

## *Mapping the Future of the Men's Center (Part 2): What Members are Saying*

— JAMES QUENZER

In the last issue of Men Talk, I outlined the strategic planning process, including what steps need to occur and what the final outcome will be. As a follow-up, I'd like to share with you what your co-members are saying. Please note that there are many pages of commentary, and the following items are highly abridged. Whenever possible, I tried to highlight patterns where a number of individuals made comments along the same lines.

### **EMOTIONAL SAFETY.**

Respondents were nearly unanimous in stating that they felt The Men's Center was a safe place in which to grow emotionally and personally — supportive and non-competitive, free of judgment, respectful of confidentiality.

### **DIVERSITY.**

Nearly all agreed that people of color are lacking from the membership, and that younger men should be encouraged to become more active. Regarding sexual orientation, members vary in their opinions. Some feel The Men's Center is perceived as "that gay place," which hurts it in obtaining members and funding. Others felt The Men's Center isn't reaching out enough to the bisexual and gay community. Many recognized that The Men's Center is highly unique, with straight, bi and gay men working together.

### **VOLUNTEERISM.**

Many individuals stated that there are too few volunteers at The Men's Center, and that the ones who do volunteer are subject to burnout — too few people are handling too many areas of responsibility.

### **LEADERSHIP.**

Opinions regarding the leadership of The Men's Center were mixed. Some stated that communications should be better, and that leaders were overly cautious in their decision-making. Others recognized that an all-volunteer Board works well, and has effectively kept the doors open on a shoestring budget.

### **FUNDING.**

Nearly all respondents agree that lack of funding holds The Men's Center back from reaching its potential. Beyond that, opinions are "all over the map" on how to remedy the situation.

### **TECHNOLOGY.**

A number of individuals think there are opportunities that The Men's Center is missing because it has not yet capitalized on technology as a tool for recruiting and retaining members, raising funds, etc. Most felt the web site was very good.

### **ANGER MANAGEMENT.**

The Anger Management Program consistently received excellent reviews from individuals who stated it is beneficial and cost effective.

### **FACILITIES.**

Some respondents commented on the facilities of The Men's Center, stating that the basement is neither welcoming nor inviting, and that a location above ground where there is "fresh air and sunlight" is needed. Most acknowledged that this would require additional funding.

Again, the summaries above are highly condensed. Hopefully, they give you an overview of the scope of the information gathering that is occurring. You can help! Please let me know if you have comments or ideas that are not included. You can email me at [tech@consultant.com](mailto:tech@consultant.com), or better yet, plan to attend one or all of the upcoming meetings in 2003: elections, 1/11; annual planning meeting, 1/25; facilitator training, 2/8. Look for additional information and notices.



**Library Corner**

—RANDY GENRICH



**VOLUNTEERS NEEDED!**

We have many donated books that need to be shelved. If you can give a few hours to help, please call The Men's Center. 612-822-5892

Have you visited the Men's Center library? Checked out a book or just browsed? Please do so - it's a membership privilege! It's an easy process. Just write your name and phone on the book card, put it in the box provided - and read.

Many current periodicals and magazines are available as well as archive copies for research:

- Men's Health
- Voice Male
- Everyman
- Lavender
- Men's Journal
- Transitions
- Rainbow Families
- Bi All Means
- Wellness Journal
- The Edge
- and others

**Letter from the Chair**

**T**hank you to Frank Barr and Hank Bruns for their work on a grant proposal for support services for former convicts to help them adjust to society in hopes for them to not become repeat offenders. Cross your fingers everyone in hopes of receiving the grant.

Please attend our Holiday Party (December 14th), Annual General Membership meeting (January 11th), and Annual Planning Meeting (January 25th).

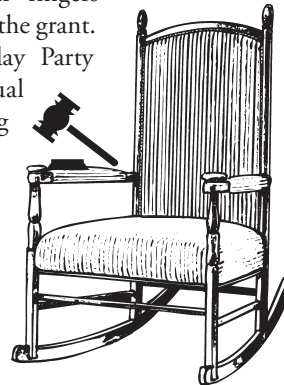
Don't forget that we will be electing new board members at the Annual Meeting. We have 4 2-year terms and

one 1 year term available. If you wish to be considered or you have questions about being a board member, please call me at 763-295-2446. (Warning: my answering machine greeting may be strange and/or seasonal, so don't be alarmed.)

Thanks to all who made the 2002 Men's Center year successful.

For Men, For All,

**TOM PERRAULT  
BOARD CHAIR**



*Address change notifications from the post office cost the Men's Center \$1.14 each. Please let us know in advance of mailings! Thanks!*

<b>Advertising Rate Schedule:</b>		
Full Page	7-1/2" x 10"	\$200
1/2 Page	7-1/2" x 4-7/8"	\$125
1/4 Page	3-5/8" x 4-7/8"	\$65
Business Card	2" x 3-1/2"	\$25
<b>Space Rental Rate Schedule:</b>		
	<i>Not for profit</i>	<i>Profit event</i>
Full Day (8 hrs)	\$50	\$100
Half Day (4 hrs)	\$25	\$50
Hourly	\$7.50	\$15

**Facilitators !**

If you have some experience attending our support groups, and would like to facilitate groups from time to time, or on a regular basis, please give me a call. Leave a message at the Men's Center 612 822-6147 for me.

Our annual Facilitator Training begins 9am on Saturday, February 8th.

— Norm Petrik,  
Chair Program Committee

**Planning Meeting**

**THE MEN'S CENTER ANNUAL PLANNING MEETING WILL BE HELD ON SUNDAY, JANUARY 25, 2003 AT 9 AM WITH A SOCIAL BREAKFAST. THE BUSINESS PORTION OF THE MEETING WILL BEGIN AT 9:30 AM.**

The meeting is to brainstorm, plan and prioritize the direction which the Men's Center will take for the upcoming year(s). All Men's Center participants are welcome to join in this process and bring new creative ideas/interests. In addition it would be nice to have Volunteers come forward who will champion on-going and new projects. Bring you enthusiasm and ideas to make the Men's Center evolve to provide worthwhile services for everyone.



# MEN'S CENTER EVENTS

The mission of the Men's Center is to provide resources for men seeking to grow in body, mind, and spirit; and from that foundation to advocate for healthier family and community relationships.

