



Matters

March 2026

an internal employee newsletter

A Message From Our CEO

Hello Everyone,

It's no secret that we endured a rough past several weeks of record-setting weather! I want to thank everyone who stepped up to address the unique challenges that this presented so that our clients and programs ran without a hitch. We even had one of our busiest days at GGs since it opened over a year ago!

From a programmatic standpoint, we continue to navigate the political changes by communicating regularly with our elected officials to advocate for both Homefull and our clients alike. I can tell you that there is a great deal of support and appreciation for the work we do for the community. Kudos for the role you play in that.

Be sure to read about our **Job Fair** coming up this Friday here at HQ. Please encourage and help prepare your clients for this, and spread the word to friends to attend. There is a lot of opportunity to increase income and learn new job skills. And finally, as we enter into the spring and summer, you will be hearing more about upcoming development events so be sure to assist wherever you can to make them a rousing success!

Tina

Tina M. Patterson
CEO

HR and PQI Updates



Benefits

- Every month Everhart Advisors (who help us manage our 401k) offer free financial education for all our employees. You can attend live webinars, review recorded webinars, or read articles on a variety of retirement planning and financial education topics. Access their Education Hub [here](#).
- McGohan Brabender, our benefits broker, also has great educational guides available on a variety of health topics. This month, one education resource was about Treating the Flu with Antiviral Drugs (it's still flu season!). Past topics include things like Reading Nutrition Labels, Impact of Sleep on Mental Health, Maintaining Healthy Cholesterol Levels, and Preventing Burnout, among many others. You can read that info sheet and more by going to the HF HR – Benefits Dropbox folder and opening the subfolder called MB Health and Wellness Tips.
- Do you need to update your beneficiary for our life insurance plan? Now you can do it yourself pretty easily via ADP. You should send HomefullHR@homefull.org an updated beneficiary form as well. Here are the steps: once logged into ADP, go to the Myself menu, then under Benefits select Enrollments. On the screen that pops up, click on Manage Info next to Manage Dependents and Beneficiaries. Additionally, you can update your beneficiaries for your 401k directly through the American Funds site at any time.
- Incentive PTO: did you know that you can earn an extra hour of PTO by attending 10 hours of training in a quarter? And if you submit verification of certain health actions you can earn PTO for that as well (great way to boost your balance in case you'd like to cash it in via the PTO Buyback program at the end of the year).

GG's Updates - Employee of the Month



We are so pleased to recognize **Rob Clark** who was named the Gettysburg Grocery's **Employee of the Month** for February. Rob has been with us since the store opened and is our full-time stocker and the primary lead for ensuring product is out on the floor as soon as possible.

He said what he likes most about working for Homefull and GGs "is the organization's morals and values." He also said that receiving the recognition is affirmation that hard work and dedication pays off!

Please congratulate Rob the next time you see him!

Development Update - Corporate Responsibility

Webpage and Schedule News

After a few weeks of fine tuning the last few details, we are ready to officially roll out the new corporate responsibility policy that everyone heard about at the All Staff meeting before the holidays. As you remember, each staff member is assigned to a team with a team lead. The requirement is that each member perform 8 hours of volunteer work for the agency - outside of their normal job duties - but during regular work hours.

The [webpage](#) is up and running so please check it out by going to the Employee Portal and then the Corporate Responsibility page. There you will not only read more about the policy

but the team lead can actually register for the team's proposed project. Finally, with the later start than anticipated, we are just requiring that each team have their 8 volunteer hours logged by the end of June. Good luck and please make sure to take pictures of your projects for us to post!



Program Update - Homefull Job Fair



Homefull will be hosting a **Job Fair with Open Interviews** on **Friday, February 27, 2026, from 2:30 PM – 6:30 PM** at Homefull Headquarters (807 S. Gettysburg Ave., Suite 201, Dayton, OH 45417)

The event is open to both degreed and non-degreed candidates, from entry-level to experienced professionals, who are seeking immediate employment or career growth. We will be hiring for multiple positions including Shelter

Attendant, Janitorial, Grocery, Facilities, and Case Management.

Candidates can expect same-day interviews, with on-the-spot offers for select positions, signing bonuses (where applicable), and competitive pay and benefits. Applicants for degreed roles are required to bring a resume, and all attendees should bring a photo ID and be prepared to interview.

Please help spread the word and encourage attendance by clients, family and friends!

Staff Changes

Welcome and Goodbye To the Following Employees!

February New Hires:

Taylor Schumacher – Columbus CM
Mariah North – Columbus Intern
Yolanda Wilson – moved from Shelter Attendant to Dayton CM

February Departures:

Nicole Donegan
Renee Johnson



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 [Tanya Long](#) the month prior.

March Month-Long Observances

Developmental Disabilities Awareness Month
Gender Equality Month
· Greek-American Heritage Month
Irish-American Heritage Month
National Women's History Month

March Daily Observances

March 2 – Purim begins at sundown (Jewish)
March 3 – Magha Puja Day (Buddhist)
March 8 – International Women's Day
March 14 – Pi Day
March 16 – Laylat al-Qadr (Islamic)
March 17 – St. Patrick's Day
March 19 – Chaitra Navratri begins (Hindu)
March 20 – Eid-al-Fitr/End of Ramadan (Islamic)
March 21 – World Down Syndrome Day
March 25 – International Day of Remembrance of the Victims of Slavery
and the Transatlantic Slave Trade
March 27 – Chaitra Navratri ends (Hindu)
March 29 – Palm Sunday
March 31 – International Transgender Day of Visibility

Facilities Updates

FLC Inspections



The Homefull Family Living Center is undergoing several annual GDPM inspections over the next month. Almost one-third of the site is scheduled between last week and next week.

In preparation, our Facilities Team has been working diligently behind the scenes to make sure every unit meets the highest standards. This is one of the busiest times of year for Facilities, and their hard work plays a critical role in maintaining the quality and safety of the

FLC.

We appreciate their dedication and attention to detail as they help position the Family Living Center for a successful inspection season. Thank you to everyone supporting these efforts and helping keep our spaces operating at their best!

Reporting Issues

Please remember to report all site facility issues as soon as possible by sending an email with all the pertinent details to: facilities@homefull.org.

Let's Celebrate!



- 3/2: Jeff Baugham
- 3/2: Joann Houston
- 3/9: Katie Ryan
- 3/15: Roddy Patterson
- 3/21: Pam Baugham
- 3/22: Hannah Gumbs
- 3/30: Amy Shaeffer



- 3/1: Tina Musgrove – 4 years
- 3/3: Thomas Johnson – 1 year
- 3/3: Xtine Breaan – 1 year
- 3/4: Ramis Diha – 2 years
- 3/5: Chandler Patterson – 8 years
- 3/6: Nick Horvath – 3 years
- 3/6: Ally Osipow – 3 years
- 3/9: Leah Titlebaum – 5 years
- 3/15: Tina Patterson – 31 years**
- 3/21: Tina Weaver – 15 years**
- 3/25: Brian Foster – 7 years
- 3/27: Braden Chipman – 9 years



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