



**MENDING FENCES**  
DEDICATED TO IMPROVING LIVES



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### STAY IN TOUCH

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**Being A Change Agent**



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## A WORD FROM YOUR CEO



Greeting, and welcome to FALL!!

As the summer ends and we prepare for FALL!! I wish to take this opportunity to

thank all of you for your hard work within the first nine weeks of school. The start of the year is always a special yet difficult time, with new students and faculty, new relationships, new challenges and exciting conversations beginning anew after the summer months. We are fortunate to welcome 15 new employees this academic year, whose diverse areas of expertise will build upon the remarkable dedication to excellence that characterizes our Mending Fences Community. I very much look forward to the rich and rewarding time ahead. As we look ahead and seek to engage with the opportunities and challenges facing higher education today, we continue to be dedicated to making investments that strengthen our employees by creating an environment that will pursue their passions and position Mending Fences for future success. I have spoken with

several team members this year, and I feel your continued excitement and enthusiasm. I like Helen Keller believe that ***“nothing can be done without hope and confidence”*** and we have displayed and used both of these qualities. We have remarkable energy and we have leveraged this and our “know how” to move us from just sustaining our organization but to vibrancy. Complacency and failure are just not in our DNA.

### Remember **“Be A Change Agent”**

In Leadership,  
Marian Parker Branch

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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

## MENDING FENCES IN THE COMMUNITY

Mending Fences was happy to participate in the Stemtree Woolridge Carnival and Back to School Kickoff Bowling!

View photos and video from these events:

### STEMTREE WOOLRIDGE CARNIVAL



## MENDING FENCES IN THE COMMUNITY

See larger images and video here:

<http://www.mendingfencesva.com/mending-fences-news/mending-fences-at-the-stemtree-woolridge-carnival/>

<http://www.mendingfencesva.com/mending-fences-news/back-to-school-kickoff-bowling/>

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## BACK TO SCHOOL KICKOFF BOWLING



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## TRAUMA-INFORMED SPACES: CHOICES

by *Joshua MacNeill, Director of NeuroLogic®*

Hello Friends,

One thing that is common among many traumatic events is a complete lack of choices. Therefore, at other points in time, when a person feels like they do not have a choice, this can trigger the same negative emotions tied to the traumatic event. While this is something we speak about a lot, and you can do a lot with in how you interact with your students, you can also set up your space with choices in mind. As you think about choices in your classroom, there are a couple of options you can consider.

First of all, when setting up a seating chart, ask your students if they have any special preferences, these preferences are less about who they want to sit with and more about where they want to sit. For instance, some students feel a lot safer if they are closer to a door, some students feel safer if they are sitting in the back of the room because they have their eyes on everyone. There is often the stereotype that those who gravitate towards the back are the troublemakers, but in reality, they are likely sitting there in an attempt to feel

a sense of safety. I would recommend thinking twice before punishing a student by forcing them to sit in the front of the room, as that lack of safety might backfire.

Additionally, when possible, thinking through the type of seats available can be really helpful. Providing an array of seat options (rocking chairs, standing desks, seats with bouncy bands, desk cycles, etc.) provide different types of physical outlets for students that can be calming and help them focus. If you choose to consider flexible seating options, please recognize that many students will want to try them at first, but quickly you will see that the students who benefit from them, keep wanting them as an option, while other students' loose interest very quickly.

Lastly, you want to consider what other choices a child might be able to make for themselves over the course of the day. How easy is it for them to choose to get water or use the restroom? Can they get up to grab their favorite fidget or other regulatory tool? Is there a space in the room that they can go when they are feeling frustrated and need a brief break? The more choices they have to access tools that keep them calm, the more likely they will be able to handle the high loads of stress that naturally comes along with being in a school setting.

View the original Article:

[https://gallery.mailchimp.com/87e58577cff22a32d5b580d65/files/b955197c-a16b-47f8-a555-9f13c198e54e/NL\\_2\\_3\\_.pdf](https://gallery.mailchimp.com/87e58577cff22a32d5b580d65/files/b955197c-a16b-47f8-a555-9f13c198e54e/NL_2_3_.pdf)

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## Happy Birthdays

October 11th Debbeny Blackwell  
October 12th-Quechan Woolridge  
October 19th-Janaye Butler  
October 22nd-Jonda Stroble  
October 26th-Jadius Murchison

## WORK ANNIVERSARIES

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

Tanesha Marrows-4 years  
Kelvin Douglass -3 years  
Susannah Teeters-1 year

Thank you for your dedication to Mending Fences!!

