



VETERANS AND FAMILIES
HOMECOMING SUPPORT NETWORK

Helping Veterans and Families Transition from Military to Civilian Life

HOMECOMING PREPAREDNESS
FOR
VETERANS AND FAMILIES

A Self-Help Guide
To Ease The Transition From Deployment
and from Military To Civilian Life

First Edition

Introduction

First of all, welcome home.

You have served your country, have made great sacrifices and deserve respect and gratitude for your dedication.

This guide has been developed to help each Veteran and their family members to assess the changes that have occurred in everyone involved during the process of military service and deployment. This guide has also been provided to create a basis of understanding for all involved about the typical issues and challenges that are most commonly associated with homecoming.

What is most important is that each of us realize that we are not alone in this journey. The feelings and challenges you are experiencing are very likely occurring for countless other families.

For Veterans who have been in a war zone, they have been exposed to experiences that can vary from living uncomfortably for long periods of time, lacking the normal convenience of life in the USA to the extreme and potentially catastrophic realities of actual combat. Unfortunately many of these experiences are not quickly or easily forgotten. In most cases these memories will diminish with time, but in some cases they may persist and can become major obstacles to moving forward with your life.

Hopefully, this guide will begin to shed light on how to make the journey home easier and more understandable.

For family members and friends of returning Veterans, you may have no idea of what to expect upon the return of your loved ones. For many, fear of the unknown about homecoming is a very uncomfortable and stressful period leading up to the actual reunion and beyond.

Veterans and Families wants you to know that you are not alone and that help and support are available.

As Veterans and Families is a non-profit organization, the entire production of the preparedness guide is provided by dedicated volunteers. If you find value in the content and feel this is a cause you can endorse, please pass it along, tell a friend. If you have the means to donate, we appreciate your contributions and need ongoing funding to distribute each new version of the guide. Information on how to donate is on the last page of this guide.

If you have comments or suggestions for improvement, please contact Bobbi Park, Veterans and Families Executive Director by email at bobbi@veteransandfamilies.org or directly by phone at 916-409-0462

Don't forget to check back at our website at www.veteransandfamilies.org for updates to this guide.



About Veterans and Families



VETERANS AND FAMILIES HOMECOMING SUPPORT NETWORK

Helping Veterans and Families Transition from Military to Civilian Life

Launched in November of 2003, Incorporated in 2004, Veterans and Families is a 501 (c) (3) non-profit organization.

Mission:

*“Help Families, Employers, and Communities support homecoming veterans
In their transition from military to civilian life.”*

Problem/Need Area:

Many armed forces veterans and their families struggle to re-socialize into relationships, parenting, education and civilian employment—especially after extended exposure to a combat environment. Available data on Iraq/Afghan Veterans, and the documented readjustment problems that have faced past generations of veterans and their families illustrate an alarming problem.

- ⌘ Despite the best efforts of the military, VA, and numerous other providers, statistics show that many veterans and their families struggle with mental illness, substance abuse, homelessness, family and employment problems after leaving the military.
- ⌘ According to recent research, 1 in 3 US Iraq and Afghanistan veterans are showing symptoms of combat related stress. Even though the VA has seen a tenfold increase in PTSD cases over the last year, nearly two-thirds of veterans who show symptoms don't seek treatment. Ensuring all readjustment stakeholders know the warning signs, how to provide appropriate support, and where to go for help in their communities can mean the difference between life and death.
- ⌘ As the daily support system for returning veterans, families and employers have a critical role to play, but may not understand how to appropriately participate in “homecoming” and readjustment. Many do not know where to turn for help.
- ⌘ There are few existing services designed to help families and employers understand their role in the homecoming process, and how to provide appropriate, ongoing support to veterans.
- ⌘ Navigating the myriad of service providers and bureaucracy can be a frustrating and time consuming process that far too many veterans and their family members give up on.
- ⌘ Ongoing mental health counseling and personal development programs to help veterans and their families transition to civilian life are hard to access and often under-resourced---especially after separation from the military.



About Veterans and Families Continued

Solution:

Veterans and Families (VF) understands that for veterans and families who are dealing with the stress of deployment and coming home, an informed and seamless network of community support can mean the difference between getting back on their feet, or falling through the cracks. VF closes the service gaps by engaging all stakeholders in the homecoming process--veterans, their family members, friends, counselors, other providers, academics, employers, and community leaders.

