

FAMILY PATHWAYS CONNECTIONS



Family Pathways Staff Newsletter

JANUARY 2021

Connecting with Leadership:

From Rich Smith:
It's been an honor!

As I ease my way back into retirement, I very much want to say thanks to each of you for what has been – at the same time – the most difficult and the most rewarding year of my career! The challenges of 2020 were extraordinary, and while many of those challenges are still with us, it's safe to say that the response of this organization was just as extraordinary. It has been an inspiration to me and I have never been more proud of the women and men of Family Pathways. Thank you for letting me work alongside of you and, again, it's been an honor!

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Mission Moments

- From Donna at the Sandstone Food Shelf: A couple months ago, Donna was doing some paperwork at the food shelf when she looked up and saw feet near the door. She went to see who it was, and there was a young man standing there. He said, "My mom told me that if I get hungry, come to the food shelf to get food." Donna gave him what he needed and he was so thankful to Family Pathways for helping him. Turns out, the young man was a former student at the school Donna had worked at! Donna found this encounter a good reminder that "we are all in the right job to help people."
- Days before Christmas, Lisa W. purchased ALL the tags from the Giving Tree at our Pine City Thrift Store, donating \$1,255 to help families in our community! Plus, she donated the full FBB cards to the Food Shelf in Pine City to further families in need. Overall, the Giving Tree campaign was incredibly successful at our Thrift



Stores. Thrift Store staff raised almost \$18,500 in December, exceeding our \$13,000 goal for the month by more than 42%. The Thrift Stores raised \$32,587 during the two-month campaign, far surpassing the goal of \$28,500. Despite being closed mid-March through mid-May, the Thrift Stores almost reached their 2020 goal. Throughout the calendar year, the Thrift Stores accepted close to \$119,000 in donations at the register, falling just \$1,500 short of the 2020 goal. An amazing feat considering the weeks of closure and reduced hours! THANK YOU to all of the Thrift Store staff for their hard work and dedication!

Staff Spotlight:

Kristen Nixon has been part of Family Pathways for 10 years. She started out as a Sales Associate and Shift Supervisor with our Thrift Stores and is now Store Manager. "I worked various gas station and food positions before becoming a business banking specialist for Wells Fargo but I did not enjoy my job so I found open PT work at Wyoming Family Pathways and the rest is history!" Born in Dallas, Texas, Kristen moved to Minnesota when she was a year old and now live in Stacy, MN. Kristen loves the feeling she gets from working at Family Pathways. "I love my mission, my coworkers, the actual job is fun and my bosses are very supportive." When not on the job, Kristen loves cosplay and crafting and is obsessed with old horror films. If she could do one thing to improve our community, it would be to add a little more empathy to the world. "I'd find some way to make everyone take a second and be kind and see things from each other's perspective. Cut out the polarizing nonsense." One event from her time at Family Pathways that stand out to Kristen is a time in 2019 when a thrift store donor ended up screaming at her. Kristen was caught off guard and asked the donor if there was something she could next time to make her experience better, and the donor burst into tears. "She was so touched that I had asked and it turned out she had lost her husband and her brother in the same week and life was too much at the moment. I took a moment and listened, and I shared a few tears with her. She's now one of my regular customers and we've shared many jokes and smiles together and it all started with a yell."

Connecting with Staff:

From HR: W-2s will be mailed by January 31, 2020.

We are pleased to announce that in the month of January, Family Pathways is rolling out an online training program to all staff through Syntrio. The first two courses to be completed in 2021 include Diversity and Inclusion and Preventing Workplace Harassment. Our teams are so vital to us, and we feel Syntrio's eLearning program will arm each individual with the critical knowledge needed to continue fostering and further grow a safe and respectful environment. Where our employees can identify, evaluate, and resolve everyday workplace challenges building a winning corporate culture.

Updates and Information

New hires: Welcome to Taryn Junker (Wyoming Thrift Store), Megan Chambers and Jocelyn Istvanovich (North Branch Thrift Store), and Joleen Olsen (Lindstrom Thrift Store.) We're glad you're here!

Work Anniversaries: Congratulations to Allyson Andert, Bartley Carroll, Carolyn DeWitt, Kilian Donovan, Bunny Gilbert, Crystal Klar, Jane Larson, Kristen Nixon (10 years!), Sarah Rowe, and Julie Temich on their January work anniversaries!

Connecting with Volunteers:



- Ellen Trowbridge from Forest Lake Food Shelf was recognized for Spotlight of Recognition and won the Holiday Basket. Ellen has been coming in each month during the pandemic and has given over 500 hours of service time for the food shelf this year. Coordinator Lena Nelson said, “Ellen has been one of the most hard working volunteers that she has ever had.”
- “After years of volunteering I still love helping out. I’m happy I have been able to continue my services during the pandemic. I feel safe to volunteer due to the safety precautions that are in place.” **Food Shelf Volunteer**
- And coming this month, the new quarterly volunteer newsletter!