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	<b>SUPPORT GROUPS</b> General Issues 12:30 p.m. Men/Women 7:30 p.m.	<b>SUPPORT GROUPS</b> Gay Issues in Mpls ... Divorce/Uncoupling/ General Issues in St. Paul 7:30 p.m.	<b>PRESENTATION</b> Emotions By Design 7 - 9 p.m.	<b>SUPPORT GROUPS</b> Div/Uncpl/General; ... Male Surv. Sex Abuse. Emotional Abuse 7:30 p.m.	<b>SUPPORT GROUP</b> Men's Bisexual issues 7:30 p.m.	<b>SUPPORT GROUP</b> 20's GLBT 2:00 p.m.
8	<b>BOARD MTG.</b> 7 p.m. <b>SUPPORT GROUPS</b> General Issues 12:30 p.m. Men/Women 7:30 p.m.	<b>SUPPORT GROUPS</b> Gay Issues in Mpls ... Divorce/Uncoupling/ General Issues in St. Paul 7:30 p.m.	<b>PRESENTATION</b> Navigating Difficult Conversations: 7 - 9 p.m.	<b>SUPPORT GROUPS</b> Div/Uncpl/General; ... Male Surv. Sex Abuse. Emotional Abuse 7:30 p.m.	<b>SUPPORT GROUP</b> Men's Bisexual issues 7:30 p.m.	<b>SUPPORT GROUP</b> 20's GLBT 2:00 p.m.
15	<b>BRUNCH</b> 10:00 a.m. ... Men's Retirement 5:30 p.m.	<b>SUPPORT GROUPS</b> General Issues 12:30 p.m. Men/Women 7:30 p.m.	<b>PRESENTATION</b> Aftermath: The Road to Resilience 7 - 9 p.m.	<b>SUPPORT GROUPS</b> Div/Uncpl/General; ... Male Surv. Sex Abuse. Emotional Abuse 7:30 p.m.	<b>SUPPORT GROUP</b> Men's Bisexual issues 7:30 p.m.	<b>SUPPORT GROUP</b> 20's GLBT 2:00 p.m.
22	<b>SUPPORT GROUPS</b> General Issues 12:30 p.m. Men/Women 7:30 p.m.	<b>CHRISTMAS EVE HOLIDAY</b>	<b>CHRISTMAS HOLIDAY</b>	<b>SUPPORT GROUPS</b> Div/Uncpl/General; ... Male Surv. Sex Abuse. Emotional Abuse 7:30 p.m.	<b>SUPPORT GROUP</b> Men's Bisexual issues 7:30 p.m.	<b>SUPPORT GROUP</b> 20's GLBT 2:00 p.m.
29	<b>SUPPORT GROUPS</b> General Issues 12:30 p.m. Men/Women 7:30 p.m.	<b>NEW YEAR EVE HOLIDAY</b>	<b>NEW YEAR HOLIDAY</b>	<b>SUPPORT GROUPS</b> Div/Uncpl/General; ... Male Surv. Sex Abuse. Emotional Abuse 7:30 p.m.	<b>SUPPORT GROUPS</b> Men's Bisexual issues 7:30 p.m.	<b>SUPPORT GROUP</b> 20's GLBT 2:00 p.m.
5	<b>SUPPORT GROUPS</b> General Issues 12:30 p.m. Men/Women 7:30 p.m.	<b>SUPPORT GROUPS</b> Gay Issues in Mpls ... Divorce/Uncoupling/ General Issues in St. Paul 7:30 p.m.	<b>PRESENTATION</b> Genola Lapsley 7 - 9 p.m.	<b>SUPPORT GROUPS</b> Div/Uncpl/General; ... Male Surv. Sex Abuse. Emotional Abuse 7:30 p.m.	<b>MT. ARTICLE DEADLINE</b> <b>SUPPORT GROUP</b> Men's Bisexual issues 7:30 p.m.	<b>ANNUAL MEETING</b> 9:00 a.m. ... <b>SUPPORT GROUP</b> 20's GLBT 2:00 p.m.
12	<b>BOARD MTG.</b> 7 p.m. <b>SUPPORT GROUPS</b> General Issues 12:30 p.m. Men/Women 7:30 p.m.	<b>SUPPORT GROUPS</b> Gay Issues in Mpls ... Divorce/Uncoupling/ General Issues in St. Paul 7:30 p.m.	<b>PRESENTATION</b> You Believe WHAT! 7 - 9 p.m.	<b>SUPPORT GROUPS</b> Div/Uncpl/General; ... Male Surv. Sex Abuse. Emotional Abuse 7:30 p.m.	<b>MT. FINAL DEADLINE</b> <b>SUPPORT GROUP</b> Men's Bisexual issues 7:30 p.m.	<b>SUPPORT GROUP</b> 20's GLBT 2:00 p.m.
19	<b>BRUNCH</b> 10:00 a.m. ... Men's Retirement 5:30 p.m.	<b>SUPPORT GROUPS</b> Gay Issues in Mpls ... Divorce/Uncoupling/ General Issues in St. Paul 7:30 p.m.	<b>PRESENTATION</b> Divorce and Family Law Issues 7 - 9 p.m.	<b>SUPPORT GROUPS</b> Div/Uncpl/General; ... Male Surv. Sex Abuse. Emotional Abuse 7:30 p.m.	<b>SUPPORT GROUP</b> Men's Bisexual issues 7:30 p.m.	<b>PLANNING MEETING</b> 9:00 a.m. ... <b>SUPPORT GROUP</b> 20's GLBT 2:00 p.m.
26	<b>SUPPORT GROUPS</b> General Issues 12:30 p.m. Men/Women 7:30 p.m. <b>MAILING PARTY</b> 7:00 p.m.	<b>SUPPORT GROUPS</b> Gay Issues in Mpls ... Divorce/Uncoupling/ General Issues in St. Paul 7:30 p.m.	<b>PRESENTATION</b> The Power of One is Amazing: Turn Your Passion Into Action 7 - 9 p.m.	<b>SUPPORT GROUPS</b> Div/Uncpl/General; ... Male Surv. Sex Abuse. Emotional Abuse 7:30 p.m.	<b>SUPPORT GROUP</b> Men's Bisexual issues 7:30 p.m.	

## Dec 02/Jan 03

Call for info on Anger Management classes.  
The Men's Center number is 612 / 822-5892

1976 - In Our 26th Year - 2002  
of Public Service

Check out our web site: [www.tcmc.org](http://www.tcmc.org)  
email: [tcmc@freenet.msp.mn.us](mailto:tcmc@freenet.msp.mn.us)

## PRESENTATIONS

Workshops and presentations have been a part of The Men's Center offerings to the community since it's beginning 26 years ago.

We welcome your suggestions for topics and presentations.

