

ANAWIM HOUSING

FALL 2020



HOME MEANS MORE NOW THAN EVER BEFORE

HOW ANAWIM HAS PIVOTED AND CONTINUES TO PROVIDE HOUSING, CARE, AND SERVICES DURING THE PANDEMIC. BECAUSE TO US, HOME IS EVERYTHING

<p>Remaining Open</p> <p>While operations continue, Anawim's open door policy has adjusted to a phone call for entry and required appointments. This is for everyone's safety and to control exposure. Staff were initially concerned about how tenants would react to this change. In a meaningful observation by Erin Larson, one of Anawim's first points of more appreciation than ever. They recognize the steps taken for their protection and others' and understand that it takes extra work to remain open to continue services."</p>	<p>Solutions - Online!</p> <p>Pre-Covid, the property management team began March, DART donated a 15 passenger van to Anawim. Soon after, the Full Circle program temporarily suspended due to COVID-19. Full Circle has now revamped following guidelines from the CDC and mask requirements from the City of Des Moines. The DART van is now being utilized to transport Full Circle participants while maintaining social distancing guidelines.</p>	<p>New DART Van</p> <p>Before anyone was aware of the pending pandemic, in early March, DART donated a 15 passenger van to Anawim. Soon after, the Full Circle program temporarily suspended due to COVID-19. Full Circle has now revamped following guidelines from the CDC and mask requirements from the City of Des Moines. The DART van is now being utilized to transport Full Circle participants while maintaining social distancing guidelines.</p>	<p>Phone Calls</p> <p>As soon as local establishments started closing, Anawim staff realized that there would be a decrease in home visits and interaction. Anawim program managers are accustomed to checking on people and tenants depended on that consistency. Since staff cannot go into people's homes at this time, some have started meeting outside in order to spend time together. Sometimes they choose a favorite tree that is their regular spot or take a walk. Program Manager, Nichole Crawford summed it up, "What is important is still showing up."</p>	<p>Face to Face</p> <p>Working from home works for some people but most of the client work Anawim does requires face to face interaction. Anawim program managers are accustomed to checking on people and tenants depended on that consistency. Since staff cannot go into people's homes at this time, some have started meeting outside in order to spend time together. Sometimes they choose a favorite tree that is their regular spot or take a walk. Program Manager, Nichole Crawford summed it up, "What is important is still showing up."</p>
<p>How can people shelter in place if they do not have a home?</p> <p><i>We will be here to answer that call.</i></p>				

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ANAWIM ADAPTS

Anawim Housing continues to adapt to meet the changing needs of our community. More than a headline, Anawim is recalibrating its programs, services and team. Leading this effort is Cynthia Latcham in the newly created Executive Director position. By adding this position we now have focused leadership on program development and strategy. Cynthia's years of experience with Anawim make her the obvious choice along with her growing presence on a national level as an expert, speaker and advocate for supportive housing.

Already under Cynthia's leadership Anawim has added supportive housing options for youth (18-24 year olds), re-established our rapid rehousing programs and added peer support specialist positions to our team that pair professionals who have lived experience in mental health or substance use disorder with residents with similar backgrounds.

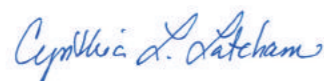
More opportunities are still coming. Among those is our ReNew Crew which will add a social enterprise component that we also believe will offer hope for reestablishing confidence and self-esteem among our resident participants. Service delivery expansion is also planned to communities beyond central Iowa where the need is high and resources like Anawim do not exist.

The support of the community remains vital to our continued success. Our commitment goes beyond ending homelessness. We strive to restore dignity, hope and value to those who have suffered through the trauma of homelessness and through the ongoing pain of disability and dependency.

Your action is needed. Think of the words "Housing is Human Right" each time you enter your home and then consider those who have no home at all. Please allow your action to be shown in ways of advocacy and financial support. Join us not only in changing lives but saving them as well.

Together we can.


RUSS FRAZIER,
PRESIDENT


CYNTHIA LATCHAM,
EXECUTIVE DIRECTOR



ReNew Crew

ANAWIM HOUSING'S SUPPORTIVE EMPLOYMENT SOCIAL ENTERPRISE

Anawim Housing is always looking for ways to improve the lives of program participants in our Permanent Supportive Housing programs. Program managers were noticing a common theme while working with their participants, a desire to return to work. When people come from homelessness into stable housing, they have the shelter, security and time to begin dreaming of next steps. ReNew Crew was created to help with those next steps.

