



# Matters

December 2025

*an internal employee newsletter*

## A Message From Our CEO

Hello Everyone,

I hope that each of you had a wonderful Thanksgiving with your family and friends. I was able to spend it with mine as well, and took time to reflect about the thirty years I've been with Homefull and all the changes I've seen. Most of you know that 2025 has been a year of many changes, both programmatically and from a national administration perspective. Not to mention assuming daily operations of the men's emergency shelter for Montgomery County.

All this change and new programs are both an affirmation of the work we do each and every day, but also challenges us to "do more" during times of transition. Please know that the leadership is working hard to position Homefull in a place that not only serves our clients' and communities' best interest, but also that of our employees. Next year will bring more change as we rethink housing options given new federal guidelines, launch our first workforce development class, and continue to be creative with our agency operations.

I want to thank everyone who helped with our Brick by Brick fundraising event a couple of weeks ago. It was a tremendous success and very positively received by all attendees.

Finally, continue to think about all your clients this time of year. It can be particularly tough on those who are already vulnerable and in crisis. I know there are a lot of collections and special events to help fill the void with clients, but sometimes it's something less tangible that can make the difference.

Respectfully,

*Tina*

Tina M. Patterson  
CEO

## HR Updates

**REMINDER - All Staff Meeting - Friday 12/12 at 9:30am at Homefull's HQ Training Center. See you there!**

**Benefits:**

- At our All Staff meeting on 12/12, reps from McGohan Brabender will share updates on our health insurance coverage for the new year and be available to answer any

questions you might have. Open enrollment for employees to make changes to their coverages will begin that day and we will need all change requests submitted **by 12/24**.

- Don't forget to check your *Anthem rewards* before the calendar year ends! It's a great time of year to cash out with some extra funds.
- Looking for discounts and ways to save money? Don't forget to check out MB Perks (<https://mbperks.com>) and ADP (link available on your ADP home page – look for the tile named Your Employee Discounts). These are both available to all employees, whether you are enrolled in our benefits or not. Check it out for savings on everything from pet insurance to rental cars, movie tickets to shoes!
- Incentive PTO: Last call for any 4<sup>th</sup> quarter incentive PTO submissions for Health & Fitness! If you got a flu shot for example, submit verification to HR and you'll get a bonus hour of PTO added to your balance! Did you get a dental cleaning this quarter? That's worth 1 hour of incentive PTO too. Each quarter's earnings are added to ADP after the quarter has concluded (typically by mid-quarter).

#### **PQI:**

- Big shout out to everyone that helped prepare for the CSB Program Review & Certification (PR&C) this year! Our Columbus programs all received high ratings on this annual monitoring by our primary funder CSB. Great work everyone and we are thrilled to get this recognition for the hard work done all year long.
- COA Update: we received confirmation from COA on our re-accreditation status and a congrats for being 'expedited through the pre-commission review report' because we did not have ANY out of compliance ratings. This is a great honor to receive this commendation and we applaud our team for this achievement.

#### **Adopt-A-Family:**

- There are still a handful of families left to adopt for the holidays. If you are interested in doing so as a family or group of friends, please reach out to either [Mikayla](#) or [Leah](#) to do so. They can walk you through the process and you can make a family's and their children's holiday bright!

### **Next Homefull Holidays**

**Thursday, December 25th - Christmas Day**  
**PQI Day - TBD**

## **GG's - Get Your Christmas Trees!**



Back by popular demand - we have Christmas trees for sale at Homefull again! After a nearly 10 year absence, we are excited to have a tree lot in front of GG's where you can buy your holiday trees and wreaths!

There are Fraser Firs, Colorado Spruce and Scotch Pines as well as Fir Wreaths, too. The staff can help you pick out your perfect tree and even bale it up so it's easy to get home!

Thanks to all those who helped unload the truck in the rain last week and to everyone who helped build the lot and organize the trees. The lot is open during grocery hours so stop by and pick out yours today!

## **Staff Changes**





take the company time to clear snow or ice, as well as to salt, so be patient but please communicate with the facilities team here if you haven't seen any movement by late morning.

During inclement weather, Homefull leadership typically follows the same status as that of the local school district where each site/office is located. Should we make decisions to report late or not at all, you will be informed via a One Call

message. So, make sure you are vigilant in checking your messages during the winter so that you are well informed.

### Tenant Charges

The facilities team has created a standardized tenant charge list for common work orders seen most often. The list is being implemented at the Family Living Center first, but will also be used in some form for other properties we supervise and/or lease where we have some role in unit upkeep. The purpose of these standards is to create consistency as well as efficiency for determining accurate rent rolls and close out documents when a tenant moves from their unit.

## Let's Celebrate!

**Our apologies to staff who celebrated birthdays and anniversaries in November but didn't get recognized until this combined edition!**



- 11/2: Brittany Dawson
- 11/6: Matt Dean
- 11/9: Jen Crabtree
- 11/11: Ryan Green
- 11/21: Betty Coleman
- 11/28: Matt Williams
- 11/28: Danielle Lyons
- 11/29: Magen Legge
- 11/29: Jennifer McCants
- 11/30: Chandler Patterson
- 11/30: Lee Wagner
- 12/4: Katie Favela
- 12/8: Tanya Long
- 12/9: Angie Oronce
- 12/11: John Patterson
- 12/14: Theresa Nolan
- 12/14: Tina Musgrove
- 12/16: Rachel Chrisman
- 12/23: Tina Patterson
- 12/30: Brian Foster



- 11/4: Kennedy Abudulai – 1 year
- 11/4: Tom Ruff – 1 year
- 11/4: Rachel Chrisman – 1 year
- 11/4: Angela Corder – 1 year
- 11/4: Melissa Finley – 1 year
- 11/4: Shonda Morales – 1 year
- 11/15: Theresa Nolan – 13 years
- 11/18: Katie Ryan – 5 years
- 12/3: Eva Wells – 1 year
- 12/17: Pam Baugham – 5 years

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