Presenters new to the Men's Center are: Angie Bailey, Genola Lapsley, Steve Nickols, Cliff Owens, and Laura Smidzik. Returning to continue their support of the Men's Center are: Harry Greenberg, Norm Petrik, Rick Rudd.

The Men's Center Board appreciates the volunteer presenters who return from time to time and welcome first timers. Their presentations add a new dimension to our weekly Wednesday night gatherings.

All presentations meet at TMC, 3249 Hennepin Ave. So, Suite 55, unless otherwise noted. These low cost presentations are shown in the Calendar of Events and a more extensive description follows. No pre-registration is needed; entrance fees collected at the door are:

Non-Members of TMC – \$5.

Regular Members (\$20 level) – \$3

Sustaining Members – FREE

Please take time to read the descriptions and plan to attend if they stimulate your interest. Bring a friend to share the experience and acquaint him/her with the Men's Center.

Each presentation is intended to promote personal growth, stimulate your interest in a topic, and to give you an opportunity to interact with other attendees.

*Note: All events are for men only unless otherwise stated.*

Presentations are the sole responsibility of the presenter(s). The Men's Center does not endorse, takes no specific position, nor does it hold any opinion on the presentations, or of any information imparted, or of the presenter(s) themselves.

## DESCRIPTIONS

### Emotions By Design

Presenter: Rick Rudd  
Wednesday Dec. 4 , 7-9 pm

*Open to Men and Women*

We all know that our individual histories and personal coping strategies have embedded "programs" or unique ways of reacting to our environments. These actions and emotions often chain together to form a behavior strategy that can lead to depression, anger, or a host of other emotions. These strategies influence everything that we do and everyone that we interact with. Only by identifying the chain of emotions and determining what triggers the strategy, can we break it and then learn new behaviors.

This fun, lively and interactive program will create awareness, responsibility and initiative to change. Participants will discover the types and purpose of individual emotions (the Good, the Bad, and the Ugly). We will discuss the sub-modalities to actually change the emotion.

Participants will discuss Personality Styles, Representational Systems, and Sorting Strategies. After discovering our personal Styles, Systems and Strategies, we will learn how they can be managed and how to effectively work with others.

*Rick Rudd is a counselor for Dynamics of Growth, Inc. a counseling and training center located in Vadnais Heights, MN. He has a M.A. in Clinical Pastoral Counseling, a B.S. in Psychology and a Masters Certification in Theosynergistic Neuro-Transformation. He specializes in counseling individuals with traumatic anxiety disorders, phobias, anger management and men's issues. Rick also delivers seminars, workshops and teaches on a variety of topics.*

### Navigating Difficult Conversations: Why Being Right Won't Help

Presenter: Harry Greenberg  
Wednesday Dec. 11 , 7-9 pm

*Open to Men and Women*

Have you ever had a difficult conversation and couldn't understand why the person didn't a. Agree with you immediately b. Didn't show you more respect and understanding for your position c. Couldn't understand how the conversation ended up with both of you feeling sad, disconnected and confused

Then come to a seminar on difficult conversations. Based on the pioneering work of the Harvard Negotiation Project, we'll spend two hours on a experiential, exciting journey exploring the hidden side of conversation where feelings, identity, assumptions and goals all jockey for your loyalty. Explore contributions, discard blaming behaviors and move on to navigating difficult conversations with your integrity and feelings intact.

*Harry Greenberg is a trained mediator assigned to Ramsey County Court Services in Minnesota. His work as an external consultant is focused in the area of organizational development with special emphasis on conflict management systems and anger management programming. Both his paid and volunteer work incorporate his lifelong commitment to the elimination of institutional racism and social and economic justice.*

### Aftermath: The

### Road to Resilience

Presenter: Norm Petrik  
Wednesday Dec. 18, 7-9 pm

Norm will present a video tape developed by the American Psychological Association to help people learn about recovering from losses, and feel hope. "Aftermath: The Road to Resilience" was stimulated by the trauma associated with 9-11. APA developed this 44 minute video to help people know what to do to get better.

*Norm Petrik, PhD has been a psychologist for 35 years at the St. Cloud VA Medical Center and a board member of the Men's Center for the past 6 years.*

### No Presentation

Wednesday, Dec. 25  
Christmas Holiday

### No Presentation

Wednesday, Jan 1  
New Year Holiday

### Genola Lapsley

Presenter: Genola Lapsley  
Wednesday, Jan. 8, 7-9 pm

No description submitted. Call the Men's Center for details

### You Believe WHAT!

Presenter: Cliff Owens  
Wednesday Jan. 15 , 7-9 pm

*Open to Men and Women*

You Believe WHAT! This seminar will give you the tools you need to create the life you love living. Learn how to detect and root out old and limiting beliefs. Experience the clarity and strength of living according to your current values and make decisions today that bring you joy and aliveness.

You will learn: - simple exercises to uncover self-sabotage. - process emotional attachments to old beliefs. - awaken to inspiring new directions in life. - how to create a supportive environment.

Biographical info: Cliff has a B.A. in Humanities and for the past 8 years has been working as a massage therapist. His current inspiration is to develop as a Life Coach and assist people who have something to offer the world and feel stuck but want freedom and self-expression.

### Divorce and Family Law Issues

Presenter: Steve Nichols  
Wednesday, Jan. 22, 7-9 pm

*Open to Men and Women*

Steve will present general information about divorces and family law issues,



including custody, child support, parenting time, property divisions and others. He will present this in a question and answer format and encourage participants to ask questions.

*Steve Nichols has been in practice in the Wedge area for 3 years. He practices almost exclusively in Family Law. He grew up in Northeast Wisconsin.*

## The Power of One is Amazing: Turn Your Passion Into Action

Presenter: Angie Bailey  
Wednesday Jan. 29, 7-9 pm

*Open to Men and Women*

Creating Positive change in the world doesn't have to be another item on your already jam-packed "to-do" list. By identifying your individual and family's passions and thinking creatively and positively, you WILL create amazing changes in your personal life, local and global community!

In this 2-hour workshop, we'll discuss:

- Identifying your passions and gifts and then exploring ways to use these to benefit your community.
- Simple, creative avenues for serving others in ways that tie into your day-to-day schedule. Many require little to no time and create wonderful impact
- Fun, age-appropriate suggestions for involving children of any age in service activities. When service to others becomes the norm for children, they are more likely to become adults who know they are agents for change.

