

## Wind Down Phase for Co- Sponsors

There is no set formula to determine refugee self-sufficiency; this is personal and unique for each person. Some refugees will reach self-sufficiency more quickly than others. Single English-speaking young people have fewer responsibilities and reach self-sufficiency more quickly. Other refugees may have physical/mental health issues, personal trauma, are illiterate or have large families and require more time to adjust. At 180 days (about 6 months) the role of the sponsor will begin to shift. The refugees should be able to do most of their life tasks without your assistance. The sponsor group needs to be proactive in encouraging such independence. Now, the refugee needs to realize that you, as the sponsor, are not available all the time and that you are available to help them via mutual agreement, not necessity. This is the most respectful way to approach it, as it levels the playing fields and reinforces the partner nature of the relationship.

### Over-assisting and Over-giving

Assisting through tutoring, transportation, and tasks is often necessary at the beginning. The refugees are expected to undertake most of their shopping, transportation, and rent/bill payments. Catholic Charities expects that issues surrounding mobility, employment, and transportation are to be worked out so that the clients should be independent while the sponsor group takes fewer active roles in routine activities. The more encouragement of self-sufficiency, the less likely the group will find itself over-assisting the family. Similarly, over-giving can be either overt or inadvertent. Procuring provisions far beyond what are necessities may be what your group thinks the client needs, but this could create both unrealistic expectations of wants, enmity, and jealousy among sponsored and non-sponsored clients. Catholic Charities urges groups to refrain from purchasing expensive furniture or other household items. Over-giving can and often does create complacency and unrealistic expectations. When coupled with over-assistance, over-giving will make the end of eventual assistance that much harder.

### Sponsor Self-Reflection Questions:

- ✓ Ask yourself, how does my action help this person become more self-sufficient?
- ✓ How can I take steps so that next time this person will have the skills to do this task on their own or without any assistance?
- ✓ Is this something that the individual can try themselves this time, even if it will be a challenge for them?
- ✓ Is it appropriate for me to be the person to assist with this task?
- ✓ Does the individual have a family member or friend who should be assisting instead?
- ✓ Is this needing to be reported back to Catholic Charities?

### Respect is Essential

As sponsors, remember that one of your most important jobs in refugee resettlement is to help refugees regain their confidence and sense of control over their lives. Part of this is helping them become self-sufficient as soon as possible. While it might be counter intuitive, confidence in their ability to handle difficulty and the sponsor's insistence that they be as independent as they are capable of being, are signs of respect. Giving them things that they do not really need are signs of condescension. We encourage you to approach sponsorship as a partnership.

### Paternalism

An imbalance of power can contribute to paternalism in this partnership. Paternalism is when you limit someone's autonomy based on what you think is for their own good. It is easier to make decisions for someone than you might think. It is not so easy to see someone make decisions that you feel are 'bad,' 'unnecessary' or are simply different than those you would make. When you show someone how to care for a need themselves, you are giving away some of the power that you held over them and levelling your relationship.

### **Working Towards Self-Reliance**

It can take far longer to teach someone to do something for themselves than it does to just do it for them. It is not inherently bad to help someone by doing a task for them. However, the goal of resettlement is to ensure that refugees can navigate the community and their needs themselves. Catholic Charities uses a scoring system to determine client self-sufficiency. These recommendations work in tandem with the requirements of our agency.