ReNew Crew is a supportive employment social enterprise designed to immediately place program participants into employment opportunities with few barriers. It mirrors the Housing First and harm reduction practices used by Anawim Housing agency wide. Individuals who have a desire to work do not have to advance through a series of classes or training programs. They are placed directly into the workforce and are supported in remaining employed. Conflicts and employment struggles are viewed as teaching and training moments. Supervisors model workplace best practices and are available

to offer support through mental health or substance use relapses.

ReNew Crew provides apartment unit cleaning, painting, grounds keeping, and light maintenance. There is a shortage of workers trained to provide these services in our community and ReNew Crew is filling a gap in the market place. "The synergy involved in creating ReNew Crew is so exciting. There is a place in the market and an untapped and willing workforce who will benefit in a multitude of ways by being employed" says Scott Sithonnorath, program manager who is taking the lead in developing ReNew Crew.

Through ReNew Crew employment, individuals who have long been unemployed are able to increase income, gain skills, create structure and purpose, and develop support networks. ReNew Crew employees will have gained a positive employment reference, added to their work history, expanded their resume, and increased their skill level should they seek employment elsewhere.



Pictured Above:
Employees of ReNew Crew, led and assisted by Program Manager Scott Sithonnorath, help with a move at The Crest Apartments, as part of Anawim's supportive employment social enterprise.



ANAWIM EXPANDS HOUSING For All

ANAWIM TO HOUSE AND SERVE HOMELESS YOUTH THROUGH NEW PROGRAM

Anawim Housing works to serve *all* people with a housing need, and seeks out initiatives that support our mission. We believe: housing is a human right and home is everything. That's why Anawim Housing is proud to now be a part of solving youth homelessness in Polk County.

Over the past three years, Executive Director, Cynthia Latcham, has been working with key stakeholders across Polk County to create a plan for ending youth homelessness. The process was detailed and targeted in defining the problem, outlining the causes, and finding potential solutions.

There was impressive community-wide involvement from the juvenile justice system, local public schools, child welfare, law enforcement, and agencies that specialize in homelessness and youth homelessness. The result was a comprehensive plan aimed at ending youth homelessness in our community.

This plan served as a platform for applying for a highly competitive HUD Youth Homeless Demonstration Grant. These grants infuse financial and technical support into communities ready to take decisive action in ending youth homelessness.

Anawim Housing has been providing permanent supportive housing to families and individuals experiencing homelessness for more than twenty years. While Anawim has served youth participants in our programming since the beginning, the opportunity to create a youth-specific project was exciting. Youth homelessness is rooted in family conflict. Young people involved in child welfare or the juvenile justice system are more likely to end up experiencing homelessness. The traditional familial supports for young people simply do not exist for this population. Youth are still learning to navigate life, pay bills, and attend school or work. Without a safety net, problems can arise quickly. Youth experiencing homelessness are more likely to be victims of human trafficking or to have experienced domestic violence. Trauma is a significant factor in the lives of young people on our streets. Youth who identify as LGBTQ, pregnant and parenting youth, youth with special needs or disabilities, and youth of color, particularly African American and Native American youth, are also more likely to become homeless.

The grant that Anawim Housing received will serve transitional aged youth between the ages of 18 and 24. The project will serve

parenting youth as well as individuals in our traditional scattered-site model. The scattered-site model allows for young people to choose the location and type of home that best fits their needs. Collaboration and choice are paramount when working with youth. Program managers will partner with participants to determine what they want in a home.

“Our ideas of the perfect home might not match up with their vision. It’s important to lean into the paradigm shift from telling youth what they need to partnering with them in defining their version of a happy and healthy life,” says Cynthia Latcham, Anawim Housing Executive Director.

Creating the Youth Homeless Opportunity Program involved input from a local Youth Action Council and HUD technical advisors. This oversight ensured that youth had ownership in the creation of the project. These advisors worked to address issues of equity for youth of color and those who identify as LGBTQ.

The Department of Housing and Urban Development created an application process that required thought and research. It emphasized creativity and collaboration within the community. As a result, Anawim Housing is excited to offer a Permanent Supportive Housing program tailored to fit the needs of our community. Anawim Housing will utilize adaptations for positive youth development—including hiring a peer support advocate, using a shared housing model, and adapting our Full Circle peer support group with a youth focus. ■



No matter the outcome in November, we will still be here. Vote for Housing.



VOTE FOR HOUSING MATCHING GIFT CAMPAIGN



AT ANAWIM HOUSING, WE BELIEVE...

