



Matters

September 2025

an internal employee newsletter

A Message From Our CEO

Hello Everyone,

As you will see from the news below it was another busy month for Homefull, especially with the transition of the men's shelter operation continuing. A lot of people have worked very hard - from food to facilities - to make this as efficient as possible. We're slowly but surely changing the culture in the building and making enormous facility repairs or improvements that were sorely needed.

Coming up in October is our COA site visit, which occurs every four years. For those of you who have never gone through this, our accreditation is what allows us to bill Medicaid for many of our programs. Be sure to read all the emails being sent from HR and participate in the weekly COA Jeopardy "answers" being posted so that you are as prepared as possible for the inspection.

Thank you for all you do for our clients!

Respectfully,

Tina

Tina M. Patterson
CEO

Program Updates

Men's and Women's Shelter - Dayton

A lot has happened over the past couple of months since Homefull took over operations of the **Gettysburg Men's Gateway Shelter (Getty)** in addition to already providing support services for both the men's, women's and family shelters. Staff have been working very hard to establish a culture that is consistent with Homefull expectations as well as provides the much-needed and individualized services so that we set each client up for success. This coupled with a building (Getty) that was in dire need of repair, created a huge challenge. But, there has been much improvement to note and things are certainly heading in the right direction. Some site and programmatic highlights are:

- The **Gettysburg Farm** has been revived under the leadership of Paul Harsha. He transitioned from the GG's general manager to running the farm and also laying the ground work for the eventual opening of the food hub at HQ. In just two months we have already harvested cucumbers, beans and collards. Some of the yield was used for shelter meals and a lot was sold at GG's.
- Gettysburg staff housed: the longest staying youth client who had been in shelter more

than 1 year, the longest staying clients who had both been in shelter in excess of 1 year, and Apple (women's shelter) housed one of it's longest staying singles clients who had been in shelter almost a year.

- Gettysburg has served 524 men since July 1st, and 461 individuals have worked with case management combined for both shelters.
- Homefull started a Diversion Hotline to address the **Apple St. Women's Shelter** being closed to new women and families. Since July 1st, 200 calls were received and alternate shelter accommodations were made.
- Most all meals for the men's shelter have been produced at GG's and then transported by food and facilities staff to the shelter each day. Approximately 150 men are served three meals per day as a result of this effort.

Look for volunteer opportunities coming soon for the farm as the team brings life back into this vital program that Homefull invested significant time and financial resources into in the past.



HR Updates

HR Reminders

- As seasons change, it's always a good time to revisit our **employee dress code**. Please remember that our attire is business casual and all work clothing should be considered presentable without graphic logos (aside from the Homefull logo) and without rips/tears. Specific staff positions have uniform shirts to wear, but outside of those roles, all employees should be dressing in business casual attire. Please ask your supervisor if you need guidance on specific clothing questions.
- PTO requests: If you have a last minute urgent **PTO request** that does not meet the policy guideline of 2 weeks ahead, please be sure to discuss this with your supervisor. In these situations, please do not submit in ADP only as it may not be reviewed/approved in time. And as a reminder, employees within their first 90 days do not have paid time off so please avoid taking time off during this period since pay is deducted for missed time.



PQI

- COA is coming soon! This is our every-4-years reaccreditation site visit from the **Council on Accreditation**. Our site visit will occur Oct 5-7 and the schedule of the site visit is being ironed out now. In the next month, there will be final preparations that will occur and reminders to staff about required postings, final chart audits, and HR requirements. COA looks at a number of different aspects of our organization's functioning from our policy manual to our Board and finance practices to our client records and HR records. We appreciate everyone's responsiveness to assist in putting our best foot forward for our COA site visit Reviewers!
- Do you know what a **key outcome** in your program is? Chat with your supervisor about how your work contributes to the program's outcomes

- Don't forget **MB Perks and ADP's employee discounts!** Great ways to save money are at your fingertips!

AND to the overall outcomes of Homefull! The sum of the parts indeed equals the whole.

Next Homefull Holidays

Monday October 13th - Indigenous Peoples DayPQI - TBD

GG's - Yummy New Offerings



GG's and Chef Thomas have a new steam table in the kitchen which really opens up the possibilities for what can be offered each week. Stop by for yummy Taco Tuesday, Wing Wednesday or Asian Thursday to check out tasty items for lunch or dinner!

Also, be sure to check out the new cookies, freshly baked each day in the deli and don't forget that GG's can cater your next gathering. Check with Melissa or Chef Thomas to see what the possibilities are!



Staff Changes

Welcome and Goodbye To the Following Employees!

July Departures:

Whitney Jackson
 Hollie Prialh
 Tiffany Davis
 Rogers Mtui
 Christyn Brewer
 Rachel Pomazal
 Austen Wesley
 Ramona Gray



DEI Monthly Focus

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.



September Month-Long Observances

Hispanic Heritage Month (Sept 15 - Oct 15): Begins on the 15th due to many Hispanic countries gaining independence on or near that date. Celebrations include food, music, crafts and costumes of the cultural.

Deaf Awareness Month Awareness Month: promoting the rights, visibility, and culture of the Deaf and Hard of Hearing community

September Daily Observances

Sept. 15 – World Afro Day: Celebrates Afro hair and the cultural significance behind it.

Sept. 18 – International Equal Pay Day: Promotes the fight for equal pay for equal work.

Sept. 23 – International Day of Sign Languages: Celebrates sign languages and their importance for deaf communities

Building Updates



Facilities

The Facilities team had a busy month at the Family Living Center with preparing for both the OCCH (Ohio Capital Corporation for Housing) and OHFA (Ohio Housing Finance Agency) inspections. Both OCCH and OHFA provide investment and oversight to our Family Living Center Program as a result of our LIHTC (Low Income Housing Tax Credit) rehab that took place in 2018. These inspections are important for Homefull to

maintain our regulatory compliance and ensuring our projects ongoing financial viability and provide a beautiful, safe environment for our families.

Thank you to the Facilities Team for all their hard work in preparing for and passing these inspections!

Technology

When using the meeting rooms at HQ, please do not take the power strips from the room. If you need additional strips, check with your supervisor.

Reminder, if you're having technology issues, please submit a tech ticket by emailing: support@homefull.org.

Let's Celebrate!



9/1: Ally Osipow
9/12: Tyler Ackerman
9/12: Sara Grundy
9/20: Tonica Dudley
9/21: Greg Laravie
9/23: Harvey Weaver
9/28: Michelle Miller
9/29: Marla Lester
9/29: Kennedy Abudulai



9/3: Paul Harsha – 1 year
9/9: Nicole Donegan – 1 year
9/9: Tyler Doss – 1 year
9/9: Andre Terrell – 1 year
9/20: Abby Filer – 2 years



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