*Angie Bailey's mission is creating positive change in the world. She is a local and national writer, speaker, and Director of Enlightened Parenting. She currently lives in Chicago City with her husband, two children and cat. There she creates jewelry with a purpose, writes, serves delicious coffee drinks at a local shop and dreams big.*

## The GLBT Wedding Workshop

Presenter: Laura Smidzik  
Wednesday Feb. 3, 7-9 pm

*Open to Men and Women*

This workshop will provide a safe and affirming place for GLBT couples to begin to plan a wedding or commitment ceremony. This workshop will help couples define what is meaningful, prioritize, and start a planning process. Ideal for couples in the early planning process or simply considering a ceremony.

Local resources provided.

*Laura Smidzik, a trainer and consultant, is past president of Rainbow Families. She is a spirited and positive speaker and activist in the GLBT community.*

## SUPPORT GROUPS

*"The mission of the Men's Center Support Groups is to create a safe place, in times of personal and social challenge, for any men and women to receive and give support to one another and share feelings and experiences to facilitate SELF-ACCEPTANCE and PERSONAL GROWTH."*

The Men's Center support groups are hosted by a trained facilitator. Although each group has a specific focus, all groups are open to general discussions and attended as a Drop-In basis. Support groups begin promptly at 7:30, so arrive early such that you can browse the many resources and library materials. A donation of \$3-9 helps keep TMC operational. Liquid refreshments are available at a separate donation rate. All groups are men only, except where listed for women and men.

- **Minneapolis Location**  
3249 Hennepin Ave. S. Suite 55
- **St. Paul Location**  
Memorial Lutheran Church  
NE Corner Maryland Ave. & Earl St.  
(not a mailing address.)

### Men's and Women's Issues

#### General Mixed-Gender Issues

Participants can express what it means to be male or female, and hear constructive feedback in a safe, mixed-gender environment.

- Mondays (Mpls) 7:30 - 9:30 pm

#### Emotional/Psychological Abuse

This group is for people who are or have been in abusive relationships that interfere with health living.

- Thursday (Mpls) 7:30 - 9:30 pm

#### Twenty-Something (20 to 30 year olds)

This group offers a supportive place for GLBT's to socialize and to discuss life's challenges and experiences.

- Saturdays (Mpls) 2:00 - 4:00 pm

### General Men's Issues/Relationship Issues

#### Gay Issues

Men express feelings about life's challenges and experiences, and what it means to be gay and male (you don't have to be gay to attend.)

- Tuesdays (Mpls) 7:30 - 9:30 pm

#### Divorce/Uncoupling/Family of Origin/Workplace

Men express feelings about separation,

divorce, breaking up with a lover, and topics such as child custody/legal hassles. Men can express what it means to be a man in our culture and other issues in their lives.

- Mondays (Mpls) 12:30 - 2:30 pm
- Tuesdays (St. Paul) 7:30 - 9:30 pm
- Thursdays (Mpls) 7:30 - 9:30 pm

#### Male Survivors of Sexual Abuse

You may feel alone. It is a brave step to seek out other men who can share from this perspective the deep feelings of shame. Only by talking it out can freedom evolve from this secret prison.

- Thursday (Mpls) 7:30 - 9:30 pm

#### Bisexual Men

This group will allow Bi men to explore personal issues of all kinds while learning from each other what it means to be a Bi man.

- Fridays (Mpls) 7:30 - 9:30 pm

#### Men Facing Retirement Issues

A support group for men thinking about retirement or who have already retired. It is an opportunity to share feelings with other men about the importance of work and what happens when paid employment is no longer part of a man's life.

- 3rd Sundays (Mpls) 5:30 - 7:00 pm

## Holiday Party

Come to our annual party, between 5 and 7:30 Saturday December 14th. It is pot luck, Men's Center will provide soft drinks, but please come and feel free to leave if you have another commitment that evening. Jerry Olson will provide background music, and J.C. Hancock will lead us in singing holiday songs after we eat and do some sharing. Hope to see you then.

*Norm Petrik,  
Chair Program Committee*

# Here and There

– Edited by Andy Mickel

Eat and socialize at the next **Sunday Drop-In Sunday Brunches** (bring something to share/cook up). Two dozen attended November's Brunch at Stephen Sewell's! Attend **December 15th at Rick Gravrok's**, 2925 Monterey Ave S, St. Louis Park, 952/926-6655. (on the west side of Lake Calhoun, off Lake St.). **Theme** is: "Best Gifts - Worst Gifts Show and/or Tell." Share with other men the story of the worst or the best gift that you ever received, bring it if you can. Trade 'em if you'd like. Boys are welcome to this brunch. If you are a dad, uncle or a mentor, bring da boys. Sunday, **January 19th at Frank Brandon's**, 975 Como Blvd E, St. Paul, 651/487-3008 (on the east side of Lake Como).  
– Andy Mickel, 2002-09-24.

The **University of MN Black Student Union** is presenting two **AIDS Education** events focused on College level students, in particular students of color and women, at the university. The first is a forum Dec 3, and the second is a speaking event Dec 4. Contact Ibanga Umanah at [uman0002@umn.edu](mailto:uman0002@umn.edu) or call 612-963-7984.

**Philanthrofund Foundation** is offering scholarships "Recognizing Difference in Leadership & Service" for GLBT students, students of GLBT families and

students pursuing GLBT studies. FFI: 1409 Willow St #305, Minneapolis 55403 612/870-1806, [www.philanthrofund.org](http://www.philanthrofund.org). Deadline: February 1, 2003.  
– Randy Genrich, 2002-11-10.

The **Division of Indian Work Fathers Program** hosts drum lessons, sweat lodges, field trips, hiking, skiing, swimming, etc. Meetings are twice monthly and focus on all issues for dads including improving your parenting skills and how to become more involved with your kids. The program is **especially for young Native American Fathers who may or may not be living with their children**. All activities are at no cost and are confidential. FFI: Coordinator of Fathers Program, DIW, 1001 E. Lake Street, Minneapolis 55407; 612/722-8722 x 342. [www.gmcc.org/diw.html](http://www.gmcc.org/diw.html)  
– Randy Genrich, 2002-10-04.

**Jed Diamond** is working on a **New book: *The Irritable Male Syndrome: Why Nice Men Turn Mean***. The Irritable Male Syndrome (IMS) is a state of hypersensitivity, anxiety, frustration, and anger that occurs in males and is associated with hormonal fluctuations, stress, and loss of male identity. The book will be published by Rodale press (the folks that do all the health books and magazines). One of the most consistent responses from men

and women who read my books *Male Menopause* and *Surviving Male Menopause* was agreement with what I said about men's irritability, anger, and sullen withdrawal. [www.menalive.com](http://www.menalive.com) – Jed Diamond, Director MenAlive, 34133 Shimmins Ridge Rd., Willits, Ca. 95490 707/459-5505

The **Gay and Bi-sexual Father's Group** upcoming events:

Cookboyz: December 14 International Holiday John Smith Minneapolis; January 11 Virgin recipes Joe Mitzel, South Mpls; February 8 South & SE Asian Jerome Hager Woodbury; March 8 Italian Richard Schusterman No Mpls. To get more info about the group: [www.gayfathersmn.com](http://www.gayfathersmn.com)  
– Denny Siemers, 2002-09-23.

