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Holiday Party



New Leaf employees with holiday gifts

The 2022 New Leaf Christmas/Holiday party was held this past December. As in previous years, New Leafers gathered at Oak Bowl for an afternoon of bowling, games, food, and celebration. Pizza was eaten and bowling challenges were laid down.

Employees got gifts of all kinds, ranging from air fryers to thermal socks and everything in between, including such items as earbuds, tool sets, gourmet Belgian chocolates, squishmallows (which are not edible), and a baby Yoda (also not edible).

Whidbey Tech and the Leavitt Group donated gift cards for Amazon, Home Depot, Barnes & Noble, Olive Garden, Starbucks, and many others. Additionally, employees who didn't call out sick during either the first or second half of the year received Samsung tablets.

Holiday Party (continued)



CEO Steve Jacobs and Commissary Supervisor John Trindle



Randall Rapp, Joe Bottenburg, and Nathan Sodano of the commissary crew

Holiday Party (continued)



James Hollett, Wesley Worrel Jr., Wesley Worrel Sr., Katherine Hancock



President of the Board of Directors Darin Hand, Director of Operations Glenn Kincaid, Lance Leach, and Mike Murcay

Holiday Party (continued)



Jaime, Timoteo, and Wendy Aston (and Glenn Kincaid)



Partygoers line up for gifts

Holiday Party (continued)





Toy Soldier



This past December the Oak Harbor Main Street Association held its annual Toy Soldier competition to decorate and promote historic downtown Oak Harbor. New Leaf got in on the action and commissioned our own Sherilyn Sligh of the Night Janitorial crew to design and paint our toy soldier.



Above: Toy Soldiers along Pioneer Way in Downtown Oak Harbor

Below left: Sherilyn Sligh with the New Leaf toy soldier.

Below right: The New Leaf toy soldier posted at Pioneer Way.



Toy Drive

Santa and the Grinch got into a dispute this past Christmas season, with Santa (Human Resources and Vocational Services Specialist Brent Bowden) believing that he was in charge of distributing gifts and the Grinch (CEO Steve Jacobs) believing that he was in charge of stealing them. They both had a strong case to make, but in the end they agreed to donate the toys to the Oak Harbor Chamber of Commerce annual toy drive.



Open Enrollment

Along with the holiday season comes the annual tradition of signing up for a health plan. This year the New Leaf benefits department and the company as a whole embarked on a new path with the addition of a Health Savings Account option along with the traditional Preferred Provider Organization plan. Payroll and Benefits Manager Melissa Nunez and Finance and IT specialist Michael Harris did a lot of research and found a health plan option that allows employees to deposit money and earn interest. This HSA option has a number of benefits:

- Tax-free savings: A health savings account (HSA) is a tax-free account in which you can save money to pay for current and future IRS-approved healthcare expenses.
- Money in the account earns interest. Like a 401k, the HSA is an investment account and you earn interest on money you deposit.
- You can contribute up to the annual limit tax-free: A health savings account (HSA) is funded with pre-tax contributions. In other words, your employer won't withhold taxes on the dollars you contribute. You can lower your taxable amount simply by putting money into your HSA.
- A lower deductible: \$1500 versus \$4000 for the PPO plan
- If you change jobs or retire, your HSA is unaffected and will just roll over into your next job. Your funds will never expire.

Full details of the health plans, including guides on using your benefits and maximizing your HSA savings, are available in the New Leaf employee portal at newleafinc.org/health-and-wellness.



Above: Payroll and Benefits Manager Melissa Nunez and Finance & IT Specialist Michael Harris speak to the Grounds crew about health plan news.

Manager Training

Several Supervisors and crew leaders were able to take advantage of New Leaf's new access to Pryor Learning, an online resource of training materials. Congrats to all for completing the Crash Course for First Time Managers!



Board - Staff Retreat



Rob Ziegler of Skookum addresses New Leaf board and staff members

This past fall New Leaf held its first Board-Staff retreat in several years. The event, held in the Banquet Room of the Oak Harbor Best Western, was an opportunity for New Leaf administrative staff and members of the board of directors to come together for discussion, training, and goal-setting. Retreat attendees took in informative presentations and broke out into small groups for training workshops. It was a full day of learning, listening, and growth.

Rob Ziegler of Skookum Contracting Services facilitated the event and led the participants through a workshop in conflict management. Attendees were invited to explore their own approaches to conflict management and to share their thoughts and experiences. The activity prompted a lot of discussion and helped segue the group into an engagement activity about current successes and areas for improvement within New Leaf.

Local program manager, NPA director, and Shakespeare actor Jeff Natter led a workshop on Justice, Equity, Diversity, and Inclusion (JEDI) in which participants looked into the ways that our personal identities can afford us a sense of power or privilege but may also cause others to feel less included and empowered. Board and staff members broke out into groups to explore particular identities and to discuss how we as individuals relate to people of differing backgrounds and perspectives.

Board - Staff Retreat (cont.)

Linda Feeney of SourceAmerica addressed the retreat to share important overview features and benefits of the AbilityOne Program, including program requirements and training opportunities. New Leaf, as an NPA under the AbilityOne umbrella, has an important mission to fulfill. Retreat attendees concluded by reviewing this mission and the shared sense of purpose gained by focusing on promoting independence and quality of life through employment.