WHAT WE DO:

HOMECOMING PREPAREDNESS GUIDES:

A collaborative partnership with numerous Veterans Service Providers, the Homecoming Preparedness Guide is for the Veteran and for the immediate and extended family members. a Pre-Separation Checklist for veterans and families preparing to separate into civilian life, a Master List of veterans service providers and programs, and DVD's to help introduce and explain the most common issues related to homecoming for veterans and their family members.

ON-LINE SUPPORT GROUPS:

Over a two year period we conducted weekly support focus groups to better understand wants and needs of returning Veterans and their families. Due to the fact that no list of returning military and their family members is available on an ongoing basis we concluded that our best strategy for helping people would be to link to other sites and organizations and to make useful information available through the publishing of our Homecoming Preparedness Guides and through the development of on-line support groups.

GROWING INFORMATION WEB PORTAL

We are currently linked to many national civilian non-profit, governmental and media websites which are directing significant traffic to Veteransandfamilies.org. Each month we update the site with more pages and links. We receive constant feedback from many visitors letting us know we are on the right path and to keep them informed of updates.

Through the development the Homecoming Preparedness Guides, on-line support groups and our growing web site, **Veterans and Families** strives to connect our participants with the information and services needed to ensure the truly successful homecoming that every soldier and their family deserves.



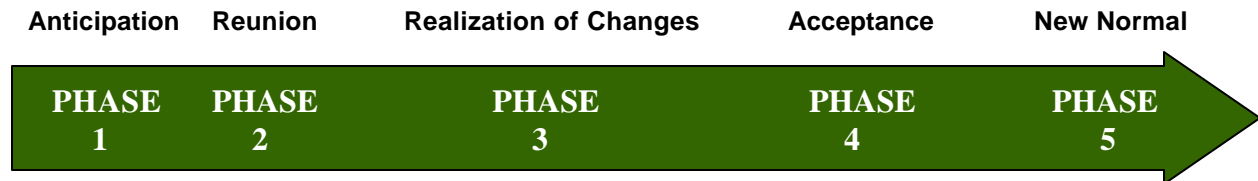
The Five Phases of Homecoming

“HOPE” ALONE IS NOT AN EFFECTIVE HOMECOMING STRATEGY

Homecoming can be an arduous process.

Knowing where you are currently and what phases lie ahead can provide the hope and motivation that is needed to meet the challenges you and your family may encounter.

Hope alone without preparation and awareness is like speeding down a dark road with no headlights



Phase 1: The Anticipation Phase

This phase can begin as soon as the service member leaves for deployment and is sometimes the single most important motivation for coping with life's challenges while we await eventual homecoming.

Phase 2: The Homecoming Reunion Phase

This phase can be both exhilarating and terrifying for all involved. So many wants, needs and expectations are present but not clearly defined.

Phase 3: The Realization of Changes Phase

We know we are entering this phase when we begin to fully realize both the subtle and significant changes that have developed in each family member during the time apart from each other. This is an unavoidable evolution for each person and needs to be kept in perspective. Try not to label change and growth as positive or negative. In reality, the only thing that is definite is change, all people grow and adapt to cope with their surroundings. The key to dealing with these new realizations in order to move to the next phase of homecoming is communication.

Phase 4: The Acceptance and Adaptation Phase

Once we take the time to observe and acknowledge the reality that change has occurred and that it is up to us to learn how to grow and accept these changes we can then begin to adapt our thinking and expectations. Acceptance allows us to move to the next phase of homecoming.

Phase 5: The “New Normal” Phase

We begin to enter this phase when we feel a settling awareness that our time apart and individual experiences have created a new and different understanding of what is now normal for ourselves and others.

*Contributing Source For This Page: Veterans and Families Founder, John Henry Parker and Kimberly Gorski.



Homecoming Preparedness For Returning Veterans

Problems commonly occur after one has seen and been involved in combat trauma. *It is important to realize that these are normal reactions to an abnormal situation (war).* Time usually heals these emotional wounds, but unfortunately not in all cases. These lasting difficulties some Veterans experience are not the sign of weakness but should be considered normal stress reactions to a traumatic situation.