Our web site, <http://www.tcmc.org/> will be moving to a new host by the end of the year. At that time, we'll also get an E-mail address of the form: [info@tcmc.org](mailto:info@tcmc.org). Until then our E-mail is: [tcmc@tcfreenet.org](mailto:tcmc@tcfreenet.org). Continue to get *Men Talk* online and information about the **Men Helping Men with Anger** classes. Peruse our extensive **Resource Directory**.  
– Andy Mickel. - 2002-09-07.

## NEW CLASS FOR MEN AND WOMEN IN RELATIONSHIPS

"Building a Healthy Relationship Together: An Education and Support Group for Couples" It is in collaboration with Chrysalis, men and women will meet separately for 4 weeks, beginning Monday Feb 10th, 630-830pm, and together for 2 weeks together ending Monday March 17th. Fee is \$10 per session, no one turned away, payable at the Men's Center for the first 4 weeks, and at Chrysalis during the last 2 weeks, when men and women will meet together. Facilitators from the Men's Center will be Aaron Ridge of the Center for Relationship Therapy in Minneapolis, and Frank Barr, a psychologist working the the Mn prison system. Talk to your female partner and call Chrysalis 612 871-0118 voice mail or 612 871-3652 to register or ask questions.

Norm Petrik,  
Chair Program Committee



# The Shame-Rage Connection: From Feeling Defective to Becoming Explosive

— BY DAVID J. DECKER, M.A., L.P.

Many people believe that explosive and volatile anger is a sign of power, confidence, and “being on top of your game.” In fact, this isn't the case at all. Rage and disrespectful anger actually come out of a deep sense of powerlessness, inadequacy, and despair. Another word for that place is SHAME.

Shame is a significant part of all emotional distress in life. Shame can lead to a whole host of compulsive, addictive, irresponsible, and demoralizing attitudes and behaviors and is a major contributor to all sorts of emotional and physical distress that human beings experience. A primary indicator that shame is present in many peoples' lives is explosive anger that leads to destructive or abusive actions toward others. When people basically feel “okay” about themselves, they don't need to hurt and demean those around them.

Think back for a moment to your time as a child. For some, childhood memories mean chatter and fun at the family dinner table, sitting with your parents as they read stories to you, having teachers show an interest in who you were and what you did, and playing happily in your backyard with other neighborhood kids.

For others, however, the memories are not nearly so rosy. You may remember punishing and demeaning lectures directed at you by a parent or teacher whenever you made a mistake. You might remember hostile and abusive scenes whenever your parents fought. You may also recall being picked on and ridiculed by other children inside and outside school. These kinds of experiences can lead to an almost constant state of anxiety, self-doubt, and insecurity. This second set of memories is what set the stage for the development of shame within you. Once the shame is there, some people end up converting this shame into rage directed at themselves and others.

What you heard, saw, and experienced as a child shapes the way you look at yourself and your life today. The reality is that people learn to be disrespectful, hostile, and abusive. And these attitudes and behaviors come directly from shame and feelings of defectiveness and inadequacy that were often first instilled when you were young. When you think about it, your experience as a child is very much like a laboratory where you discover what it is to be human. This is where you learn who you are, how to relate to others, and how you fit into the world.

If you grew up in a hurtful, disrespectful, or neglectful family or you were the target of hostile and abusive treatment by peers or other adults, you received some distorted and perverted messages about the way life is and the way life can be. Shame is the end result of these messages and can quickly lead to you acting out your anger in some hurtful

*continued on next page*

## A MEN'S ANGER MANAGEMENT CLASS

For men who feel that their verbal and emotional expression of anger is out of control.

For men who desire to significantly improve their relationships at home and at work.

*Presented by:*



The Men's Center  
3249 Hennepin Ave. S  
Minneapolis, MN 55408

A 501-C3 nonprofit organization serving men for 25 years  
612-822-5892  
www.tcmc.org

• The CLOWNS who react to the shaming with laughter that hides the emotional pain of living day-to-day. Their anger develops when their humor starts to drift into sarcasm and hostility and distances even those who want to be close to them.

It is critical to realize that the original shaming you experienced was not your fault and that you did not deserve to be shamed. You were not responsible for the shaming script that others wrote for you. As all children do, you believed what you were told by parents, teachers, peers, and the other directors in your life. This is especially true when the shamers were the people you were supposed to be able to count on. Your vulnerability and fear kept you captive in the shame-based drama.

But, in the present, you are the one who is responsible to change your life script. No one else will or can do it for you. Your shame is your responsibility as an adult. And the disrespectful anger, toward yourself or others, that flows out of the shame is your responsibility as well.

Begin to imagine and write a new story, through your current thoughts, words, attitudes, and actions, about who you really are inside and who you actually want to be. Your disrespectful anger in the present only creates more shame, for you and others. Take the necessary steps to change how you experience and express your anger, even if that means attending the “Men Helping Men With Anger” class at the Men's Center or getting some professional help. If explosive anger is a part of your shame-based drama, it needs to change if you are ever going to be able to address and change the shame and feelings of inadequacy that fuel it. If you make the choice to do this, it can make an enormous difference in your own life and the lives of those around you.

*Dave Decker, MA, is a licensed psychologist in private practice at Birchwood Centers in Eden Prairie, MN. He has worked for 20 years with individuals, couples, families, and groups on a variety of issues, including anger, abuse, and control. In addition, he has written a book, Stopping The Violence: A Group Model To Change Men's Abusive Attitudes and Behaviors, published by Haworth Press in 1999. Excerpts and modifications of this book are used as the curriculum for the “Men Helping Men With Anger” classes at the Men's Center. He can be reached at 612-725-8402.*



*continued from previous page*

and unproductive ways.

When shame becomes a part of you, you end up experiencing a gnawing sense that something is vaguely and indescribably wrong with who you are and the way you are living your life. Shame leads to doubts about yourself at your very core and to the idea that you are somehow flawed don't quite measure up to your own or others' expectations. These beliefs lead to a tendency to harshly judge yourself and others for mistakes and shortcomings. These judgments can also lead to feeling angry and even rageful at times.

