



September 2026

an internal employee newsletter

A Message From Our CEO

Hello Everyone,

This time of year is always a season of transition—for me and for Homefull. As grants from multiple funders reach the end of their fiscal years and new contracts begin, we often find ourselves navigating a period that requires flexibility, creativity, and thoughtful planning.

While I'm accustomed to pivoting between these "seasons," the past year has brought an especially challenging and evolving environment. I continue to meet regularly with our finance team, as well as local, state, and federal leaders, to ensure Homefull is well positioned for the future. Together, we are navigating new processes, responding to changing circumstances, and identifying opportunities that will allow us to continue advancing our mission. I look forward to sharing more with you as this work progresses—stay tuned.

You'll also read more below about our fall fundraiser, Casino Night, coming up in October. An event of this size takes a tremendous amount of teamwork to create a memorable experience for our guests, and we need your help to make it a success. Events like Casino Night provide critical financial support for our work, and we depend on the generosity of our staff and volunteers to bring them to life. Please reach out to Leah Titlebaum to sign up for a volunteer shift, and help us spread the word by encouraging friends and family to purchase tickets. It promises to be a fun evening in support of an important cause, and I hope you'll be part of it.

Thank you for everything you do each day for Homefull and for the communities we serve. Your work matters, and I am grateful to have you as part of this team.

Best,

Tina

Tina M. Patterson
CEO

HR and PQI Updates



HR and Benefit News

- **Supervisors Please Note** - If someone on your team calls off, please enter that PTO into their timecard that same day via the 'request on behalf of' button. This will ensure the employee's PTO total is up to date and accurate and will save you time when it comes time to review/approve the timecard.....the employee won't have to wait for you to approve PTO in order to approve their own timecard and you won't risk missing that and being asked to correct and reapprove a timecard. It's a win for the employee, a win for you, and a win for the payroll team!
- **Office/Cubicle Assignment** - it might be a surprise to some staff, but there are lots of details involved in assigning a workspace to someone. Please make sure that you don't move to a new work location (different office, different cubicle) without approval and coordination. We want to ensure all details are in place and equipment works for you the spot you are assigned.
- **Retirement Planning Education** – Everhart Advisors, who help manage our 401k plan, regularly offers education on financial topics – free to Homefull employees! Be sure to check out each month's listing for a topic that resonates with you and explore past topics in their library as well. The September session is on the 29th and is titled Medicare Made Simple. To register or learn more info, [use this link](#).
- **Benefit Highlight of the Month** – Did you know that our Anthem plan includes a routine eye exam every benefit period? Maybe it's time to get your eye exam done! Log in online at <https://www.anthem.com/account-login/> to find a provider or call the number on your Anthem card to ask for an eye doctor in network near you. And if you submit verification to HR of your eye exam being completed, you can earn an hour of incentive PTO just for taking care of your eye health.

Wellness Education

- **Monthly Health Focus** – September is Healthy Aging Month. September is Healthy Aging Month and the time to get started on better health practices. The article highlighted here shows that numbers of people over 45 is growing every year. Gen X in particular are seeking to stay active and many are beyond 50 at this point and are approaching physical, mental, social, and financial well-being different than Baby Boomers. [Read more here](#).
- **Monthly Wellbeing Tips from our EAP** – This month's spotlight from our EAP is *Funding for College*. Many of you have kids or nieces/nephew or other family members who are getting ready to head to college now or in the future. Or maybe you are attending college yourself! Our EAP has provided [this webinar](#) for helping you think about college scholarships and finding funding for further education.
- **MB Wellness Tips** – One focus this month from McGohan Brabender is on Defensive Driving, specifically in the workplace but these tips are good overall for increasing safety while driving. One general rule to remember: "Be Prepared, Not Reactive". Read more in Dropbox here: HF HR – Benefits - MB health and wellness tips - "Defensive Driving Techniques"

- **Monitoring Events** – we have quite a few monitoring visits and inspections coming up throughout the organization. Thanks to everyone for doing your best work so that we always have a strong showing regardless of what monitoring is occurring. In September we have: OCCH inspection at the FLC, PR&C for all our Columbus programs, and a State monitoring for multiple PSH programs. It's a great time now at the start of the month to double check any outstanding items you have in client records, any outstanding work orders needing attention, and request new copies of any required postings that are missing.

Finance News

Timecard Reminder

Supervisors are reminded that **5pm on Tuesday following a payday** is the deadline for reviewing/approving timecards for your team. This deadline is necessary for many other steps in the payroll process to be completed. If you have a request from HR or Finance to edit/complete a timecard, please reply promptly to help ensure that payroll moves forward as quickly and smoothly as possible.

