

# FRIENDS

The Children's Friend Employee Newsletter - Issue 9



Children's  
FRIEND

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**Introducing the 21st Century Employee Newsletter**  
*Paperless Now and Forever More!*

# Pathfinders: We heard you!

by Tina Laprade

**Pathfinder, noun:** one who probes unexplored regions to discover a way: Trailblazer.

The Pathfinders Task Force grew out of a desire to look at the many changes the agency was going through and how we can come together as an agency without walls.

The Pathfinders' goal was to make recommendations regarding defining agency organizational culture.

The vision is that Children's Friend will be an agency where every employee is supported and accountable in providing the highest quality work on behalf of vulnerable children and their families.

The Pathfinders had representation from every part of the agency. We worked to get input from as many people as possible and received feedback from 70% (256 of 364 employees) of the agency staff via a values auction in each department. We were very appreciative of the feedback.

After a thorough analysis, we identified your top agency values.

We then worked on defining these values in a way that was reflective of all the input we received. During the Agency Training Week, many of you got to meet Art Chuckwalla who helped us all have some fun with our values.

Please stay tuned for the next steps in the journey and the next appearance of Art!

## Values!

1. **Effective Communication**
2. **Respect**
3. **Professionalism**
4. **Cultural Competency & Diversity**
5. **Honesty**
6. **Consistency**
7. **Humor**
8. **Support**
9. **Personal Growth**





## Why Volunteer?

by Amanda Ball

Volunteering your time and service to a cause or organization that you believe in is one of the most rewarding experiences you can have. Volunteering helps you better understand yourself as well as the world around you.

By giving back to others and supporting your community, you gain a sense of responsibility and you experience feelings of togetherness and accomplishment when working with others toward a mutual goal.

Community service allows you to express yourself and what you believe in. You gain a better understanding of your passions and interests and how much need there really is out there.

Volunteering allows you to meet new and diverse groups of people who have shared interests. Opportunities to network and learn about other ways to get involved significantly increase when you volunteer.

By volunteering you cultivate new skills and maintain existing skills. You develop strong leadership and social skills by interacting with others in the community.

Volunteering humbles you and gives you a deeper awareness of your position in the world and how you can use your skills and give your time to help make it a better place to live for all.

Please consider getting involved in your community and please encourage your family and friends to volunteer with Children's Friend!

We have many volunteer opportunities to fit different people's needs, skills, and interests. So if you know anyone, send them our way! Please contact Amanda Ball at [aball@cfsri.org](mailto:aball@cfsri.org) or 401.276.4344 for more information.

# Real Life Rock Stars of Children's Friend

**Annette Rivera**, WIC Nutritionist, and **Ana Mosquera**, WIC Assistant, received Rhode Island State Service Awards for five years of service to WIC.

**Laurie Laliberte**, WIC Nutritionist, and **Teri Valdivia**, WIC Assistant, received Rhode Island State Service Awards for 20 years of service to WIC.

**Aimee Mitchell**, Administrator, Programs/ Head Start Director, was selected to serve on the Education Advisory Group to Providence Mayor-elect, Angel Taveras.



# Things Heat Up at the Summer Training Series

by Christopher D. Salaun

*"Very interactive and entertaining!"*

*"I'm proud to work for Children's Friend!"*

*"This empowered me to view things differently!"*

People are talking about the 2010 Summer Training Series, the week long professional development experience sponsored by Children's Friend and Meeting Street.

And why not? With an average of 196 people attending each day, the halls and classrooms of CCRI Warwick were bubbling with excitement and intensity.



Agency staff mingled with representatives from 10 of our partner sites. Educators laughed and shared ideas with clinicians, social workers, administrative assistants, nutritionists, nurses, family workers, and other staff from all departments, in what was an event working toward collaboration and interdisciplinary learning.

The week's 61 sessions kicked off on Monday morning with a few outrageous and thoughtful hours with keynote speaker Scott Noyes. Scott's presentations focused on Teamwork and Active Listening, and the fun didn't end until Friday afternoon, with a heartwarming, energetic message from Rob Jones on Cultural Competency.



During that week, a total of 300 participants interacted, danced, sang, shared concerns, cheered each other on, and at times just kicked back to watch the show, as with the Pathfinders' Monday afternoon Game Show, an overwhelming hit!

Topics spanned from Ethics and Professionalism, Quality Service, and Milestones in Child Development to Handling Difficult Conversations, Business Writing, and Post Partum Depression.

Each of the seven keynote speakers contributed to setting the tone for the week. Speakers representing partners like The Poverty Institute and the Child Welfare

League of America successfully connected their material to the direction of the agency as a whole, which created an air of continuity.

One highlight for the week involved Conversation Circles, a series of 45-minute break-out sessions that allowed staff from various disciplines across the agency the chance to follow up on insightful keynote topics, to look across the aisle at someone in a different practice and realize how similar ethics, and even language, could be in an organization offering a variety of programs and services. This series truly was about bringing people together.

During the afterglow, a deluge of feedback came pouring in, and the chance to build an even brighter future is already becoming a reality.

How will things shape up for the upcoming winter training series? Who knows? But we are working on it!

Stay tuned for the next exciting extravaganza from the Professional Development Team starting the week of February 22, 2011! Don't miss it!