**Housing Goal: *Refugee has safe, decent, affordable long-term housing of choice; no rent assistance needed; rent is less than 30% of net income.***

**Steps to achieve goal:**

- **Fill out a rental application with newcomer**
- **Show refugees how to look for rental properties online**
- **Talk together to a property owner about an issue**
- **Calculate with refugees the rent amount to net income ratio**
- **Set-up automatic utilities payments with newcomer**
- **Review the lease agreement with refugees**
- **Ask the refugees to explain their responsibilities under the lease agreement**
- **Discuss home safety, fire & carbon monoxide detectors maintenance**

**Transit Goal: *Refugee is able to fully satisfy needs through public transit, carpooling, or ride share applications; or has car/insurance/license; car is reliable.***

**Steps to achieve goal:**

- **Teach refugees how to use child safety seats**
- **Teach refugees how to access and use the school bus system**
- **Refer refugee to local agency for public transportation assistance**
- **Teach refugees how to walk or ride a bike to get places**
- **Teach refugees how to use public transportation**
- **Teach refugees how to download and use ride-share applications such as UBER**
- **Teach refugee to case manager to arrange drivers' education classes**
- **Provide training on responsibilities of vehicle ownership**
- **Provide training on driving laws & regulations**
- **Assist refugees with purchase of vehicle**
- **Donate a motor vehicle to Catholic Charities for qualified client**

**Physical Health Goal: *Completed initial health assessment; No significant health condition or able to manage condition independently; All members of household have health insurance.***

**Steps to achieve goal:**

- Teach refugees how to call their PCP and make an appointment
- Teach refugees the difference between Urgent Care and the Emergency Room, and how to access both
- Teach refugees how to use a calendar to keep track of medical appointments
- Teach refugees how to arrange their own transportation
- Explain the importance of taking medications as prescribed and how to read the directions on a prescription
- Show refugees where to obtain prescriptions
- Explain co-pays and outstanding medical costs not covered by insurance
- Teach them where/how to pay these bills

**Mental Health Goal:** *No significant mental health/adjustment issues; successful in treatment; has received information on how to access services if need arises.*

**Steps to achieve goal:**

- Explain the importance of mental health treatment
- Teach refugees how to call a doctor/make an appointment for mental health
- Connect refugees with community groups, faith institutions, and other supportive outlets
- Introduce refugees to local parks and other stress-relieving activities
- Take refugees to social events, dinners out, local festivals

**Employment Goal:** *Has employment of choice; job advancement & mobility available; exceeds basic needs through employment; or unemployable, receiving social security income, able to cover basic needs.*

**Steps to achieve goal:**

- Coordinate with Catholic Charities employment team to secure work
- Assist refugees with learning to complete job applications
- Practice interviewing skills with refugees
- Discuss the importance of wearing and using safety gear
- Teach refugees how to search for jobs on the internet
- Assist with organizing carpooling or use of public transportation to/from work

**Life Skills Goal:** *Ability to build and utilize skills in all aspects of life; can access mainstream services independently.*

**Steps to achieve goal:**

- Teach refugees to know when their bills are due and how to pay specific bills
- Show refugees how to contact 911, their landlord, etc.
- Explain holidays, holiday closings, customs such as Halloween & 4<sup>th</sup> of July
- Teach refugees how to create/keep a budget
- Complete CORE (Cultural Orientation Resource Exchange) training

**English Language Goal: Strong English, ability to communicate complex ideas with no need for interpreters.**

**Steps to achieve goal:**

- Practice English with refugees
- Encourage refugees to attend English as a Second Language Classes
- Provide English as a Second Language tutoring

**Food Goal: Purchases sufficient food of choice without assistance.**

**Steps to achieve goal:**

- Teach refugees how to access local food pantries
- Shop for groceries with refugees
- Show refugees how to save money at the grocery store
- Encourage home and container gardening

**Childcare Goal: Has regular access and funds to pay for childcare through employment.**

**Steps to achieve goal:**

- Explain the laws regarding childcare requirements
- Review home safety for children
- Assist with finding after school child-care programs

### **Ending the Partnership**

It is important for the sponsor to clearly communicate that their partnership with the refugees is ending. Sponsors may consider continuing to volunteer with Catholic Charities to assist with refugee transportation and tutoring. It is recommended to mark the end of the sponsor group relationship by hosting a special event, such as a picnic or potluck meal. Sponsors can also mark the ending by providing a final “gift.” It is important to remind the refugees that they should contact their Case Manager from that point forward.