> **Home is Everything** How does one live their life if they don't have a safe roof over their head? Home is the center of where everything begins.

> **Housing is a human right** Housing is a basic need. No matter where a person is from or what they have been through, everyone deserves a home.

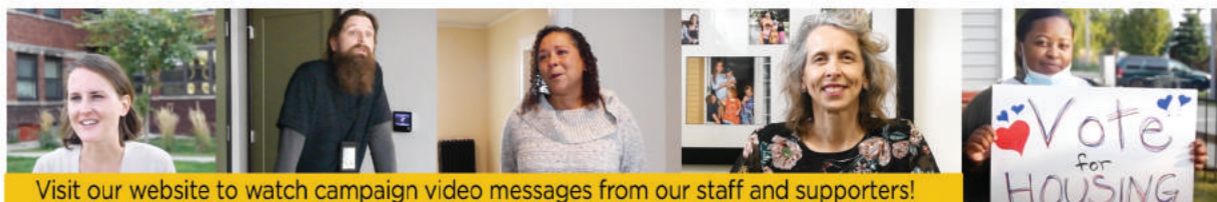
> **Housing First** Not after achievement of a milestone, not contingent upon.... *housing* is the first step. The answer to homelessness is housing.

Vote for Housing by making a donation to Anawim

We are asking you to **Vote for Housing** by making a financial donation to Anawim Housing - supporting our continued work of providing safe, affordable housing for people who are experiencing homelessness in Central Iowa. Housing is physical healthcare, it is mental healthcare, it is compassionate, and it is the right thing to do.

EVERY DONATION MADE TO ANAWIM HOUSING NOW THROUGH THE END OF THE YEAR WILL BE MATCHED DOLLAR FOR DOLLAR UP TO \$100,000, THROUGH THE GENEROSITY OF AN ANNOYMOUS DONOR

Mail in your matched donation using *this* donation envelope OR Donate Online at anawimhousing.org



Visit our website to watch campaign video messages from our staff and supporters!





FULL CIRCLE is back!

Full Circle has resumed and is better than ever. Full Circle was created by program staff in 2018 as a response to universally recognizing patterns of loneliness in program participants who had entered housing after long periods of homelessness. This peer support group met weekly and allowed for program participants to share a meal, partake in guided conversations or listen to speakers on topics that interested them and supported housing stability. Unfortunately, the group was temporarily suspended earlier this year to respond to the Covid-19 pandemic. Program staff however, were not idle during the break. Staff used this time to strategize and plan for greater sustainability and eventual expansion of this valuable program.

Full Circle was the focus of one of the Greater Des Moines Leadership Community Leadership Program projects for 2020. Our goal for the leadership class was to solve the logistical challenges of staffing, providing a meal, transportation and measuring the efficacy of this support group in promoting housing stability and mitigating loneliness. The CLP team applied their collective knowledge and experiences to study the challenges and to suggest potential solutions to streamline Full Circle. The culmination of their intensive study over many months was to empower our staff's expertise and to support us by providing an environment to problem solve and organize for the resumption of Full Circle.



The Community Leadership Class organized a full day retreat for program staff including a skilled moderator to guide the discussion and a graphic recording artist to create an art piece to commemorate the day. The retreat environment supported by CLP provided time, direction and space for the Anawim Housing Program Team to step away from the daily rigors of their



Program Staff participate in Full Circle retreat organized by GDMLI

jobs and place their focus and talents directly on Full Circle. Through that process they were able to find a clear path forward to sustaining and growing Full Circle in a manner that all can be a part of and be proud of.

Full Circle resumed meeting in September. The format changed to allow for two groups to meet on Friday to keep gatherings small and within CDC guidelines. Program team members have created and standardized the meeting format and curriculum, planned a sustainable transportation model and