The following are normal reactions after being in a war zone or combat.

(These usually go away or decrease with time.)

- ⌘ Feeling emotionally dead or constricted
- ⌘ Feeling detached or like you just don't fit in with others
- ⌘ Feeling as if in a daze
- ⌘ Life doesn't feel real; I don't feel real; others don't seem real. Can't relate to what is important to people here, i.e., football games, petty issues
- ⌘ Severe difficulty relating my experience to others. Frustration with others not understanding me like my fellow soldiers did.
- ⌘ Feeling shaky and scared for no apparent reason
- ⌘ Feelings of guilt
 - For having survived (Survivor Guilt)
 - For something I did or didn't do
 - For no known reason
- ⌘ Being irritable and feeling intensely angry for no apparent reason
- ⌘ Super awareness of your surroundings and other people—like they're the enemy
- ⌘ Can't get to sleep very easily and/or stay asleep. Don't feel rested in the morning
- ⌘ Having nightmares and/or strange dreams
- ⌘ Poor concentration
- ⌘ Memory problems
- ⌘ Tearfulness

Again, it is important to realize that these are normal reactions to an abnormal situation (war). Most of these will diminish over time.



Homecoming Preparedness For Returning Veterans (Continued)

As you return from deployment and eventually to civilian life it is important to understand the opportunities and potential challenges that may lie ahead. The majority of returning Veterans will experience some initial challenges but will quickly adapt to civilian life quite productively. A minority (20-30%) will experience more significant adjustment issues. Whenever you are experiencing challenges we encourage you to read through this information and to communicate with those closest to you whenever possible. They may not completely understand what you are experiencing but isolating ones self could make problems even more difficult to solve.

The first three points of homecoming are for both the Veteran and the family members

1. Plan for homecoming day. After homecoming, make an agreement with your spouse or family members on the schedule for the next few days or weeks. Where do the children, parents, extended family members, or friends fit in?
 2. Realize the day of homecoming is very stressful. You and your spouse or family members may not have slept much and may be worn out from preparations.
 3. COMMUNICATE!! Tell each other how you feel-nervous, scared, happy, that you love and missed them. Listen to each other. The best way to get through the re-acquaintance jitters and regain closeness with your loved ones is to talk and actively listen.
- ⌘ If you are not comfortable talking or being close to people around you try to help them understand by communicating in a calm and sincere way that you are in need of some private decompression time and ask for their patience.
 - ⌘ Take some time each day to realize how the intensity of your surroundings has changed and how your expectations of people and circumstances may require less intensity and confrontation than during your deployment. If you experience quickness to anger try to catch yourself sooner in the reactive mode and take a breath and a moment to reflect on the intensity of your reactions. It is normal to feel keyed up and on edge after deployment. Over time these feelings should mellow, if not, you should consider seeing a counselor to gain more control over your emotions.
 - ⌘ If you are a Veteran who is returning to your family, re-enter your roles and responsibilities slowly, Don't disturb the daily routines that were established in your absence too quickly. Try to be patient and proud of how your family has been trying to maintain normal routines during your absence. Remember, even though they seem to be functioning while you have been gone, they need and want you home.
 - ⌘ Expect changes in both your spouse and your kids. (You have changed some, too!) Adapt accordingly, remembering that most of the changes mean growth and maturity. If some of the changes are negative, be patient; you and your family will have plenty of time to bring things back around to a position of comfort.
 - ⌘ Spend maximum time with the family. If possible, postpone reunions with relatives and friends until near normal routines have been established at home.
 - ⌘ Don't try to alter the financial affairs. Chances are your spouse has been handling them fine.
 - ⌘ Take it easy on the kids, especially where discipline is concerned. Don't barge in as the "heavy."
 - ⌘ Intimacy and closeness with your spouse may feel distant at first. Again, be patient and communicate with your spouse. You have been away on a mission with only your close team members in a dangerous environment. Consequently you have likely needed to stow your emotions and feelings safely away in order to focus on your job. It is normal to need time to reopen these areas of intimacy and closeness. Expect that sex may be awkward between you and your spouse at first. Talk it over to help him or her understand what you are experiencing.