Sales Tax Reminder

Please make sure when making purchases for programs that you are doing so as "tax exempt" unless communicated with otherwise. If you have any questions, please contact the finance team.



GGs Updates -

Back to School Event - Thanks!

A big thank you to everyone who helped with the back to school event on August 15th. Despite less than desirable weather, nearly 200 children received back packs, school supplies and snacks for the new school year. If the smiles on their faces were any indication, it was a tremendous success!



Kettering Health Screenings

Save the dates for blood pressure screenings at GG's:
Sunday 9/13 - 1-3pm
Tuesday 9/22 - 4-6pm
Sunday 9/27 - 11am-1pm



Development Updates - Fall Event

Save the Date

What: Homefull's Casino Night

When: Saturday October 24th - 6-11pm

Where: Homefull HQ

More Info: gaming tables, great food, music and other fun!

How To Get Involved: Lot's of opportunities to satisfy your Corporate Responsibility requirements and to earn extra PTO. Volunteer for the event - game dealers, registration, set up or tear down, food and more!

What's Next: If interested in volunteering or for questions about sponsorship, email [Leah Titlebaum](mailto:Leah.Titlebaum@homefull.org) for more information.



Workforce Development - Cohort 2 Filled!



Cohort 3 is well underway and will be completed at the end of August. Another YHDP focused cohort will begin on 8/14 and will wrap up at the end of September.

Case Managers are still encouraged to talk to their clients and have them complete applications if they are interested in interviewing for the next cohort. Applications can be submitted to Kevin Collet by email kevin.collett@homefull.org.

Staff Changes



We say hello and goodbye to the following staff members!

August New Hires:

8/17: Steve Adams – Development Associate

8/17: Ashley Ide – Dayton CM

8/17: Alayna Stoudt – Dayton Intern

8/17: Colin Ankrom – Columbus CM

8/17: Terrence Perkins – Columbus CM

8/17: Martia McWhorter – Springfield CM

August Departures:

Abby Filer (Columbus CM), Josiah Stouffer (Dayton CM), Katie Favela (Dayton CM), Ashley Johnson (Dayton CM), Adriel Mitchell (Dayton Intern), Janae Christopher (Dayton Intern), Miles Mustin (Dayton Intern), Jennifer McCants (Dayton Shelter Coordinator)

People, Culture, and Impact 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 **People, Culture, and Impact** team to include something for a given month, please reach out to **Tanya Long** the month prior.

September Month-Long Observances

World Alzheimer's Month - raises awareness and challenges stigmas surrounding Alzheimer's disease and dementia.

National Recovery Month - supports mental health and substance use recovery.

September Daily Observances

September 10 - World Suicide Prevention Day - promotes global mental health support and suicide prevention.

September 15 - World Afro Day - celebrates Afro hair, identity, and culture.

September 15 - International Day of Democracy - highlights the importance of democratic principles and inclusion.

September 20-21 - Yom Kippur - holiest day of the year in Judaism; also known as the Day of Atonement.

September 21 - International Day of Peace - promotes global unity and non-violence.

Facilities Updates



Employee Vehicle Inspections

For employees who use their personal vehicles to transport clients, we will be implementing an annual basic vehicle inspection. Don't worry—we aren't becoming mechanics!

These inspections will focus on easily identifiable safety and condition items such as headlights, brake lights, turn signals, tires, windows, mirrors, seat belts, and the general cleanliness and condition of the vehicle. More information about the inspection process and scheduling will be shared soon.

Believe It or Not... Fall Is Coming

It may still be hot outside, but Facilities is already beginning to think about the transition into cooler weather. Over the next several weeks, we'll begin preparing for seasonal changes across our properties, including HVAC needs, portable AC units, exterior conditions, and other fall/winter preparation.

A Quick Reminder

Portable AC units installed by Homefull Facilities should not be moved, disconnected, or removed without Facilities approval. Tenants may turn the units on/off and adjust the temperature within a normal range.

Reporting Issues

Please remember to report all site facility issues as soon as possible by submitting a work order in Yardi with all the pertinent details. Thank you for helping to keep Homefull's buildings, vehicles, and programs safe, functional, and ready to serve.

Let's Celebrate!



9/1: Ally Osipow
9/10: Donovan Denson
9/12: Tyler Ackerman
9/16: Rebekah Oladokun
9/19: John Goodloe
9/21: Greg Laravie



9/2: Donovan Denson – 1 year
9/3: Paul Harsha – 2 years
9/9: Tyler Doss – 2 years
9/12: Dave Cook – 4 years
9/29: Dani Sims – 1 year

9/22: Donyale Macon
9/27: Martia McWhorter
9/28: Michelle Miller
9/29: James Johnson
9/29: Marla Lester



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