You may have learned to face each day with a sense of fear and dread, which has gotten in the way of handling life's challenges. You may have learned that other people can't be trusted and that you need to be constantly "on guard" so that others don't hurt or take advantage of you. Needless to say, this sets the stage for you to feel hostile and angry much of the time and gets in the way of developing close relationships.

You may have tried a myriad of strategies to medicate the pain that you sense is there: drinking or eating too much, spending or gambling compulsively, or working all the time with little energy left for yourself and your family. Or you may have tried to confront and address people and problems around you with explosive and disrespectful anger. None of these is actually effective in removing the pain that shame creates. Saddest of all, it may seem like there's no way out of this vision you have of the world.

But there is an alternative. And the first step in moving beyond your shame is to understand what shame is and how it affects your day-to-day life. If you don't understand what shame is, there is no way to begin to change it.

Everyone experiences some shame just through the process of growing up. Being smaller, less skilled, and not knowing as much as your parents, older siblings, and others creates a sense of shame: you're not as effective and knowledgeable as some of the people around you. In a nurturing, loving, and safe environment, however, this helps you develop a realistic appraisal of yourself: you're not perfect and you don't know everything. This realization leads ideally to a sense of HUMILITY.

But that's not what I'm addressing here. Rather, what I'm talking about is TOXIC SHAME, an overwhelming belief and feeling that you are never quite good enough. This belief, for many people, creates enormous tension and the anger that goes along with it.

When you experience and internalize others' shaming, punishing, and demeaning messages, toxic shame is created. It becomes your way of looking at yourself, other people, and the world around you. It also becomes a way of actually living your life that has, at its foundation, control, perfectionism, blame, reactivity, cynicism, despair, and stagnation. Shame is often initially created when you were hurt and wounded by people who were important to you in some way.

These wounds might have been created by your parents, if they were abusive and neglectful. They could have been created by your siblings or other children, if you were demeaned and put down by them. They might have been created by

teachers or coaches, if you were humiliated in school or disciplined in a punishing way. Or they could have been created by others, even perfect strangers, who treated you disrespectfully and acted as if you had no value. Think back to things that were said to you. Do any of the examples below sound familiar?

- "You're nothing but a fat slob"
- "How can you be so stupid?"
- "You're a real loser and you'll never amount to anything"
- "You never could do anything right"
- "If you think it's so bad here, wait 'til you get out in the real world"
- "You've ruined my life"
- "Nobody could ever care about someone like you"
- "If it weren't for you, I'd be somebody"
- "I wish you'd never even been born"

These are the kinds of statements that destroy self-esteem and self-respect and set the stage for shame to overwhelm your sense of self. When people around you took out their life's pain on you by saying things like this or treated you like an object rather than a person with human dignity, you were affected. You may have even noticed it at the time but you might not have wanted to admit it to yourself. Or you might not have been clear about its effect on you. Or you may have simply struggled on, doing the best you could under the circumstances.

When you were treated in a punishing and hurtful way or simply neglected and ignored, you may have taken these messages in and begun to believe that they were an accurate representation of who you really were. These distortions and lies became your vision for how you looked at yourself and how you related to the world around you. They became the roles that you have played in your life over the years.

Essentially, what happened in this process is that someone else wrote a LIFE SCRIPT for you. You were told, through the ways that you were spoken to and treated, who to be and how to live. You didn't really ever have the opportunity to figure out who you actually were and wanted to be. You certainly were not allowed to write your own life script. It is literally as if you were enlisted to act out a role in a drama that was written, directed, and produced by someone else. And unfortunately, that "someone" didn't have your best interests at heart. What makes this even worse is that there is a life-long commitment to this production with no "escape clause." You are expected to live and die with this contract that was written for you by the shamers.

Exactly what is the contract you had with the writers, the directors and the producers of this script? The contract is based on a set of UNREALISTIC, DISTORTED, AND RIGID CORE BELIEFS. These are the rules and values you attempt to live by: what you expect from yourself, other people, and the world around you.

Everyone has core beliefs, the values that are important to us. Unfortunately, yours were developed and shaped by the negative and shaming messages you received from the people who hurt and demeaned you. These messages communicated in a clear and powerful way to you, even up to the present, that you, as a human being, are defective,

inadequate, powerless, incompetent, unloveable, and alone. Being put down, ridiculed, or ignored by others gave you the message that you didn't really "count" and that you were unimportant and of little value. This doesn't help you feel very good about yourself. And it has the potential to create enormous anger.

Often, people will vow to themselves, unconsciously or sometimes even consciously, that they will never allow others to treat them in any way that they perceive to be similar to this again. And, as adults, they are big, strong, and powerful enough to go right back at that other person, even if it means becoming disrespectful, explosive, and abusive themselves.

These shaming messages also communicate that the world around you is a frightening and dangerous place. You never quite "fit in" or find anywhere that feels comfortable or safe. That means you can't really trust other people. You need to be constantly wary to avoid being hurt and disrespected by others. You start to believe that, in order to be okay, you need play a role that presents an facade to everyone around you. Sadly, along with this role, there is an intense fear that, at some point, others will actually see through this false image and realize how truly bad and flawed you really are. Then, you think it's just a matter of time before they will judge, disrespect, or abandon you. This makes it very difficult to connect in an emotionally meaningful way with just about anyone.

What fuels the contract and keeps the script alive in your day-to-day life is your own negative thought process. You have accepted the shaming statements and actions by others as your reality. It is as if they have found a place in your head and your heart and have taken over your way of thinking and feeling about yourself and the world around you. You have learned the lines that you are expected to know and rehearsed them over and over. Now the original shamers are no longer even necessary to carry on the painful legacy of what you have been handed.

Your SELF-TALK, the words, phrases, and sentences that you think to yourself, becomes negative and punishing and creates an atmosphere within you where you continually judge and condemn yourself and others for shortcomings and mistakes. You have now fully integrated the role that you were expected to play in the life script that was produced for you. This is the internalization of shame that I talked about previously. You may even find yourself saying the very same words and phrases to yourself that you heard from others so many years ago. You may call yourself "stupid," "ugly," or a "loser." If part of your life script is to be the "ANGRY YOUNG MAN" (or WOMAN) you may end up thinking about others in equally disrespectful and demeaning terms.

