soon.
33. Repeat pregnancy by same women.

## Highlights

### **6. Lack of proper execution: Not knowing what to say to someone in crisis:**

Rides, proper training, professionals who can train, consistency, mind-set, team work, volunteer self-sufficiency

#### **Required for success**

8. Everyone having proper training/guidelines
9. Everyone operating within their roles
10. Funding the right provider that can give them what they need- professional referral
11. Having clearly defined roles and responsibilities:
12. Outreach within our community that can help provide services or train others
13. Partnering with other agencies to see what they do and participate in their training
14. Have job description on what you are doing and specific time commitment
15. Everyone operating within their roles
16. Funding the right provider that can give them what they need- professional referral

### **7. Not knowing scope of services: doing too much too soon**

#### **Required for success**

17. Clearly articulating our goals/mission
18. Having an implementation plan/strategic plan
19. Researching what services are available
20. Refer out to services so we do not enable them
21. Having clear boundaries
22. Having education for the patient on parenting/pregnancy prevention/family life/nutrition/financial

### **8. People taking Advantage of us**

#### **Required for success**

23. Having criteria for who we work with-screening
24. Identifying their need and crisis
25. Having clear boundaries for patient
26. Having education for patients
27. Connect new moms with people who have successfully changed
- 28.
29. Having an implementation plan/strategic plan
30. Researching what services are available
31. Refer out to services so we do not enable them
32. Having clear boundaries
33. Having education for the patient on parenting/pregnancy prevention/family life/nutrition/financial

## **Outreach and Marketing**

### **Required for success**

1. Informing the youth in middle school and high school and elementary school
2. Zoe for Life website with links to outreach
3. Hotline for individual outreach
4. Adoption solutions
5. Statistics taken from Board of Education on the increase of teen pregnancy
6. De-stigmatize pregnancy and encouragement to keep baby
7. Getting solutions for success from similar organization and learning from them. Have ambassadors
8. Get Archdiocese support and metropolis support. Support through parishioners, youth groups
9. Enrolling social workers, psychologists

## **IMPROMPTU NETWORKING**

Participants were asked to interview each other using the following questions:

### **Why did you choose to attend this Zoe for Life retreat?**

Learn what this is all about. Hoping to help these young people.

Important Orthodox issue that we need to address.

This is very important. We want to learn and to promote this to China

It's an opportunity to help young people

To learn how to help young mothers

Interested in learning how to help these people

I'm the priest ☺

Want to know more about ZOE since St. Vladimir's has had several drives

Very interesting program to help younger generation

Learn more

Family issues. How XXX if church supports divorce at modern times

Passion in this area. Son who is adopted. Options outside of abortion. (Addie)

Understanding how serious abortion is and how it impacts woman's life (Helen)

Deal with people with different problems; learn how to respond to questions

(Nick)

Women know you don't have to abort. Family impacted by adoption (Sophia)

Interested in serving/helping project manager; Retiring soon and looking for a place to serve.(Gail)

Heard about it years ago. Have had family/friends impacted. Want to show people there is hope outside abortion (Pete)  
Pro-Life versus For-Life (Xenia/Leta)

### **What knowledge do you hope to offer to the group?**

I am a pharmacist by training  
Life testimony from China state sanctioned abortion  
I'm a young man and know lots of young women  
Knowledge of child development, parenting and adoption  
I am a midwife. I have knowledge about this population; want to support birth (i.e., not abortion)  
Ethical/moral questions of faith;, e.g., abortion, social  
Have parented and home schooled  
My support and the best I can do  
I'm not sure at this point  
How to cope with loss of loved one  
Social worker (Addie)  
Housewife and mother of 4-abortion is stigmatized (Helen)  
Pharmacist (how to help based on knowledge. (Nick)  
Medical knowledge (physician) Sophia  
Public health educational programs; know people (Gail)  
Know about raising kids and experience with kids, health, wellness, nutrition (Pete)  
Help with fund-raising, help with kids, organization (Xenia)

### **What do you hope to learn from the retreat?**

How to assist mothers and child to be on the right path and to keep them there.  
To take message to China of hope to China. How can we articulate this message?  
Maybe how I can help  
Find out more about the mission and how to help  
What can we do to help and support them besides monetarily  
What is this project all about? How can we support this community?  
How can I help  
Answers based in Orthodox religion  
How to help  
Anything and everything I can come out with  
Help put together an effective program (Addie)  
Was told was the role model for younger 4 sisters. (Helen)  
Role of the family (Nick)  
How will it work? How will we get help? (Sophia)  
What is ZFL?; Referrals, supplicate services, how do I fit in? (Gail)  
How Zoe for Life will address problem, how I will fit in (Pete)  
How to help others with choice connections for this ministry (Xenia)