



MENDING FENCES
DEDICATED TO IMPROVING LIVES



DECEMBER 2019
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KUDOS KORNER

MENDING FENCES
HOLIDAY
CELEBRATION

STAY IN TOUCH

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Being A Change Agent



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FROM MY FAMILY TO YOU



It's hard to believe the Christmas season is already upon us, and most are preparing for a well-deserved rest with family and friends. On a corporate level, the winter holiday is usually the time when companies take stock of the year gone by and get ready to start implementing fresh initiatives for the New Year.

At Mending Fences, 2019 was nothing short of another busy year! Signing a contract with Richmond Public School yet again for another year to provide Behavior Aides is still an honor and blessing; although met with some challenges, we were licensed to provide Mental Health Skill Building; we opened our Stemtree Academy in Chesterfield and, we are in talks with Directors from specific agencies to obtain a government contract to provide Job Readiness Skills as a reentry program for the

community. As usually, your dedication and drive are profound, you have worked hard to deliver appropriate service to our students in accordance with their IEP and BIP plans, which I say, Thank You! We kicked off the school year with a BANG-activities included, an awesome Leadership Retreat; a photo booth for back to school orientation, team bowling, a professional development training, and a holiday celebration; as well as being involved in the community, with Trunk or Treat, Thanksgiving Baskets and adopting a family for Christmas.

Our Leadership Team increased this year, with the addition of Mr. Zachary Branch, Mrs. Tasha James and Dr. S. JaNine Hyman. Each member of our leadership team strives each day to make sure as a company we are preparing our staff to work on their personal and professional goals to move you to new heights. We are committed to grooming young leaders who serve as model citizens who take responsibility for change and are aligned with the company's vision and purpose.

Plans for 2020 are in sync with our past performance and our future road map. Given our past 12 years of history, everything is the same, yet nothing is the same – our energy and drive to build great services and deliver top-notch customer service has brought us to

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Please direct all payroll questions
to Rue and Associates
-Attention Barbara Thompson

Rue and Associates
7264 Hanover Green Drive
Mechanicsville, VA 23111

Phone: 804.730.7455
Fax 804.730.7511

Email timesheets to:
payroll@rueassociates.com

FROM MY FAMILY TO YOU

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this point and there is no reason it will not sustain us into the future. I believe it is important to remain humble in this success and contribute to our profession and our community in a sustainable manner – truly helping others and making a difference is what we stand for.

It's only fitting that I thank each one of you – our valued co-workers – for your steadfast support of our mission and vision as a company. As we close another year, we gratefully pause to wish you and your family a very Happy Holiday Season and a wonderful, healthy, productive and prosperous New Year!!

In Service,

Marian Parker Branch

New Year Aspirations:

To your enemy-FORGIVENESS

To an opponent-TOLERANCE

To a friend-YOUR HEART

To a customer-SERVICE

To all-CHARITY

To yourself-RESPECT

**Find your purpose Next Year,
even if it means changing your
circle of friends and/or
enemies "Frenemy".**

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DATES TO REMEMBER

12/21/2019 - 01/05/2020

Christmas Break

(Mending Fences office will be closed)

12/26/2019 - 01/01/2020

Kwanzaa

Kwanzaa is a week-long annual celebration held in the United States and other nations of the African diaspora in the Americas to honor African heritage in African American culture. It is observed from December 26th to January 1st, culminating in gift-giving and a feast. Kwanzaa has seven core principles.

01/06/2020

School Reopens

01/17/2020 @ 7:00 PM

Social Event

Activity will be announced.

01/20/2020

Martin Luther King Day

School Closed

02/17/2020

Professional Development Day

WORK ANNIVERSARIES

The following staff celebrated their working anniversary with Mending Fences this December.

Delshawn Arrington - 8 years

Thank you for your dedication to Mending Fences!!

AWARENESS FOR DECEMBER IN 2019!!

AIDS Awareness Month

**National Drunk & Drugged Driving (3D)
Prevention Month**

National Human Rights Month

Universal Human Rights Month

BLESSINGS CORNER

Blessings and Prayers TO **ALL** Our Mending Fences Family And Their Families and Friends Who Are Experiencing Health Challenges, Deaths And Disasters... Let's Support Each other As We Thrive Each And Every Day!

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MENDING FENCES IN THE COMMUNITY

A Day of giving back!! PBS Radio Station...



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OUR STEMTREE EDUCATION CENTER!



MENDING FENCES AT WORK!



William Cobb with the Mayor and Student



Zachary Branch with Student

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MENDING FENCES HOLIDAY CELEBRATION

We were so happy to have had you join us on Friday, December 13th at 23rd and Main for a staff holiday celebration. For those who participated in Secret Santa and the Tacky Sweater Contest, I hope you liked your gift, and we appreciate your support of company morale!! Thank you, Mrs. James, for taking the lead on this event.

1st Place-Aponi Liggins

2nd Place Schronda Brooks



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Happy Birthdays

12-7 Lamont Gordon

12-12 Camille Johnson

12-18 Jeffery Pace

12-28 Kelvin Douglas

DECEMBER: FOOD FOR THOUGHT

December is the twelfth and final month of the year in the Julian and Gregorian Calendars and is the seventh and last of seven months to have a length of 31 days.

December's birth flower is the narcissus.

December's birthstones are turquoise, zircon, and tanzanite.



ZIRCON



TANZANITE



TURQUOISE

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KUDOS KORNER

Shaquan Nelson is my team member of the month! Ms. Nelson has gone above and beyond to assist at her school with other clients outside of her own. Ms. Nelson has taken the lead several days and provided coverage in the absence of the BA. Ms. Nelson also took her documentation training seriously and is now providing detailed, correct and on time paperwork!! Kudos to you Ms. Nelson for being a change agent!!

Danielle Duncan is a new staff of the Mending Fence Family. During her short time, she's managed to work one of our most challenging cases. With her strong experience in the human services field, she's has shown resilience with the student, clearly, the main ingredient is her true compassion for the success of the student academically and socially. Her willingness to exemplify the true values of the Mending Fences Brand is to be commended. Thank you, Ms. Duncan, for showing up each and every day with a new outlet for this young man. You are the Change Agent in his Life!

TRAINING TIPPS

"Everyone has a story to tell, a lesson to teach, and wisdom to share..."

Life is a beautiful masterpiece bound together by your experiences.

Open up and share your story; become an inspiration to others.

You can make a difference because you matter. You were created with purpose. Live your life with intention, go out there and make a difference by being the difference."

- Melanie Koulouris

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TRAINING TIPPS

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Verbal Intervention Tip:

One of your goals, as a Behavior Aide Counselor, is gathering tools to increase the value of your intervention toolbox. One of those tools that should be in your toolbox is your **LIFE EXPERIENCES**. Using your life experiences, both positive and negative, are one of the best and most powerful tools you can use to connect with and relate to your client.

- Using this tool gives you the opportunity to:
- Show Empathy
- Motivate
- Redirect
- Celebrate Achievement/Progress
- Connect
- Relate
- Be Relevant
- Show You Care

When using this tool be mindful not to divulge too much information, make sure to change the names of individuals used in your storytelling and change necessary factual information to drive your point home.

BE THE DIFFERENCE....BE THE CHANGE AGENT

USEFUL LINKS

Mending Fences is a proud member of the Metropolitan Business League, the Black History Museum and Cultural Center of Virginia, and the V3 program (Virginia Values Veterans). Visit their websites and learn about the latest news and events of these great organizations.

<https://thembl.org/>

<https://www.blackhistorymuseum.org/>

<https://dvsv3.com/>

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