Continuing to live the shame-based script that was foisted on you can turn your life into a catastrophe. Your sense of defectiveness leads to a variety of negative outcomes based on what you think and how you behave as you go through the motions of your life, the shame-based drama you are living out. This can include angry and hostile attitudes that only get worse as you age and drive away even the people who try to be close to you. True intimacy is beyond your grasp. The script keeps you from being able to connect with others



in a honest and meaningful way. The idea of being close is just too scary. You just expect that they will end up hurting you in the same way that you were hurt in the past. A profound feeling of loneliness and estrangement follows. And you may not even know why.

A shame-based person experiences an interruption of spontaneous behavior, a loss of energy, paralysis, and immobilization. It takes an enormous amount of energy to play roles that contradict who you really are and have the potential to be. This saps your motivation and often limits your ability to take positive risks. It frequently leads to feeling trapped or stuck in your personal or professional life.

Shame is often accompanied by the belief that you are powerless and being victimized by everyone and everything around you. This only increases your anger, hostility, and desire to get revenge. This belief also decreases further your willingness to actually do something positive to move your life in a more healthy direction. Sadly, however, shame often promotes your willingness to take negative and self-destructive risks such as drinking and driving or assaulting others which only creates consequences and even more shame.

The end result of this role you have taken on is an overwhelming sense of despair, cynicism, hopelessness, and stagnation. This is one dramatic production where it's critical to review the part you've been playing up to now, work hard to discover your true self, and then begin to live that out.

Often, beginning to recognize and address your shame feels overwhelming, depressing, and shaming in and of itself. It is not a pleasant task. But identifying the roles chosen by others for you and then actually rewriting the script you have been given into the script you wish to play is the process that has to occur in order for anything to change. And you're the only one who can do it (with the help of others who truly care about you in the present).

As you understand more about what shame is and how it may be affecting you, start to know and embrace the characters and roles that have kept you stuck in your life up to this point. If explosive anger is an issue for you, don't deny it! If you deny that you are an angry person when in fact you are, the anger takes on a life of its own and it controls you rather than you making the necessary decisions to remain in control of it. Work hard to accept anger as part of who you are and have been and set out to change the messages you still carry that created this

script and keep it alive within you. You may feel frightened and overwhelmed as you begin to uncover how you have been shamed and how it has contributed to the disrespectful anger you have too often directed at others. But this journey is worth the pain.

Take a look at some examples of life scripts that angry people play out in their lives. You may recognize yourself in these or you may see others you know in them. Even if these don't seem to fit, think about the script that you may be playing and try to identify, very specifically, how it has affected your life.

- The GOOD LITTLE GIRLS/BOYS who reacted to the shaming by seeking to please and placate others. They get resentful when no one seems to appreciate and value everything they are trying so hard to do.

- The arrogant REBELS who reacted to the shaming by flaunting authority and seething about the way things are. They spew venom on others and act out in self-destructive and hurtful ways whenever someone has the audacity to try to tell them what to do.

- The hard-working and successful SUPERACHIEVERS who reacted to the shaming by accomplishing as much as is humanly possible to try to feel better about themselves. They become tense, stressed, and angry when the achievements never seem to be enough to really feel okay about themselves and when there is never any time for themselves and those around them.

- The self-sacrificing and long-suffering MARTYRS who react to the shaming by devoting their lives to looking after and taking care of others. They become annoyed when they don't get the credit and thanks they think they deserve and when there is no one there to help take care of them.

- The SAVIORS who react to the shaming by taking on the job of rescuing those around them who are continually floundering in their lives. They become irritated that no one ever seems to be willing and able to take care of themselves so that they can actually find time to focus on their own lives.
- The perpetual VICTIMS who react to the shaming by feeling constantly persecuted by others. Their anger is manifested by their ongoing cynical and fearful view of life and those around them.

- The underachieving LOSERS who react to the shaming by never seeming to be able to "get it all together." They feel furious or depressed that their lives are not turning out the way everyone else seems to be living.

## Minnesota to Mexico: Guy Talk

I recently went to Queretaro, Mexico for a 2-week volunteer/tourist experience with Global Volunteers. Our task was to serve the community and their request was that our group would teach "conversational English" at the Technological College.

I was scared! English is my second language after German with a New York accent! That's two strikes against me.

I found myself facing a class of 16 Mexican young men between 19 and 28 years old. They didn't care much about learning English in the first place, much less from a gringo living in a place known for cold weather like Minnesota. I could feel my heart racing, my palms sweating, and my mind skipping like a whirling top.

I told them about my work at The Men's Center. This got some interest. I told them about my life and how I had to turn it around. We started talking about life, work, relationships, values, feelings, and even the story about our American holiday of Thanksgiving. This brought up the ideas of gratitude, sharing, and being thankful for the gifts we have. The gift of education, the gift to be a positive person in the world, the gift to give back to our family and country.

Some of the young men brought in their guitars and we practiced some Mexican and English songs. We practiced the words and concepts of "Let It Be" by Paul McCartney. It touched my heart to see the warmth and connection we had as we sang together.

This experience would probably not have happened before I learned how to open up and expand my life by volunteering at The Men's Center. Most importantly, how to open up my heart to hope and healing.

To all of you, have a Thanksgiving with hope and gratitude, and keep in touch with the gifts we have.

**PEACE, HERB JAEHNE**

## We Need A Few Good Men!

We learned in the Anger Management Classes that it is OK to ask for help when we can't do it alone. Well, I can't do it alone. I'm asking for your help to build up our Anger Management Facilitator Training Program. The volunteers are the heart and soul of the classes. They need ongoing support and new volunteers need training to join this special group of men "who are doing well by doing good works". Please donate to help build this unique program and contribute to a more peaceful world. Your contributions are tax deductible!

Note: *The Men Helping Men With Anger Program is supported entirely by private contributions and class fees. We do not get government funding. You are our support!*

Mail your checks to The Men's Center, or call in a pledge to 612-822-5892. These are the categories:

BE A GOOD SPORT:	\$25.00 - \$50.00
BE A GOOD GUY OR GAL:	\$50.00 - \$100.00
BE A PAL:	\$100.00 - \$200.00
BE A PARTNER:	\$250.00 - \$500.00
BE AN ANGEL:	\$500.00 and UP!

# *Men Helping Men With Anger- 2002 Program Summary*

— BY **HERB JAEHNE**

This has been a record year for the Men Helping Men With Anger Program. There have been 12 Sessions! Classes have been held in Minneapolis, Hopkins, Edina, and St. Paul.

We had 134 men in our classes this year and over 600 since the program started in 1997. These men are trying the best they can to understand the destructive effects of inappropriate expressions of anger and how it has impacted their lives and relationships. They are to be commended for stepping forward and talking through their fears. Many men never get to this point.

