



Matters

October 2024

an internal employee newsletter

A Message From Our CEO

Hello Everyone,

We are so close to the finish line with our 16 acre project. Furniture is being installed, final touches are being made to the offices, clinic and pharmacy, and then just a few inspections to occur before we move in sometime near the end of this month. There are a few pics below for you to see, but in person is even more amazing!

We held our first hiring event for the grocery staff and it was a tremendous success. Getting the store ready for opening will take a couple more weeks, with everything falling the right way for us to determine exactly when we will open.

Finally, some of you already know that Places will close its' doors after over 30 years of providing housing-related supportive service to our community. It's a sad day for me as we partnered on many programs in my first few years with Homefull. However, we welcome some of their staff as we begin to operate some of the programs they once did.

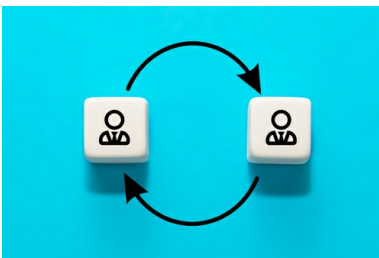
Please be careful from a health perspective as the cooler weather promised to bring an up tick in flu-like and other seasonal illnesses.

Thank you for all that you do.

Tina

Tina M. Patterson
CEO

HR Updates



Reminders

Dress Code As the season changes again, it's always a good time to remind you of the agency dress code. Business casual is the official style of our dress code at Homefull but there are of course more casual days depending on specific activity/assignment or role. In general, most of our staff should be following a business casual dress code every day.

This includes: no clothes with rips/tears, no logo t-shirts (with the exception of Homefull shirts), and no flip flops. If you have a question about attire, please ask your supervisor or Director for more advice.

Vaccination Season

Respiratory diseases made a come back this summer...but typically this time of year we start

talking about ways to protect ourselves from colds, flu, and COVID among others. As a reminder, if you obtain a vaccine for the flu, COVID, pneumonia, or shingles and you submit verification of that vaccine to HR, you'll receive an hour of incentive PTO.

Paycor to ADP Transition

At the end of this year, Homefull will transition our payroll, personnel files, and recruiting system from Paycor to a system named ADP. Each employee will need to complete training on how to use ADP as we get closer to the transition so stay tuned for more info in the coming months! Our team is prepping for the transition and will help make this as seamless as possible.

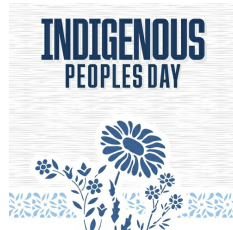
Staff Shout Outs



Congratulations to our new grocery General Manager, **Paul Harsha** and his wife Lilly on the birth of their daughter, Esther Rose Stewart Harsha. She weighed 6 pounds 15 ounces and 19.5 inches long.

Baby congratulations are also in order for **Tyler Thompson** and his wife Sierra as they welcomed their new son, Theodore Nicholas "Theo" who was born on October 5th weighing 8 lbs. 3 ounces and 21 inches long.

Thank you to Columbus staff **Katie, Leanne, Ramona, Matt, Brittany** and **Diondra** who volunteered for some Columbus Clippers' baseball games this year as a fundraiser for Homefull!



Next Homefull Holidays

Monday, October 14th - Indigenous Peoples Day
Next possible PQI Holiday: Friday, October 25th

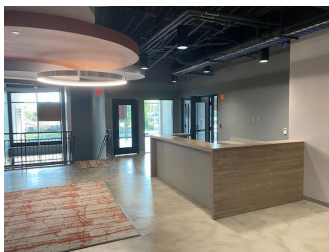
Construction Updates

So Very Close

We hosted our first hiring event for the Gettysburg Grocery on Wednesday, October 2nd and had a tremendous turnout of nearly 100 applicants! There was a terrific mix of those who wanted both part and full-time positions, as well as entry level and management. HR is currently working through the applications and conducting background checks before reaching out to make formal offers soon. We anticipate having the full-time staff on board somewhere near the end of this month to begin their training and also for assistance in getting the store set up for a mid-November opening.

The Homefull office spaces, as well as the doctor's office and pharmacy are very close to completion with final installations and inspections occurring. We anticipate being able to start moving into the Homefull space the last week of October with the doctor and pharmacy teams starting their leases in November.

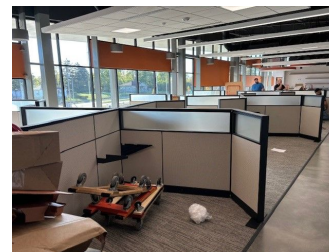
Be looking for more information and volunteer opportunities coming soon to assist with these BIG moves and tasks to make our dream a reality!



Reception Area 2nd Floor



Event Space



Community Based Office

Staff Changes



Welcome and Goodbye To the Following Employees!

Comings: Annie Klausing, Jeff Lawson, Paul Harsha, Tyler Doss, Andre Terrell, and Nicole Donegan

Goings: Leon Hardin

Staff Moves:

Chelsea Moreland - Dayton Assessor

Welcome to new staff from Places:

We are pleased to welcome two new staff - Betty Coleman and Harvey Weaver who have come to Homefull as a result of the agency taking on two programs that longtime, community partner Places previously operated. Sadly, Places will close its doors later this month after over 30 years.

DEI Monthly Focus

Purpose of the DE&I Section

This section is intended to communicate the different observances that occur during the month, but it is not an all inclusive list. If you would like for the DE&I team to include something for a given month, please reach out to [Lee Wagner](#) the month prior.



October is **Global Diversity Awareness Month**, a month to celebrate and increase awareness about the diversity of cultures and ethnicities and the positive impact diversity can have on society.

Other Monthly Observances:

- Breast Cancer Awareness Month
- Filipino American History Month
- LGBT History Month
- National Disability Employment Awareness Month
- Polish American Heritage Month
- Italian American Heritage Month
- Domestic Violence Awareness Month
- Bullying Prevention Month
- October 2 – International Day of Non-Violence
- October 3-12 – Navratri (Hindu)
- October 3-4 – Rosh Hashanah (Jewish)

- October 8-13 – Durga Puja (Hindu)
- October 8 – World Dyslexia Day
- October 10 – World Inclusion Day
- October 10 – World Mental Health Day
- October 11 – National Coming Out Day (US)
- October 12 – Yom Kippur (Jewish)*
- October 14 – Indigenous Peoples' Day (US)
- October 16 – International Pronouns Day
- October 17-23 – Sukkot (Jewish)*
- October 22, 2024: International Stuttering Awareness Day
- October 31 – International Overdose Awareness Day

Let's Celebrate



10/8 - Elvira Roesch
10/13 - Nicole Donegan
10/13 - Leah Titlebaum
10/15 - Juanita Griffin
10/24 - AJ Moore



10/2 - Hannah Gumbs - 1 year
10/3 - Leanne Sack - 2 years
10/29 - Angie Reno - 6 years



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