



Matters

February 2026

an internal employee newsletter

A Message From Our CEO

Hello Everyone,

As we enter into the heart of winter and our worst weather, I want to challenge everyone to make sure that all program sites are covered and communication is at its best. The clients we serve are at their most vulnerable during this time of year, so it's imperative that we all do what we can to make sure that we are there for them at whatever level possible. Please make sure each team is working with supervision to ensure that things don't fall through the cracks and services continue as smoothly as possible.

It's hard to believe that **Gettysburg Grocery** has been open a year now! A lot of work from so many different people has gone into this, but there is much to do in year two. Please do your part in helping it achieve its goals by shopping and volunteering there as much as possible. Read more about the celebration below and hope to see you there!

Finally, we are continuing to monitor the tumultuous political funding climate as we try to plan accordingly. I will make it a point to keep everyone updated as much as possible as funding requirements, new outcomes and possible program changes become more clear.

Thank you all for what you do each day!

Tina

Tina M. Patterson
CEO

HR and PQI Updates



Human Resources

It's Tax Season:

One important form all employees will need is the **1095-C**. You should have received a notice from ADP at this point regarding the availability of the 1095-C but if not, please log into your ADP account to access it.

ADP will notify us as well when our **W-2** forms are ready. You'll be able to access it electronically by going to the Myself menu at the top of the ADP screen. Then select Pay & Tax Statements. On the righthand side of that screen you'll see a hyperlink for your 1095-C. And once the W-2 is available it will appear in this tile as well. January 31st is the deadline but they are often available prior to that date.

Annual Notifications:

Each year, we provide required annual notification for benefits to all employees. These are stored in Dropbox: HF HR – Benefits à Annual Notifications à 2026. Please review these notices: Medicare Part D, Medicaid and CHIP, Special Enrollment notice (for situations where you lose other coverage and want to enroll with Homefull's), and the Women's Health and Cancer Rights Act.

Leadership Campaign Pledges:

Thank you to each of you that donated to Homefull via our annual Leadership Campaign. Those donations have been added to PTO balances in ADP. If you have not completed your pledge form, please do so asap.

Incentive PTO:

Incentive PTO: don't forget to submit any verifications for incentive PTO so you can earn extra time off for things like getting a dental cleaning, annual medical screenings, and engaging in fitness activities! Also, just a reminder, that completing a minimum of 10 hours of training each quarter can also result in an hour of PTO!

Health Focus

This month is **American Heart Month!** In honor of Valentine's Day, it's a good time to show your heart a little love. Heart disease is the leading cause of death in the United States. Cardiovascular disease and the conditions that lead to it can happen at any age. Some types of heart disease include arrhythmia, heart failure, heart attack and stroke.

This month, take time to check your cardiovascular health. Even though heart disease can be deadly for adults, it's also preventable in most people. Risk factors include high blood pressure, high cholesterol, smoking, obesity, an unhealthy diet and physical inactivity. Contact your doctor to learn more about heart health and early warning signs.

Check out the American Heart Association's Healthy Living page for more tips on how to show your heart that you care: <https://www.heart.org/en/healthy-living>

Advocacy Efforts

As discussed at the December All Staff meeting, reaching out to elected officials is a great way to make your voice heard about the importance of HUD Funding for housing programs. One way to keep up with the developing issues is to subscribe to the newsletter of the National Alliance to End Homelessness (NAEH). You can subscribe to their news and updates here: <https://endhomelessness.org/about-us/>

The NAEH will often provide updates to advocacy efforts and give an easy tool to quickly send emails to your elected officials. By entering your name and contact info into their form, they will find who your federal Senators and U.S. Representative are and generate a form letter for them. Find the most recent advocacy letter here and feel free to send letters to your Senators and U.S. Representative today: <https://endhomelessness.org/action/enough-is-enough/>

You can also go directly to the websites for your Senators and U.S. Representative and create your own messages at any time (daily if you'd like!) Here are the two Ohio Senator websites:

- Senator Bernie Moreno: <https://www.moreno.senate.gov/share-your-opinion/>
- Senator Jon Husted: <https://www.husted.senate.gov/contact-jon/>

Next Homefull Holidays

Monday, February 17th - President's Day

PQI Day - TBD

GG's Update - Happy Birthday!