## AWARENESS FOR 2019 IN OCTOBER!!

- Disability Employment Awareness Month
- Diversity Awareness Month
- National AIDS Awareness Month
- National Depression Education and Awareness Month
- National Breast Cancer Awareness Month
- National Cholesterol Awareness Month
- National Hispanic Month
- National Mental Illness Awareness Month
- Self-Improvement Month
- Vegetarian Awareness Month
- Women of Achievement Month
- Halloween -National Safety Night Out - 10/31/19

## 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!

## FOOD FOR THOUGHT!!

*Nobody is too busy, it's just a matter of priorities.*

## OCTOBER IS A

- ...New Month
- ...New beginning
- ...New mindset
- ...New Focus
- ...New start
- ...New Intentions
- ...New results

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## THE J.I.T.T.T. CORNER

"Just In Time Training Tips" from Mr. Moore



Team,

One of the most critical components to any **HEALTHY** personal/business relationship is **COMMUNICATION**. The biggest problem in communication is the illusion that it has taken place. This is an area where we as a staff need to give more focus and attention to strengthening. As Behavioral Aide Counselors one we must be excellent communicators. This responsibility

*(continued)*

and duty don't only apply to your relationship with your client but also with management. We have to intentional, diligent and consistent when it comes to effectively and properly communicating with management through our various mediums.

### COMMUNICATION REQUIREMENTS

- Please make sure you're reading all emails and responding in a timely and appropriate manner.
- Communicate in a timely manner when you will be absent.
- Consistently communicate with your Site Supervisors when you will be late for work, submitting reports and etc.

### • OVER COMMUNICATE!!!

*If communication is an area you know you need to strengthen, be that **CHANGE AGENT** and change the way you communicate.*

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## OUTSTANDING OCTOBER EMPLOYEES

Mr. Carter has been with Mending Fences going into his 4th year and is finding his way to becoming a veteran for Mending Fences. Mr. Carter brings a strong skill set when it comes to working with low-incident student. Staff coverage was no issue for Mr. Carter who made himself available to assist us at 13 Acres even though he's assigned to Amelia Street Academy. Mr. Carter contacted me after noticing no staff was present (due to time off and traffic) he asserted himself by monitoring 2 students by himself until staff arrived. This initiative was big of him to think of the students, coworkers and RPS, yet to be selfless to serve others for a cause greater than himself. RPS Asst. Principal Dr. Chandler shared that "he is amazing working with the students in the building!" thanks for Being the Change Agent!

Mr. Ford of 13 Acres is being recognized for his ability to be a great team player in many multifaceted roles. From monitoring students, cross training his coworker and building a rapport with the staff of RPS at 13 Acres who commend him highly for work ethics and professionalism. Staff coverage was no issue for Mr. Ford who made himself available to assist us at 13 Acres when a BA called out and/or was late. Thanks for Being the Change Agent!

## KUDOS KORNER

Mr. Hall joins our family with an extensive background in the Human Services field working in the education setting as well as a coach for Armstrong's football team. Since his employment, he has stepped up being a team player with the Armstrong staff and Mending Fences coworkers, by assisting at any capacity to see students excel at their best. Kudos to you Mr. Hall for being an outstanding example of a team player. Mr. Hall consistently does whatever is necessary to get the job done whether it be sub at multiple schools in one day or hold down multiple clients until coverage comes. He never complains and maintains a positive attitude.

When called upon he never hesitates to be available and flexible to making sure our students are covered with the quality of Mending Fences mission "Dedicated To Improving Lives" and Being the Change Agent!

Ms. Brooks is a Mending Fences dual employee who words can never say how invaluable she is to the coworkers and Mending Fences and STEMTREE Academy. Her willingness to love and foster the students we serve is priceless, as she pushes staff to understand that the students, we serve deserve nothing but our best. Her availability and flexibility are commended as she worked her full time with Mending Fences, Boys and Girls Club then closed out with a carnival at Woolridge an elementary to enroll students for STEMTREE. Ms Brooks continue Being the Change Agent!

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### **KUDOS KORNER** *(continued)*

Mr. Lamont Gordon interviewed with Mending Fences after accepting the job he felt this would be a great opportunity to work for a company that gives opportunities along with promise to promote the lives of others. Believing in this, he encouraged his cousins to apply who then encouraged his wife to apply resulting in a total of 4 new hires. We thank you for your referrals of Quechuan and Kionte' Woolridge and Lakeista Brown. This is being, "Dedicated To Improving Lives".

Mr. Kennard Wyche came on only as a PRN and his work ethics impressed the administrators in two (2) different buildings that we moved him into a full-time role. He's being highlighted for his selfless service he gives to the students and coworkers in the Armstrong building. His open lines of communication to Mending Fences administration is commended as he checks on his coworkers who he calls team. He ensures we have coverage and willing to lend a hand to the team to make sure our company outshines any others in the Armstrong building, thanks for Being A Change Agent!

### **KUDOS KORNER**

Mrs. Pritchett for a shout out received via email from Mrs. Drye at Obama elementary for a job well done.

Ms. Camille Johnson for maintaining a high level of professionalism during her possible transition to a new client.

### **MANAGEMENT SHOUTOUT**

Mr. Branch for his handling of coverage needs with a very limited sub pool!

### **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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