The real heroes of this program are the special men who volunteer to facilitate the 12 week classes. They are the heart of the Men's Center Program. They have experienced the gifts of a more joyful life and better relationships and want to pass these gifts on to the men in the classes.

We can have a more peaceful world when love replaces inappropriate anger. It must start within each of us, as we do our part, others will follow. Let us give thanks to the Men Helping Men volunteer facilitators for they are the hope for a peaceful future.

As the Manager of the Anger Management Program, I want to give a special Thank You to the men who have helped the 600 men in the past 6 years. If each of the 600 men reached out to 10 other lives in a positive way, think of the ripple effect of 6,000 people!

2002 Anger Management Class Summary			
<u>Date</u>	<u>Location</u>	<u>Volunteer Facilitators</u>	<u>Students</u>
Feb. 11	Mpls.	Bryce Kleven Michael Isaac John Cordes	9
Feb. 12	Edina	Bob Lundberg Bill Baldwin Stephen Sewell	10
March 4	Hopkins	Gerald Obremski John Hesch	10
March 17	Mpls.	Bob Anderson Howard Buttery Dan Kovacich David Eckholdt	11
June 3	Mpls.	Len Zinney Jim Merritt	11
July 2	St. Paul	Tom Miller Tom Franz	11
July 17	Mpls.	Brad Broberg Stu Kaufman	14
Aug. 27	Mpls.	Bill Baldwin Hank Bruns	10
Oct. 1	Edina	Bob Lundberg Pat Gallagher Jeff Elstad	10
Sept. 30	Mpls.	Bryce Kleven Michael Isaac	13
Oct. 7	Hopkins	Gerald Obrenski John Hesch	12
Nov. 20	Mpls.	Stu Kaufman Dan Kovacich Jim Merritt	12
			<b>Total 134!!</b>

## The Men's Center ALL-PURPOSE COUPON

Clip this form and mail to The Men's Center. A regular annual membership at The Twin Cities Men's Center is \$20. With that you get access to the extensive reference library on Men's Issues, receive the Men Talk newsletter, participation in the annual meeting, and enjoy reduced fees to Men's Center sponsored events. If you are able to afford a membership at the Patron (\$40) level, you get free admission to all Wednesday workshops in addition to all the regular membership benefits.

- I want to sustain the activities of The Men's Center by becoming a "20 x 12 Honor Roll Member."
- Please ENTER/RENEW my membership at The Men's Center for the next 12 months:  
Enclosed please find \$\_\_\_\_\_  \$20 (Regular)  \$40 (Patron).
- I want to make an additional, tax-deductible gift of \$\_\_\_\_\_. Thanks much.
- My new/correct address/phone is printed below.
- Please remove me from The Men's Center mailing list; the pre-addressed gummed mailing label is attached.
- I have these feelings, thoughts, opinions, ideas, news items for The Men's Center:

Date \_\_\_\_\_  
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FROM: name \_\_\_\_\_  
 Mailing address \_\_\_\_\_  
 \_\_\_\_\_  
 Home phone \_\_\_\_\_  
 Work/other telephone \_\_\_\_\_

## *Community Reentry- Transitions Group*

**BY HANK BRUNS**

Where can a former prisoner go for emotional support when he returns to the community? Where can he be honest about his discouragement, frustrations, temptations, and fear of public attitudes? Where can he go to talk about his feelings where he will not be treated like a monster?

Prisons do their best to teach offenders the educational, vocational and psychosocial skills necessary to stay out of prison and live responsible lives. But without adequate support in the community, skills alone are likely to collapse under the pressures, temptations and discouraging setbacks that inevitably face offenders after their release.

The Twin Cities Men's Center is preparing to meet a new need among men. Community Reentry Group/Transitions Group will be a support group where former offenders can discuss the problems, hardships, and obstacles they face while transitioning from prison living to community living.

We are aware that opening our doors to former offenders may be a sensitive issue for some of you. We are aware of the pain and anger and fear on both sides of crime that is so difficult to reconcile with. It is our sincere hope that our members will come to see this new offering as an important initiative toward building a healthier and safer community.

The Men's Center has always been a quiet innovator in finding new ways to improve the quality of life for men, and consequently improve the health of family and community life. Here is the latest move toward that end.





TMC Office Hours: M, Tu, Th, F ;1-4:30pm. Our telephone (612) 822-5892 is answered 24-hours per day by US West voicemail, and an attempt is made to return calls within 1 or 2 days. Our FAX number is (612) 821-6424.

*TMC is in the lower level of "Uptown Office Park," a brick office building on the Northeast corner of West 33rd Street and Hennepin Avenue in south Minneapolis, Enter through the door on the north (3249) end of the building (it has 2 numbers: 3249 and 3255!), immediately turn left and descend the stairway through the fire door to Suite 55. (Formerly) handicapped access is easiest through a side door on West 33rd Street.*

*Check out our web site: [www.tcmc.org](http://www.tcmc.org) or correspond at our email address: [tcmc@freenet.msp.mn.us](mailto:tcmc@freenet.msp.mn.us)*

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**MEN TALK**

**The Men's Center News**

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## *Annual Meeting Notice*

THE MEN'S CENTER ANNUAL MEETING WILL BE ON  
SATURDAY, JANUARY 11, 2003 AT 9 AM

AT THE MEN'S CENTER IN SUITE 55, 3249 HENNEPIN AVE., MINNEAPOLIS, MN

The Annual Meeting will include election of new members to the Board of Directors, thanks to our volunteers, review of our achievements this past year, and socializing with your fellow Men's Center members. We have moved forward on many projects this year so come and celebrate what has been done and where we are going. If you have any questions, call the Men's Center offices at 612-822-5892.

The Men's Center By-Laws require a quorum of members to elect new board members. This mailing constitutes notice to all active members that a vote will be conducted by those members who are present at this meeting. If you cannot attend and wish to vote, please return this page to TMC prior to Jan 11, 2003. Please include your address label. All members who do not vote by mail or in person, consent to the appointment of the Chair and the Vice-Chair the power to vote on their behalf, on all matters that come before the Annual Meeting.

- I VOTE **FOR** THE BOARD OF DIRECTORS AS PRESENTED AT THE ANNUAL MEMBERSHIP MEETING, JAN. 11, 2003
- I VOTE **AGAINST** THE BOARD OF DIRECTORS AS PRESENTED AT THE ANNUAL MEMBERSHIP MEETING, JAN. 11, 2003.
- I **ABSTAIN** FROM VOTING AT THE ANNUAL MEMBERSHIP MEETING, JAN. 11, 2003.

signed \_\_\_\_\_ date \_\_\_\_\_.

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