



# JULY ALL-HANDS MEETING

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Professional Pace

Service Project

Mental Health

# PROFESSIONAL PACING

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# What is a Professional Pace?

- A professional pace means we are moving in a manner that conveys urgency, intention, and skill.
- Making decisions that emphasize efficiency:
  - Keeping our tools close.
  - Utilize big tools before small tools.
  - Touching plants/spaces once.
  - Moving together as a unit.

Moving with Purpose: Speed, Decision Making, and Right Tool



Prepare



Perform



Push



Polish

# Prepare

- Bring what you need from the beginning:
  - Personal items.
  - Job-specific items.
  - Check small engines are full of gas, bring ear protection.
- Have snackable foods.
  - Trips to the bathroom = time to eat food and drink water.
- Never go to the truck empty-handed.
  - Ask if anyone else needs anything.
  - Resupply and refuel.



# Perform

- Know what to do:
  - Type of service.
  - Client expectations and preferences.
  - Estimated time onsite.
- Know how to do it:
  - Approaches for mulching, projects, and maintenance differ
  - Capped jobs versus not capped jobs
  - Big tools before small tools
  - Touch spaces once



# Push

- Walk briskly, rake briskly, move briskly.
  - 130-140 bpm is an ideal pace
- Operate with a sense of urgency throughout the day.
  - Track your personal pace and notice when you're lagging.
  - Match the pace of your lead
- Location Location Location
  - If you must take more than five steps to get to something, consider whether it needs to be moved closer to you, or if you could have your own.
    - Ex. One pop-up for everyone to dump their buckets in
      - Versus
      - Everyone has their own pop-up
- Enjoy the gardens and your coworkers without sacrificing speed and quality of tasks completed.



# Polish

- Finalize spaces as you go.
  - Rake edges.
  - Push mulch and rocks back into beds.
  - Blow/Sweep.
- Take tools with you while you move.
- Move debris bags back to truck in groups.
- One final sweep of the property at the end to get any extra dirt or debris.





# Professional Pacing Practice: Unloading and Loading on Job Site

## Unloading

- Prepare
  - Know what you need to have on hand for the job
- Perform
  - Out of the truck as soon as the key is removed from the ignition
- Push
  - Move efficiently
- Polish
  - Tools ready for use, safely and efficiently.
  - All necessary supplies ready to use, easy to move

## Loading

- Prepare
  - What is the debris situation?
  - Logical order of collecting, cleaning, stowing, counting
- Perform
  - Tasks completed efficiently
  - Everything put away appropriately
- Push
- Polish
  - Leave it better than you found it
  - Truck neat, tidy, and secured



*Mark King*

Thank you so much for all the care and attention that you and your staff have provided over the years. We get so many compliments on the yard & gardens, and serious credit belongs to you.

# SERVICE PROJECTS 2023

Bringing together some cool humans and their talents to create healing in the landscape as well as the people who use them.





# Transformation

This years theme is Transformation. Our garden transformation runs parallel to the mind, body and soul transformation and healing of the people and environment of the two community-based organizations and their desired projects.

# Aug/Sept

- Potential partnership with our friends at

**Field Outdoor Spaces**





**Where God Transforms  
Lives and Renews Hearts**

**PIBR - Primera Iglesia Bautista de  
renovación**



- **Non-Denominational Church** that believes transformation and renewal happen when a person decides to truly work from within guided by the light that comes from an authentic experience of the Holy Spirit, a Spirit that changes the ways and lives of those who truly believe, rather than those weighed down by personal dogmas and prejudice.

- Congregation is super involved in all aspects of the church, and the church involves the congregation – from babies to the elderly.



- It is described as a lifestyle, with parishioners attending multiple services during the week, performing community service, going on retreats, and being involved in the neighborhood.

- Very much a big family.





## The Project

- They have a new mural painted on the outside (Johanna!) and want to continue to transform the outdoor spaces to be beautiful places they want to be in and the neighborhood is proud of.
- The church is on a corner and both boulevards are currently lawn they would like transformed into pollinator friendly spaces that can be enjoyed and used for education.



# The Project

- Remove sod
- Plant new pollinator friendly plants
- Leave spaces for gathering/Little Library, etc.
- Mulch



# Christ Recovery Center



Provides hope to men facing addiction through Christ-centered recovery. Here, individuals and families are restored.



- **Program Features**

- Transitional Housing Program
- Alcoholics Anonymous (AA) meetings
- Mental health therapy
- Community involvement
- Courses designed to develop life and interpersonal skills, GED, financial & budgeting
- Job-skills training

**In their most recent survey of CRC alumni, 42% were sober after 11 years post-graduation (by comparison, the national average is only 15%).**

- **Program Benefits**

- Brotherhood
- Holistic Care
- Time for Transformation
- Affordability
- Christ-Centered Recovery



# The Project

- A new patio is being installed. They want to soften it with new plantings as well as re-new some of the existing spaces.
- The men who live here are assigned chores. CRC would have us teach the ones assigned to outdoor property maintenance how to maintain the new plantings.