*Contributing Source For This Page: www.hooah4health.com & VF Founder, John Henry Parker



Homecoming Preparedness For Returning Veterans (Continued)

Weekly Acknowledgment of Hope and Progress Worksheet

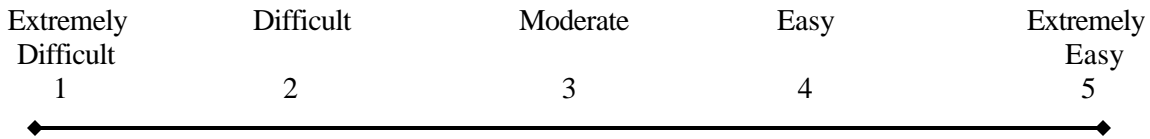
This is a personal development private journaling document for Veterans

Suggestion: Print eight to ten copies of the following two pages, create a binder and complete one worksheet each week for the next eight to ten weeks to chart your progress.

Date: _____

For many Veterans, everyday is a process of readjustment from deployment and military service. Irritability and anxiety from our perceptions of circumstances and from intrusive thoughts can strongly influence moods and attitudes throughout our day. However, just like your military thinking when doing your job, you have the ability to drive your thought process. Bringing this power of focus and attention to the present moment is the purpose of this exercise.

How would you rate your day to day readjustment this week? Remember, even though you may have been out of the military for many years, the residual warrior mindset can and will last a lifetime. Circle the number that best describes your experience this week.



The three keys necessary to insure that **YOU** make it a better day today

↔ Awareness

↔ Acceptance

↔ Appreciation

Awareness

Being aware of **when** you are triggered into an un-resourceful state of mind is the first key to getting past the feelings of being stuck or helpless towards intrusive thoughts. What are some of the “triggers” that cause you to immediately shift into an un-resourceful state of mind?

Once you begin to recognize more and more of the triggers that effect your thinking, the more you will be capable of immediately stopping any negative downturns of your emotions.

Acceptance

The ability to accept the flaws and mistakes in others is an important step in reducing stress and tension. Having the openness and honesty with ourselves about our own high expectations and critical judgments we place on others can also contribute to reducing stress.

Who are some of the people and what are some of the behaviors in others or behaviors or issues in your life that you know deep down will eventually need to be accepted?

*Contributing Source For This Page: Veterans and Families Founder, John Henry Parker and Dr. Douglas Wood



Homecoming Preparedness For Returning Veterans (Continued)

Appreciation

The ability to shift ones thinking from our past or our current problems even for just a few moments into a feeling of appreciation for what we have in our lives has an instantly calming effect to our breathing and to our well being.

Who are the people in your life that you can appreciate for their support of you?

What else is there in your life that you can appreciate. A favorite pet, a place you can go to relax, a special skill or talent that you have?

Your Objective For This Week:

Start thinking about what you think about. Remember, in order to get more than you have, you must become more than you are.

Suggestion: Carry a pad of paper with you wherever you go. Anytime your thoughts are triggered into an un-resourceful or negative emotion, immediately pause and write down what triggered this. This is your first step to gaining control over the challenges in your life. The military trained you to challenge yourself and to think so use every opportunity to learn how to elevate the quality of your thinking.

This exercise is not about being perfect, its about being human. When you learn to improve the quality of your thoughts, your life and circumstances will improve to reflect this progress. If your thoughts are intrusive and you feel they are uncontrollable, this is all the more reason to carry a pad of paper or a journal in order to document the triggers. Every emotion has a trigger point, find the trigger and you find the power to choose the quality of your thinking and resulting emotions.