It's hard to believe that GG's is turning a year old already! On Saturday, February 7th we will celebrate this milestone with customer giveaways, special pricing and partner info tables.



Plus we will pit our very own Chef Thomas and the Crock Pot Lady and GG herself - Eva - against each other in a Chili Cookoff! They will be joined by Dayton Police and Fire to see who takes home the title of best chili!

Be sure to join the fun and take advantage of the sales! Our first year ended better than projected but we still have a lot of work to do to get where we need to be. Your patronage of the store on a regular basis will help immensely in that journey.

Development Update - Corporate Responsibility

The **Chaos Coordinators** team checked off their first quarter requirement last week by helping organize supplies and donations at the Gettysburg Men's Shelter. Thanks to all who participated and for a amazing job! Members include: Michelle Miller, Harley Deck, Kimo Scott, Pam Baugham, Angie Oronce, and Jerray Woods.



Program Update - Homefull Solutions is Back!

Homefull will be relaunching Homefull Solutions in a new way. **Homefull Solutions** will focus on the education and building skills not only in a variety of programs, but also in education surrounding "soft skills" needed to successfully navigate the professional world, no matter the industry. Clients can then be hired internally to perform a variety of jobs, or externally with one of our many community partners.



Part of consistent livable wage employment is empowering the client to move in a direction where they feel, they can succeed. More information will be shared on how to get your clients involved in this program! We look forward to getting started soon!

Staff Changes

Welcome and Goodbye To the Following Employees!

January Departures:

Chelsea Moreland
Jerica Rhodes
Ryan Green
Megan Bucksburg

January New Hires:

Ashley Harrison – Dayton CM
Davion Watson – Dayton CM

Molly Savage – Dayton CM
Jerray Woods – moved from Shelter Attendant to Dayton CM
Joann Houston – Columbus CM



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.

February Month-Long Observances

February recognizes **Black History Month**, celebrating the achievements, history, and impact of Black Americans. The month includes cultural, religious, and health-related observances. In addition, the following observations are occurring this month:

American Heart Month
Ethnic Equality Month

February Daily Observances

February 1 – National Freedom Day
February 4 – Rosa Parks Day
February 7 – National Black HIV/AIDS Awareness Day
February 8 – International Epilepsy Day
February 11 – International Day of Women & Girls in Science
February 14 – Valentine's Day
February 15 – Nirvana Day (Buddhist)
February 15 – International Childhood Cancer Day
February 17 – Chinese New Year (Lunar New Year) - Year of the Horse
February 17 – Mardi Gras
February 17 – Ramadan begins in the evening (Islam) - Expected to begin
February 18 – Ash Wednesday
February 20 – World Day of Social Justice

Facilities Updates

See Something? Say Something.

A friendly reminder to all Homefull staff: if you notice anything broken, damaged, or not working properly in a facility, please notify your supervisor so they can alert the Facilities

team. Prompt reporting helps us keep our spaces safe, functional, and welcoming for everyone.



Snow Removal Update & Appreciation

A big thank-you to the Homefull Facilities team for working after hours and on weekends to keep our staff and clients safe during winter weather.

- Homefull has snow-removal contracts in place for HQ, FLC, and the Gettysburg Men’s Shelter.
- Contracted vendors are responsible for clearing parking lots, sidewalks, and driveways at these sites.
- The City of Dayton is responsible for public roads and surrounding areas beyond our contracted scope.
- For other locations where Homefull provides services (but does not own or manage the facility), please notify Facilities if snow or ice has not been cleared and poses a safety concern for staff or clients.

FLC Annual Inspections

Annual inspections for FLC are right around the corner. Beginning February 13, 2026, there will be 10 scheduled inspections throughout the month of February. Additional details and preparation reminders will be shared as we get closer.

Let's Celebrate!



2/5: Molly Savage
 2/5: Candy High
 2/11: Jerray Woods
 2/16: Jackie Tonn
 2/20: Harley Deck
 2/21: Angie Reno
 2/26: Justin Henderson



2/3: Josiah Stouffer – 1 year
 2/3: Kimo Scott – 1 year
 2/3: Tonica Dudley – 1 year
 2/3: John Patterson – 12 years
 2/16: Candy High – 27 years
 2/20: Mark Craig – 19 years





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