Connecting with Yourself:
Wellness Tips

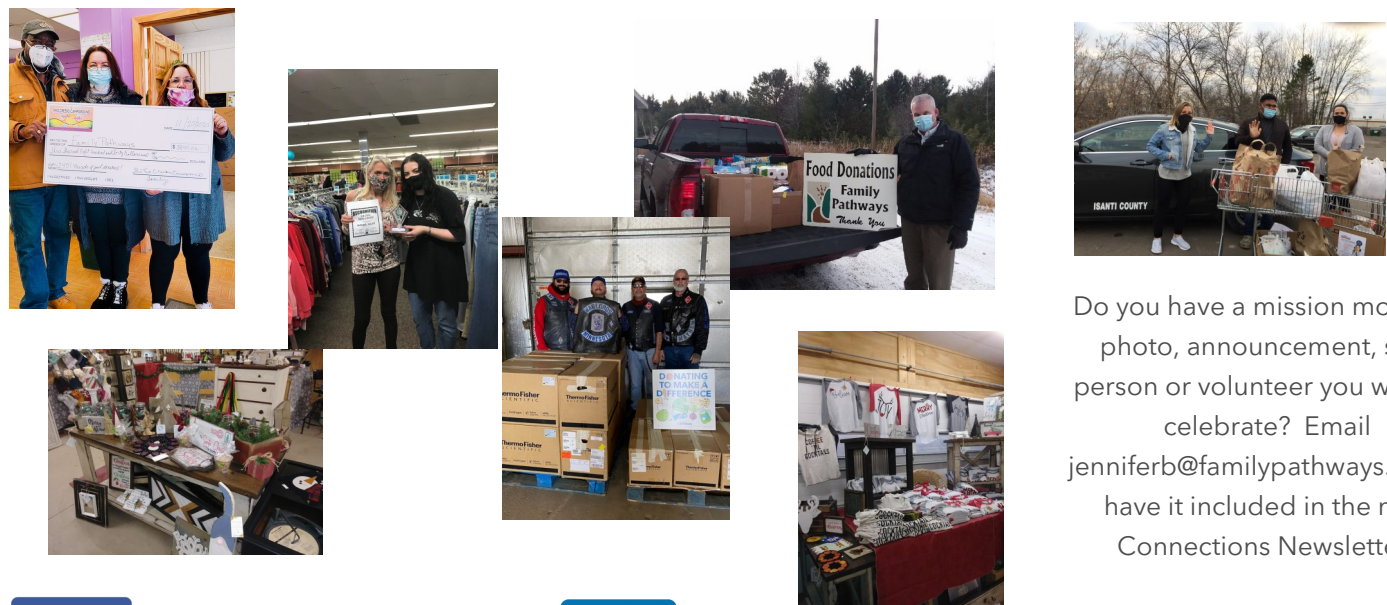
5 tips for talking about violence and tragedy with your young child

- 1. Provide the limited facts. (to kids ages 4+)**
Give your child simple, accurate information that isn’t too vague. Be careful to not over explain. Know that your child will likely interpret the situation differently than you. So ask him or her an open ended question like, “What do you know about that?” By doing this, you can gauge what your child has heard. It will help you determine how he or she views the situation, and find out what questions and concerns he or she has. Your child will take emotional cues from you, so stay calm and reassuring while talking.
- 2. Turn off the TV.**
Loud noises, big flashes and angry sounding or looking people will scare young children, who often mix up fact with fantasy. They often don’t know what “far away” means. And if they see replays of the same scary event happening over and over, they might think new events keep happening.
- 3. Talk about feelings and opinions.**
Share your feelings about the tragedy with your child. And help your child talk about his or her feelings with you.
- 4. Explain that your child is safe.**
The most important thing is to reassure your child that he or she is safe, and to continue to provide a consistent and supportive environment. Getting back to your family’s normal routine sends the strongest message to kids that things are okay.
- 5. Keep an eye on behavior.**
Tragedy affects children in different ways. Look for changes to your child’s behavior patterns, such as:
 - Changes in eating or toileting
 - Trouble falling asleep or nightmares
 - Increased interest in war-related play
 - More trouble with separation
 - Complaints of stomachaches, headaches or fatigue
 - Rowdiness, sobbing, angry outbursts or tantrums
 - Acting younger than his or her age, like sucking on his or thumb or asking you to feed or dress him or her
 - Loss of interest in schoolwork or withdrawing from friends and family

Open Positions:

- Food Shelf/Thrift Store Assistant - Onamia, MN
- Full-Time Sales Associate–Forest Lake, MN
- Full-Time Sales Associate - North Branch, MN
- Full-Time Sales Associate - St. Croix Falls, WI
- Full-Time Sales Associate - Wyoming, MN
- Part-Time Sales Associate -Hinckley, MN
- Part-time Sales Associate - Forest Lake, MN
- Part-time Sales Associate- North Branch, MN
- Part-time Sales Associate- St. Croix Falls, WI
- Part-time Sales Associate- Wyoming, MN
- Part-Time Sales Associate- Cambridge, MN
- Part-Time Sales Associate- Ham Lake, MN
- Shelter Advocate - Cambridge, MN

- HealthPartners.com
For full article and more resources, visit www.healthpartners.com/blog/talking-about-violence/



Do you have a mission moment, photo, announcement, staff person or volunteer you want to celebrate? Email jenniferb@familypathways.org to have it included in the next Connections Newsletter!