If you make a mistake, immediately recommit to this exercise with the following statement:

Wisdom is the result of good judgment

Good Judgment is the result of experience

Experience is the result of bad judgment

Suggestion: Find someone you trust and ask them to partner with you in this exercise. Make an agreement that if you need assistance or have an experience you need to share immediately that you will call each other throughout this discovery process

Partners name: _____ **Phone #** _____

*Contributing Source For This Page: Veterans and Families Founder, John Henry Parker and Dr. Douglas Wood



Homecoming Preparedness For Spouses

You have become more confident and independent and your spouse has changed too. Expect things to be different. It is normal to feel nervous and anxious about the homecoming. You may wonder whether your spouse will: “Like the way I look?” “Like what I’ve done with the house?” “ Be proud of me for how I’ve handled things?” “Still need me?” “Still love me?”. These are normal feelings and experiences. Here are some tips that can help you manage your expectations:

The first three points of homecoming are for both the Veteran and the family members

1. Plan for homecoming day. After homecoming, make an agreement with your spouse on the schedule for the next few days or weeks. Where do the children, parents, extended family members, or friends fit in?
 2. Realize the day of homecoming is very stressful. You and your spouse may not have slept much and may be worn out from preparations.
 3. COMMUNICATE!! Tell each other how you feel-nervous, scared, happy, that you love and missed them. Listen to each other. The best way to get through the re-acquaintance jitters and regain closeness is to talk and actively listen.
- ⌘ Remember the service member has been subject to daily regimentation and routine and may rebel against schedules and pre-planned events. Leave some room for spontaneity.
 - ⌘ It’s normal for the returning service member to “need space” upon their return. Be patient and understanding and try not to take this personally.
 - ⌘ Reassure the service member that they are needed and that you are happy he/she has returned safely.
 - ⌘ Be calm and assertive, not defensive, when discussing events that have taken place during the service member’s absence. The service member may need to hear that it wasn’t the same doing these things alone, that you’re glad he/she is back and that you’d like to discuss problems and criticisms calmly.
 - ⌘ The service member may have seen or experienced some things that were very upsetting. Some normal reaction to these abnormal situations are fear, nervousness, irritability, fatigue, sleep disturbances, startle reactions, moodiness, trouble concentrating, feelings of emotional numbness, and frequent thoughts of the event. Talking with others who were there and or counselors trained in crisis stress reactions is very important. The service member may be facing a change in job assignment or a move. Readjustment and job transition cause stress. This may be especially true for demobilizing Guard and Reservists who are transitioning back into civilian life.
 - ⌘ Expect the service member to be surprised or hurt that you’ve coped so well alone. You can reassure him or her that he or she is loved and needed without giving up your own independence.
 - ⌘ Expect some anger and insecurity along with love and happiness. These feelings need to be expressed.
 - ⌘ Expect that it will be about six weeks to adjust to each other again. If you're not getting along well at the end of six weeks, counseling might help.
 - ⌘ Expect your spouse to have trouble sleeping for a while. They are accustomed to a different lifestyle (and possibly time zone); it may take them a week or two to adjust.



Problem Solving Steps For Families

Everyday, couples have challenges that create opportunities for breakthroughs or for breakdowns in our communication. When problems occur and our inner voice is telling us to calm down and think before we react, the following steps may help:

1. Identify and define the problem or conflict. What is really the problem? What exactly is wrong? Identify the problem without assigning blame or attacking persons. Be aware of the feelings and needs of all those involved.
2. Brainstorm for possible solutions. Express and record all ideas as fast as you think of them. No judgment or discussion is allowed during brainstorming. BE CREATIVE!.
3. Evaluate the alternatives. Look at the consequences of each possible solution. Work together to find a solution acceptable to all. Give and take is necessary for a win-win solution.
4. Choose the best solution. Mutual agreement/consensus and commitment are necessary. Implement the solution. Decide when and how to evaluate: changes needed, delegation of tasks, time frames for completion, etc. Assess the results with a follow-up evaluation. Is the situation better or worse? If it is better, do you want to continue? If it is worse, look for another solution from the brainstorming session and implement it. Be persistent until the problem is resolved.



Problem Solving (continued)

The need to negotiate problems to their eventual resolution tends to be much easier when there are no stressful life experiences occurring at the same time. Tension and stress are the basis of most marital conflicts and homecoming along with the realities of military life generates a particular kind of stress. The military has demanded 24 hour availability, which makes it easier for family members to feel as if the service member is more attached to the military than to his/her family. The key to success by using these fair fighting techniques is the ability to put the interests of the couple above one's own concerns. The next time an argument arises, try these techniques. After all, you're in this together.