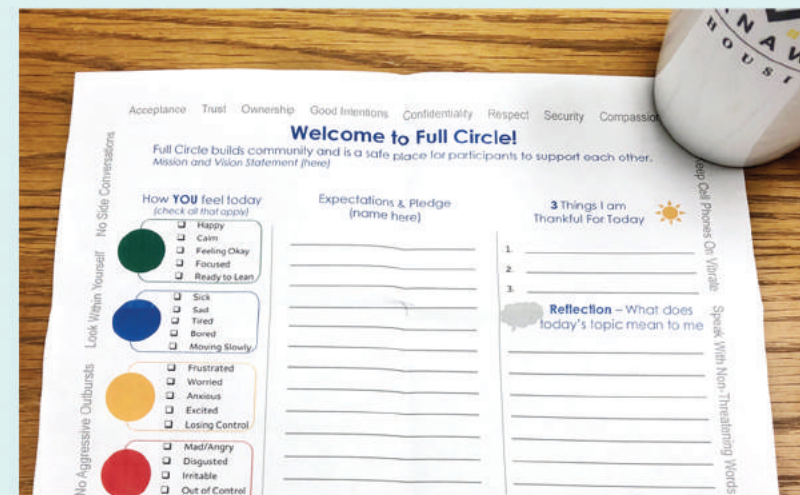


engaged businesses and church groups in providing the meal. Program staff are energized and enthusiastic about the mission of providing Full Circle and the participants are happy to have Full Circle as a way to connect and grow again.

ANAWIM HOUSING & ALLTERRA STAFF

Kristyn Arnold, *Allterra Director of Business Development*
Andrea Baldwin, *Director of Property Management / Market Rate*
Carlos Berdellans, *Property Services Technician*
Jermain Berry, *Supportive Services Advocate*
Tyler Bowen, *Sr. Property Services Technician*
Nicki Brice, *Director of Accounting*
Nathan Brown, *ReNew Crew*
Chris Bynum, *ReNew Crew*
Taz Clayburn-Stills, *Program Manager*
Nichole Crawford, *Program Manager*
Mike Evans, *ReNew Crew*
Atel Farhat, *Sr. Staff Accountant*
Rich Farquharson, *Property Services Technician*
Russ Frazier, *President*
Nick Goede, *Vice President of Property Development*
Phil Graham, *Director of Property Services*
Don Gruver, *ReNew Crew*
Robert Hawthorne, *Lead Groundskeeper*
Dan Kahler, *ReNew Crew*
Lianekham Keothammakhoum, *ReNew Crew*
Alyssa LaForge, *Housing Manager*
Hannah Landgraf, *Program Manager*
Erin Larson, *Anawim Programs Administrative Assistant*

Cynthia Latcham, *Executive Director*
Andrew Lawrence, *Property Services Technician*
Kristen Marberry, *Director of Property Management / Affordable*
Gabe Maxey, *Campus View Leasing Consultant*
Dan McBee, *Senior Program Manager*
Scott McGinnis, *Program Manager*
Cindy McGrane, *Senior Program Manager*
Cassandra Mitchell, *Allterra Customer Support/Data Entry*
Jacob Mott, *Housing Manager*
Christopher Norris, *Property Services Technician*
Jeremy Orcutt, *Director of Programs and Services*
Dustin Parry, *Director of Operations*
Brian Porter, *ReNew Crew*
Jeresa Powell, *Housing Manager*
Breanna Putman, *Housing Manager*
Kate Rolles, *Marketing & Communications Manager*
Noah Sells, *Property Services Technician*
Scott Sithonmorath, *Program Manager*
Tanica Smith, *Accounts Payable Clerk*
Travis Sowden, *Program Manager*
Kenny Stone, *Property Services Technician*
Anthony Webster, *Property Services Technician*
Doug Weise, *ReNew Crew*
Jamie Winchell, *Campus Town Leasing Consultant*



Self-Assessment created by Anawim's Greater Des Moines Leadership Institute Team for Full Circle participants. Our staff are utilizing this tool at Full Circle meetings to help maintain a safe place that fosters healing and growth for individuals.

Graphic Recorder, Nathan Wright, helped to capture thoughts and key take-aways in real time during the Full Circle retreat

ANAWIM EMPLOYS PEER SUPPORT ADVOCATE

For New Youth Housing Opportunity Program

Anawim Housing is very excited to employ our first ever Peer Support Advocate for the Youth Housing Opportunity Grant. The Peer Support Advocate will function as a role model to the youth served in our program. They will perform a wide range of tasks to assist YHOP participants in regaining independence within the community and mastery over their own recovery process.

The Peer Support Advocate will assist youth participants in articulating personal goals for recovery through the use of one-to-one and group sessions. They will support clients in identifying and creating goals, developing recovery plans with the skills, strengths, supports

and resources to aid them in achieving those goals.

Utilizing a peer support advocate in this way is best practice for supporting transitional aged youth (ages 18-24) in achieving housing stability. According to Jeremy Orcutt, Director of Programs & Services,

"There is a different level of connection with a person who has lived experience in recovery from substance use disorder or serious mental health. Youth listen and respond better to those who have those experiences. The stigmas have been removed because they have similar backgrounds and know they are not being judged."

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