## The Project

- Remove all ruffraff and old tree stumps
- Expand the foundation gardens; install new edging
- Split, transplant existing plants along with new plantings to create a new more aesthetically pleasing and full design using hardy, easy to maintain plants
- Cleanup existing beds and edges
- Prune existing shrubs as needed
- Install bed around new patio with new plantings
- Mulch





# Transformation

Making a difference, one garden at a time.

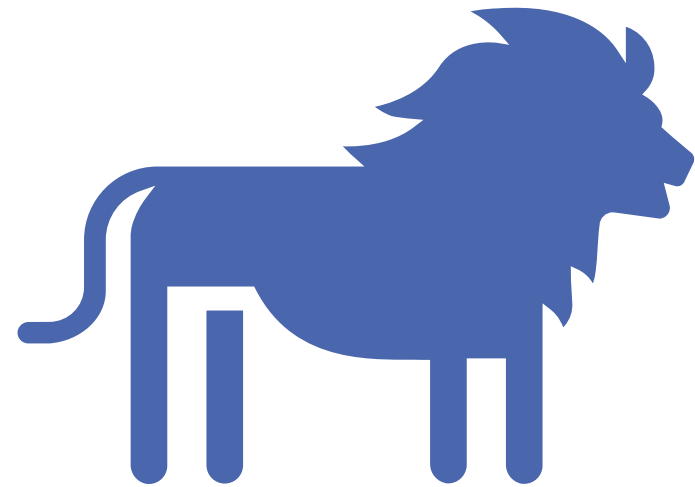
# COMPLETING THE STRESS CYCLE

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Mental Health at HSG

# Lions

- We're mammals and we used to encounter acute stresses like lions
- Our bodies respond with a flood of stress hormones to power us to fight, flee, or freeze.
- After running away or fighting, those hormones are used up. This completes the cycle of stress.
- In a freeze situation, we still have pent-up hormones left to utilize.





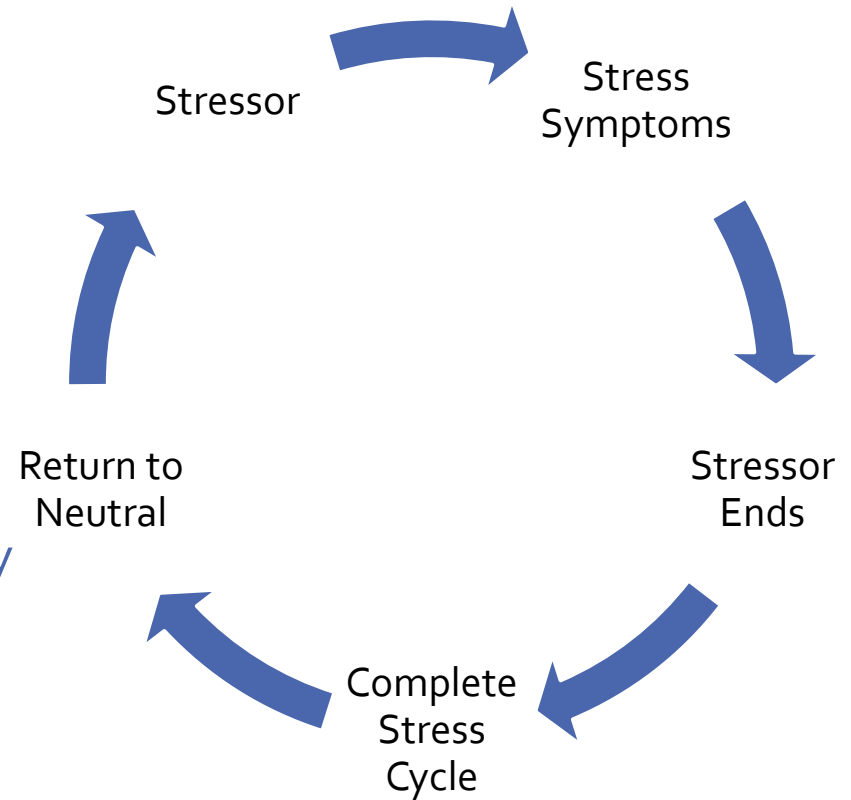
# Traffic

- When you're stuck in traffic, you're stuck in a chronic stressor
- When you get home, you're physically out of the stressor-situation, but your body is physically still experiencing the chemical, mental, and emotional stressors.
- How do you complete that stress cycle?



# Completing the Stress Cycle

- Physical
  - Movement
    - Running
    - Dancing
    - Working out
- Emotional
  - Social connection
    - Low-intensity
  - Redirecting through a movie, book, or creative activity
  - Outlet
    - Crying
    - Laughing



# How do you know when it's complete?

- A mental and emotional shift
  - Full after eating a delicious meal
  - Content after hanging up the phone with a friend
  - Peaceful or humored after watching a favorite movie
  - Accomplished after cleaning, creating, etc.
- A physical shift
  - Tired after going for a run, dancing, boxing.

