



Matters

April 2026

an internal employee newsletter

A Message From Our CEO

Hello Everyone,

It is so nice to see warmer temps and sunny skies after such a long and cold winter. With that, though means that we have some "digging out" to do from weather damage. The facilities team is busy with inspections as well as with tightening things up from the past few months of wear and tear!

Spring also means that our annual golf outing is near. I encourage each of you to participate in some way - play, recruit sponsors or volunteer. Please read more below and follow the link to the registration pages for more information.

Planning continues on the renovations of the men's gateway shelter in Dayton. You'll be hearing more in the coming weeks as well as other program updates.

Thank you for all that you do for Homefull and the clients we serve!

Tina

Tina M. Patterson
CEO

HR and PQI Updates



Benefits

- Did you know that one of the 'extra' perks on our Unum plan includes free assistance to help address many life issues from financial troubles and debt management to helping with elder care or child care and even legal questions. This is called an

Employee Assistance Program and is free of charge and completely confidential. You can search for resources online at <https://members.healthadvocate.com/ha/#> or call 1-800-854-1446. See Dropbox for more info: HF HR – Benefits - Unum – Life & Disability & EAP info - EAP.

- Unum also offers worldwide travel assistance to help you out if you run into issues when travelling. They can help with medical emergencies, prescription replacements, legal and interpretation referrals, even help replacing your passport. Be sure to check out the flyer for more info or even print one to take with you anytime you travel over 100 miles from home. Find a wallet card or flyer in Dropbox: HF HR – Benefits - Unum – Life & Disability & EAP info - EAP.
- PTO: as spring and summer travel plans start popping up with the weather warming and school breaks occurring, please remember to discuss any leave plans with your supervisor to confirm your PTO is approved prior to booking any travel arrangements. Each team needs to coordinate PTO plans to ensure that programs/clients are covered for each person's time off. Also make sure to check out discounts on travel for things like hotels and car rentals from MB Perks and from ADP's employee perks!

Wellness Education

- **Wellbeing tips from our EAP:** *Homefull's EAP can offer assistance on a variety of topics. This section of the employee newsletter each month will highlight a tool/article shared in the EAP library of resources.* This month's topic in honor of tax season is financial wellness. A new year is also a good time to do a financial health checkup and work on your personal financial goals. Check out this article for steps to conduct your own financial wellness checkup: [A Financial Wellness Check-up in 11 Steps](#)
- **Health Focus:** This month's National Health Observance is National Donate Life Month, which is designed to raise awareness about organ, eye and tissue donation, encourage donor registration, and honor those who have given the gift of life. In fact, one organ donor can save eight lives and enhance over 75 more through tissue donation. Despite the lifesaving impact of donation, thousands of people remain on transplant waiting lists. This month, if you're not already, consider registering to be an organ donor. Anyone who is eligible, regardless of age or medical history, can sign up to be an organ donor. To enroll, visit your state registry, the Department of Motor Vehicles or <https://www.organdonor.gov/>.

GG's Updates - Annual Wholesale Showcase

Store General Manager, Melissa Finley and Chief Asset Officer, John Patterson spent 3 days in Overland Park, KS last week at the AWG Innovation Showcase. This was the 100th Anniversary of our wholesale partner and an opportunity to learn from industry experts on overall store operations, hear from AWG leadership about what's ahead and also get a sneak preview of new products on the horizon.

Finley said "it was a wonderful experience to be part of and great to share ideas with so many people who have decades of experience in the grocery business."

The three-day conference offered learning sessions focused on store operations, marketing, trends and technology. Every major food vendor was there along with representatives for equipment, software and other services.



Development Updates

Golf Outing

The date is set so let the work begin! The **Homefull Golf Outing** is set for Tuesday, June 9th at Pipestone Golf Club in Miamisburg. Registration will begin at 8:30am and tee time is at 10:00am. There are open slots for 36 foursomes and we anticipate selling out early.

The cost of a foursome is \$500 (\$125 per golfer) and there are many sponsorship opportunities available as well.

As employees you can earn extra PTO for participating as a player, sponsor or recruiting either. To learn more or to register check out the [page](#) on the Homefull website.

For more questions email [John Patterson](#).



Corporate Responsibility

Remember that your teams have until the end of June to complete the required volunteer projects and hours. Kudos to the Racoon Team for helping the Pineview Neighborhood Association with a neighborhood clean up near the Dayton men's shelter this past week. Team Leader Leah Titlebaum said that everything went well and the Pineview folks were very appreciative!

For more information or for project ideas, please email [Leah Titlebaum](#).



Homefull Solutions - First Cohort Begins

Homefull Solutions

The first cohort of the relaunch of our workforce development program - **Homefull Solutions** - began on March 16th with 12 members. Coming from an assortment of shelter clients,

other Homefull programs and the community, they are now being trained in janitorial work and grocery support. The focus of the program is to build on each client's job skills and marketability, while also eliminating outside contracts for Homefull such as janitorial for the headquarters, shelter and housing programs.

Program Director, Kevin Collett said that the group has taken a lot of ownership of their new positions and are learning new skills each day in order to assume the new responsibilities. The cleaning contracts have been canceled effective April 6th.

Look for information coming soon regarding the second cohort and how you can refer your clients to the program.

Staff Changes

Welcome and Goodbye To the Following Employees!

March New Hires:

Jennifer King - Columbus CM
Kate Wright - Columbus Houser

March Departures:

Jerray Woods
Tonica Dudley



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.

April Month-Long Observances

- Arab-American Heritage Month
- Autism Awareness Month
- Celebrate Diversity Month
- Earth Month
- National Child Abuse Prevention Month
- National Volunteer Month

April Daily Observances

- April 1 – Passover begins (Jewish)
- April 2 – World Autism Awareness Day
- April 3 – Good Friday
- April 5 – Easter
- April 9 – Passover ends (Jewish)
- April 10 – National Day of Silence (LGBTQ+)
- April 19 – Patriot Day
- April 22 – Earth Day
- April 13 – Yom Hashoah begins at sunset (Jewish)

Facilities Updates



FLC Inspection Update

The Homefull Family Living Center is currently undergoing its annual GDPM inspections. We are proud to share that our facilities team has achieved an outstanding milestone, with 100% of inspected units passing to date. While three units remain pending inspection, we wanted to take this opportunity to recognize and celebrate the team's exceptional performance thus far.

Spring Cleaning

As spring arrives, it's the perfect time to refresh not just our surroundings at home, but our workspaces too. We encourage everyone to take part in a little "spring cleaning" by organizing desks, decluttering files, and creating a more efficient office environment. A clean, well-ordered workspace can boost focus, reduce stress, and help set the tone for a productive season ahead. Let's welcome spring with a fresh start and a clear space to do our best work.

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!



4/14: Diondra Mason
4/15: Dave Cook
4/15: Devin Myers
4/18: Jennifer King
4/19: Tom Ruff
4/19: Melissa Finley
4/27: Tina Weaver
4/28: Ben Ruffin
4/29: Yolanda Wilson



4/1: Mary Legge – 2 years
4/1: Diondra Mason – 2 years
4/1: Brittany Dawson – 2 years
4/6: Amy Shaeffer – 17 years
4/16: Jeff Baugham – 2 years



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