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June 3, 2020

Heidelberg Family,

My heart aches and my mind hurts with all the strife we are witnessing in our Communities, in our Nation and around the World. This is not an easy note to write. There are no easy answers.

We are a part of the Community. Our Leadership is visible and on display every day.

Thriving, Adapting and Leading the Way ~ Teamwork - Communication - Excellence - Integrity - Pride - Family - Respect !

Over the past few months, we have all faced many challenges as we addressed the COVID-19 crisis, **Together!**

Calm and Rational Action, Grace, Consistent Communication & Common Sense - Coupled with Our Vision and Values helped guide us!

We face a new challenge... Our Communities are hurting. Our African American Communities are hurting.

We must lean on our Core Values - Specifically, **Respect.**

We will find opportunities to Grow & Learn & Support in new ways. We will Thrive and Adapt and Lead.

Awareness - Empathy - Knowledge - Skills - Intentionality - Action

We will have more direction next week.

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In the short term – Please embrace #BeTheRoar

- Be Resilient
- Be Open-Minded
- Be an Ally
- Be Respectful

It takes each of us, in our individual roles, doing our best, so we can all be our best!

Breathe, Stretch, Stay Calm, Practice Common Sense, Get some Sleep, Hydrate, Eat, Communicate with each other, Check in with your friends & family, Listen, Stay Safe and Stay Healthy!

We will get through this, **Together!**

Continued Grace & Gratitude,

VMJ

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