

Monthly Newsletter



October 2020

Welcome to our second edition of **In the Loop**. This monthly communication is intended to do just that – keep you updated with our great partnerships, positive outcomes, and program developments. Interested to know more about any of the updates? Email info@thompsoncff.org and we'll get you in contact with the appropriate Thompson team member.



Diversity & INCLUSION

2020-2021 DIVERSITY PLAN ACTION STEPS

**GOVERNANCE,
LEADERSHIP &
WORKFORCE**

**COMMUNICATION
& LANGUAGE
ASSISTANCE**

**ENGAGEMENT,
CONTINUOUS
IMPROVEMENT &
ACCOUNTABILITY**

Our Diversity & Inclusion Committee has had a busy first quarter to 20-21. Led by our COO, Anthony Jones – the committee held two “On The Table” workshops to dive into employee-led conversations about what diversity and inclusion mean to them. Sabrina Griffith, of Griffith Consulting, provided an agency-wide training workshop to educate our workforce on race/racism, gender neutral/inclusive language, and provided an anti-racism reading list. As a result of the work of the committee and information gathered from staff surveys – a three-pronged 2020-2021 Diversity Plan was created. We’re excited about the work we’ll begin and will share more specifics over the next several months.



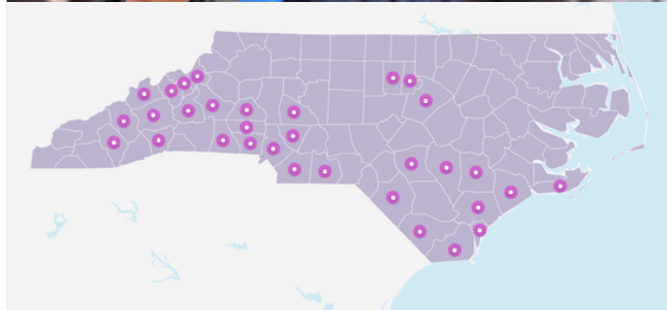
Early Childhood

- We are two weeks away from breaking ground on **“Phase 2” of our Child Development Center playground renovations**. Due to the generosity of the community and financial performance of the center, Thompson will be investing another \$100,000 into a new playground for our infants and toddlers.
- Universal Pre-K in Mecklenburg County launched in September and decided to provide education in-person. This means that Thompson’s Meck Pre-K Intervention team has been able to get to work supporting the children in this program with the most behavioral challenges and trauma. With the **significant expansion of this program**, Thompson will be able to ensure that all our community’s children receive a successful Pre-K education.
- Thompson’s IMPACT program is **bringing an evidence-based program to our community**. This year, Thompson will be utilizing TPOT (Teaching Pyramid Observation Tool) to make true classroom-wide impact in early childhood centers. This will ensure that teachers have the tools they need to support and educate even the most challenging children.



For more information, contact Thompson at 704-536-0375
info@thompsoncff.org | www.thompsoncff.org





Foster Care communities we serve.



Family Stability

- There is a Foster Care crisis in our state that Thompson is working diligently to solve. In just a year's time, Thompson's **foster care program** has expanded by **217%**. As of this Fall, Thompson is now serving more than 200 youth across 200 homes which stretch from Wilmington to Asheville. During the first quarter of this fiscal year, Thompson successfully licensed **26 new Foster homes** which puts us on track for more than 300 homes at this time next year. Thompson is bringing on a new Vice President of Foster Care Services to help continue to form this program into the best in the Southeast.
- Thompson's Family Education Services, provided entirely virtually during the pandemic, are continuing to receive a **95% satisfaction rate from our parents**. During COVID-19, parents are under extreme levels of stress. These classes are providing a vital haven and support network for them to navigate these difficult times.

- Friends of the Children - Charlotte is **serving 56 children** in our community. When the program launched just three years ago, it was serving 16. Despite the pandemic, our Friends continue to find creative ways to support their children and families. These relationships will last for 12 years, so this is truly a marathon and not a sprint! COVID-19 will not stop the impact of this program on this community.
- Our A Child's Place program pivoted quickly this summer to turn our Williamson Cottage into a temporary shelter for a few families experiencing homelessness. In September, **Thompson was awarded a Community Grant from the Canopy Housing Foundation** to provide much needed funding for security deposits, pay off utility balances, and help with first month's rent to assist the families to gain their own housing.

Mental Health



- Although Charlotte-Mecklenburg Schools launched this year with virtual learning, that has not stopped Thompson's school based mental health team from supporting students with evidence-based therapies. Thompson's outpatient therapy team provided over **1,000 therapy services in September alone!**
- In September, Thompson officially launched its second High-Fidelity Wraparound (HFW) Team. HFW is an evidence-based intervention that supports children and families with complex challenges. **Thompson is the sole provider of this service in the greater Mecklenburg County area.** HFW Team 2 will allow us to **expand our reach to the Cabarrus/Union county** areas where access to services is often limited.
- Thompson's RISE Program (which provides support to adolescents ages 16+) is making a major impact in just its second year of operation. **Currently, 100% of youth in the program are achieving life skills improvement** in the areas of education, employment, and housing stability.
- Our Adolescent Residential program for court-involved youth, at **Kenan Cottage**, launched a **paid Apprenticeship program this Fall** which is proving wildly successful. Young men are now able to learn trade skills, discipline and skills while getting paid for their time and effort (which leads to money management skills). Many of these young men have never earned money through a legal means before and this program is showing them a different path.



Adolescent Residential Apprentice at work