- Learn to focus on one issue at a time during a discussion, and think before you speak. Keeping a cool head goes a long way toward resolving problems.
- During a confrontation, allow your spouse equal time to speak his/her mind. An argument is essentially a debate and a debate cannot be successful unless both sides get a chance to air their views. There should be no winners and no losers.
- When your spouse is talking, LISTEN to what he/she has to say.
- Use a team approach to problem solving. Collaborative management is more effective. Remember, two people working as a team can get a lot more done than two adversaries can.
- Don't run away from a confrontation by using alcohol or drugs. Remember, for help with really tough problems, don't hesitate to contact the mental health counselors, chaplains and social workers.
- Eliminate verbal weapons such as "I don't love you" or "You don't love me." Such tactics amount to emotional blackmail and can only foster resentment and anger. Never say: "I told you so." Help your partner save face if you should "win." Remember that a problem solved is a win for both.
- Take "small bites." Don't try to settle a big issue in one sitting. Take your time and try to resolve the conflict one step at a time.
- Never argue in bed!! Use a neutral room, and affirm your love often.
- When angry, avoid comparing your spouse with someone else or bringing up past situations. Stick to the issues at hand and remember that you are dealing only with the person in front of you.
- Do not hit below the belt. "Belt line" remarks often concern something in your spouse's appearance which he/she is sensitive about.
- Learn to deal with jealousy. A conflict common in military marriages is caused by the recognition awarded to the military member for his/her dedication while the spouse goes unrecognized for her/his efforts and support.
- Learn to be autonomous. Both you and your spouse will have to learn to do things by yourselves on occasion.
- Realize that marriages and relationships don't always work out to be peaches and cream. You must make the choice to STAY together; marriage takes work from both of you.



Homecoming Preparedness For Parents & Grandparents

Parents and grandparents have a challenging role to play during the deployment and homecoming periods. If the deployed Veteran has a family it is often the parents and grandparents who compensate in many ways to support and care for the spouses and children.

- ⌘ When you hear from your loved ones who are deployed or transitioning from military to civilian life it is important to expect they may not want to talk about their experiences during deployment. When they are ready to talk they will let you know. Being patient and supportive will eventually allow them to open up.
- ⌘ It is natural to want to celebrate the return of your homecoming Veteran but do the best you can to find out how they want to spend their first days and weeks back home. For some, they may want to have a huge BBQ with all the friends and family. For others, they may just want to visit with close family, still others may want to have some private time to decompress from their experiences. You may find they may become uncomfortable at your family celebrations for no apparent reason, this is normal. Make agreements before hand that if for some reason they need some space to go ahead and slip out of the crowd and take a break. Meanwhile you and the family will cover for their absence. Intense people contact upon arriving home can be overwhelming for a while. The key to a insuring a happy homecoming for everyone is to talk to your returning Veteran about what is important to them and to build your expectations around their needs and requests.
- ⌘ When they get home you may notice changes in their personality and attitudes. It is natural as a parent or grandparent to want to bring these changes to their attention but try to allow them to be as they are at least for the first couple of months back home. In most cases they are processing and decompressing from their experiences and will begin to relax into their familiar ways. If behavioral issues such as depression, anger or unusually high stress and anxiety persist longer than the first few months home you may then want to suggest they seek help through the nearest VA or through one of the 206 VetCenters located across the country. If they are not comfortable with that suggestion, send the www.veteransandfamilies.org to learn more about what they are experiencing.
- ⌘ When going to restaurants, if you notice that your returning Veteran is becoming edgy or uncomfortable, this is normal, try not to over react. One helpful suggestion if you notice this occurring is to ask for a table in a corner or against the wall and allow him or her to have the seat that allows them to have their back to the wall. During their deployment they may have been in places where the enemy blended into the population so they have heightened their awareness to compensate. Being able to have a vantage point to see the activity in the surrounding area will usually help them feel more comfortable. This hyperawareness usually diminishes over time and it may be difficult for him or her to explain this unconscious need but just the fact that you were aware enough to consider their needs will likely be appreciated.
- ⌘ After serving in the military it may take some considerable time for your returning Veteran to figure out what they want to do next with their life and career. For parents this can be frustrating, but try to be patient and suggestive without lecturing. For some Veterans it is difficult to find a working environment that has the same feeling of support and camaraderie they once felt in the military.
- ⌘ If your returning Veteran has college benefits it may be helpful for them to get a free aptitude test from a local community college to assess their basic reading, writing and math skills prior to entering student life. It may be important to take preparation classes as an initial goal in order to be fully prepared for the study and academic demands of college.
- ⌘ In the military, Veterans are ingrained with a sense of purpose and mission. For many returning Veterans, not having a mission that literally throws them out of bed everyday can cause a great deal of frustration and anxiety. As a parent or grandparent, this is your opportunity to share this distinction with them. If they don't have a mission, help them understand that what they need is to make their first goal finding a new mission. This may sound odd to the average person but emptiness and purposelessness can literally cause a feeling of paralysis of a Veteran's motivation and direction. Help them consider what type of mission is important to them and support their efforts to clarify this distinction. Your role can be to help them set realistic goals, the military mind-set needs purpose, help them find it.

