

December 10 - Human Rights Day: a day to celebrate the achievements of those who have fought for and protected human rights and to reflect on the future.

December 21 - National Homeless Persons' Remembrance Day: on the first day of winter to remember those in the homeless community who have died the previous year. The day reminds us to honor them and remember the life they lived.

- Held in Dayton at Courthouse Square at noon and open to the public.
- Held in Columbus from 6:00-7:00pm at Trinity Episcopal Church 125 E. Broad St (at 3rd and Broad). Arrive at 5:30pm to get candles and to assemble

December 25 - Christmas: annual celebration commemorating the birth of Jesus Christ, as a religious and cultural celebration among billions of Christians around the world.

December 16 through Jan 1 - Kwanzaa: annual celebration of African-American culture, culminating in a communal feast called Karamu, usually on the sixth day. It was created by activist Maulana Karenga, based on African harvest festival traditions from various parts of West and Southeast Africa.

Springfield News

It has been a busy few weeks in Springfield as we are now providing shelter and services for nearly **30 families and children**. The staff continue to provide assistance with housing search, linkage to community resources and other advocacy needs.

From a maintenance perspective, we seem to have reached a manageable level of issues we are facing - most due to the age of the building. But, aside from a few leaks here and there and the recent installation of a couple of HVAC units in preparation for the colder weather, things are running well.



16 Acre Update - Winter Ready!



Progress continues on the 16 acre project as our General Contractor, Brumbaugh Construction has the building nearly "buttoned up" for winter. Most all of the sidewalks and curbs have been poured, insulation is on the building, exterior brick work is complete and temporary plastic has been installed to all future window openings.

The next noticeable work will be on the installation of the metal panels to the exterior and completion of the soffit. Framing of the interior walls continues and door frames are being set this week.

Over the next few months during the winter, we will see extensive work on the interior as drywall gets hung and finished, refrigerant rough-ins are installed, and additional utility work continues.

Employment Reminders & Updates

A Few Updates

1. **Open enrollment time:** if you are in need of making any changes to your coverage for medical, dental, vision, or other supplemental insurances, this is the time to do it. You can find enrollment forms for making these changes in Dropbox: *HF HR – Benefits*. And

inside that folder is a subfolder for each insurance type. If you are not needing to make any changes, no need to send in any paperwork at this time. If you are submitting any requests for changes: **please email those to the HR by 12/8.**



1. Reminder that our **Lincoln** coverage for short/long term disability, life insurance, and AD&D insurance will be switching to **Unum**. At the All Staff meeting, Nick from McGohan Brabender passed out information on Unum and the additional services they offer aside from those main items. Unum info will be available in Dropbox and in the Employee Portal once that coverage changes.
1. **2024 Leadership Campaign** is now underway. Please [download the form](#) to make your pledge. We strive for and expect 100% participation at some level - what a strong statement to our funders, partners and the community that we believe very strongly in the work we do. Reminder that for at least the **minimum donation of \$50**, you will earn a full day of PTO! That 8 hours of PTO will be added to your Paycor accrual after mid-January's payroll run. If you have questions about it or need help understanding the form, please reach out to Trudy or Angelica. **Leadership forms are due by 12/8** – please send those directly to Candy for processing.

Other Acknowledgements

- Thank you to everyone for their attendance and participation in our All Staff meeting last month. Applause to the Springfield team for hosting us!
- Congratulations again to **Leanne Sack** for being named the 2023 Employee of the Year and thank to her for her commitment to the clients we serve!
- Years of service pins were also given out to the following: **Angie Reno** (5 years), **Chandler Patterson** (5 years), and **Tyler Ackerman** (5 years).

Let's Celebrate



Tyler Thompson - 12/2 - 4 Years
Darien Stevenson - 12/5 - 1 Year
Pam Baugham - 12/17 - 3 Years



Jonathan Culler 12/5
Tanya Long 12/8
Angelica Oronce 12/9
John Patterson 12/11
Theresa Nolan 12/14
Tina Patterson 12/23
Brian Foster 12/30



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