*Contributing Source For This Page: VF Founder, John Henry Parker



Veterans Resources on the Internet

VA Home page..... www.va.gov
VA consumer affairs..... www.va.gov/customer/conaff.asp
VA Facilities Locator by State.....www1.va.gov/directory/guide/allstate.asp

VA Benefits and Health Care Information:

Compensation & Pension..... www.vba.va.gov/bln/21/
VA benefits application..... vabene.ts.vba.va.gov/vonapp
Health benefits and services..... www.va.gov/vbs/health/
Burial and memorial benefits..... www.cem.va.gov/
Education benefits..... www.gibill.va.gov/
VA home loan guaranties..... www.homeloans.va.gov/
Board of Veterans' Appeals..... www.va.gov/vbs/bva
Benefits outside the U.S..... www.vba.va.gov/bln/21/foreign/
TRICARE..... www.tricare.osd.mil/
CHAMPVA..... www.va.gov/hac/

Forms:

VA forms..... www.va.gov/forms/
Other government forms.....www.vba.va.gov/pubs/otherforms.htm

Employment Assistance:

Veterans' preference www.opm.gov/veterans/html/vetguide.asp
Federal government job openings..... www.usajobs.opm.gov/
Dept. of Laborwww.dol.gov/vets/welcome.html

Business Assistance:

Small Business Administration..... www.sba.gov/VETS/
Small and Disadvantaged Businesses.....www.va.gov/OSDBU/

Other Useful Sites:

Arlington National Cemetery..... www.arlingtoncemetery.org/
Department of Defense..... www.defenselink.mil/
Military funeral honors.....www.militaryfuneralhonors.osd.mil/
Military records.....www.archives.gov/research_room/vetrecs/

Federal Benefits

for Veterans and Dependents (2005 Edition).....www.va.gov/ppa/



VETERANS AND FAMILIES CONTRIBUTION FORM

Your help is needed to create future editions of this guide and to continue to build the web site, resources and services of Veterans and Families. Please consider making a tax-deductible contribution to Veterans and Families, by completing the form below.

Thank you for your support!!!

_____ I HAVE ENCLOSED MY DONATION (Checks Should Be Made Payable to Veterans and Families)

_____ I AM A (CIRCLE ONE: CORPORATION/FOUNDATION/INDIVIDUAL)

Specify Gift Amount

- _____ (\$1-\$999) —“Friend”:
- _____ (\$1,000-\$4,999)—“Bronze Level Sponsor”
- _____ (\$5,000-\$9,999)—“Silver Level Sponsor”
- _____ (\$10,000-\$14,999)—“Gold Level Sponsor”
- _____ (\$15,000-\$24,999) “Platinum Level Sponsor”
- _____ (\$25,000-\$49,999) “Diamond Level Sponsor”
- _____ (\$50,000 and Above)—“Trustee”

Name _____ Organization/Title _____

Address _____ City _____ State _____ Zip _____

Phone _____ Fax _____ Email _____

Donor Signature _____

**PLEASE MAIL THIS COMPLETED FORM TO:
VETERANS AND FAMILIES FOUNDATION
395 South Hwy 65 Suite A #167
Lincoln, CA 95648**

**If you have questions or would like to speak with us directly
Call
916-409-0462**