JEDI presenter Jeff Natter addresses the New Leaf Board—Staff retreat

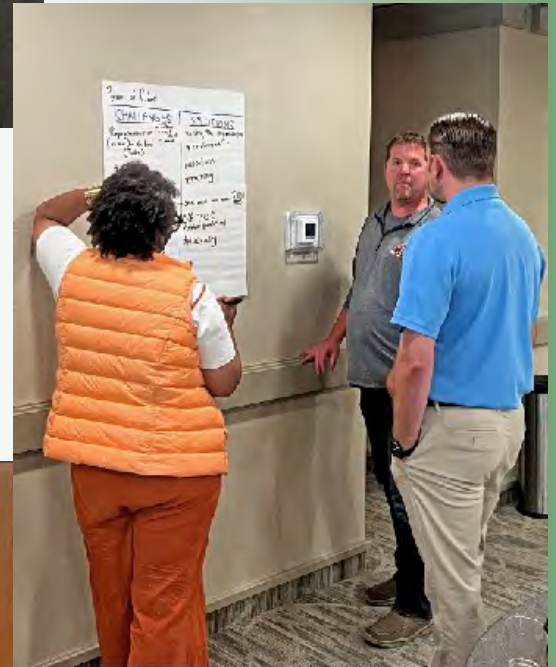


Linda Feeney of SourceAmerica shares key details about the program

Board - Staff Retreat (cont.)



Retreat attendees in workshop



Evet Morgan-Mueller, Adam Troyer, and Brent Bowden



Jan Hayes, Scott Taylor, Glenn Kincaid, and Linda Feeney

Serving Service in the Galley

Timoteo Aston of the Galley has been a reliable part of the New Leaf Galley team this past year. With help from a job coach and the always-dedicated Galley PM Lindsey Westman, Timmy has made remarkable strides.



“Timmy has a great attitude, is very friendly, and he does an amazing job.”

— Lindsey Westman, Project Manager, Admiral Nimitz Galley Crew



Supervisor Notes

New Leaf supervisors have a lot of responsibility. It isn't easy managing a crew, being responsible for other people's work, and handling all the details that come with the job. Every so often they have to get together to go over news and policies. For all their hard work, their communication, dedication and perseverance, New Leaf extends thanks to our PMs and Sups.



Chelsea Johnson, Michelle Leach, and Steve Jacobs (above) and Melissa Nunez (below) address New Leaf supervisors.



Pumpkin Carving

It's the Great Pumpkin, New Leaf! This past Halloween the New Leaf admin staff got together to try their best at summoning the elusive magical pumpkin of Charlie Brown fame, or at least to make some jack-o-lanterns worthy of the holiday.



Boo Bash & Dash

New Leaf got involved in the Navy MWR Boo Bash and Dash event this past Halloween. Due to anticipated rains, everyone set up inside the Navy Exchange on Seaplane Base. Steve Jacobs brought his own spider collection, and Michelle Leach, Ryan Brooke, and Nancy Lawson of the admin crew came along to pass out candy and spooks.



Boo Leaf Halloween Costume Contest

Thanks to everyone who participated in the Costume Contest, and everyone who voted for their favorite costume! (Who won? See below!)



Becca Hardin, Night Jan



Gordon Carswell & John Trindle, Commissary



Sherilyn Sligh, Night Jan



Zachary Glover, Commissary



Samantha Groves, Commissary



Jacob Davis, CDC



Keith Harrell, CDC



Joe Bottenburg, Lalena Calkins, & Randall Rapp, Commissary



Anonymous

And the winner is: Jacob Davis, CDC. Congrats!

Employee Awards

Congratulations to recent winners of New Leaf employee awards! Randall Rapp of the Commissary Shelf Stocking crew, Mitch Mitchell of Day Jan, Keith Harrell of the CDC, Jason Sodano of the Gym, Nathan Dymond and Matt Johnson of Night Jan, and Ryan Brooke of Admin all won awards. New Leaf extends congratulations and thanks to our hard-working employees.



Around New Leaf



Above: Nathan Sodano of the Whidbey Island Commissary and his new Subaru Legacy

Below left : Whidbey Island Commissary Supervisor John Trindle with retiring QA man Mike Estrella.

Below right: Steve Jacobs sports a Denver Broncos jersey, a punishment he suffered for losing a friendly wager with noted Broncos fan Melissa Nuanez.



New Leaf Shorts

In December New Leaf held a canned food drive to support North Whidbey Help House, a local food bank. All the crews got involved and chipped in. Every Christmas season, the North Whidbey Help House provides hundreds of holiday food baskets to people in need and adopts several families.



Above: CEO Steve Jacobs and Human Resources & Vocational Services Specialist Brent Bowden drop off deliveries at the North Whidbey Help House.

Right: Congratulations to Louis Hernandez of the CDC crew (pictured) and Hidemi Dettman of the Galley Crew on becoming US citizens. Both Louis and Hidemi recently passed their citizenship exams and completed all the necessary legal formalities to achieve citizenship. Congrats both!



New Leaf Shorts (cont.)



"New Leaf"

Artist: Sherilyn Sligh
Medium: Marker on canvas
Size: 11" x 14"
Organization: New Leaf

Congratulations to Sherilyn Sligh of the Night Janitorial crew whose winning submission for the New Leaf art contest was purchased at the Palmetto Goodwill 2022 art auction to raise funds for National Disability Employment Awareness Month.

Way to go, Sherilyn!

New Leaf was recognized as a major employer by the Economic Development Council for Island County, an independent nonprofit that "works to create a thriving economic environment where business can grow and create jobs while preserving our unique quality of life."



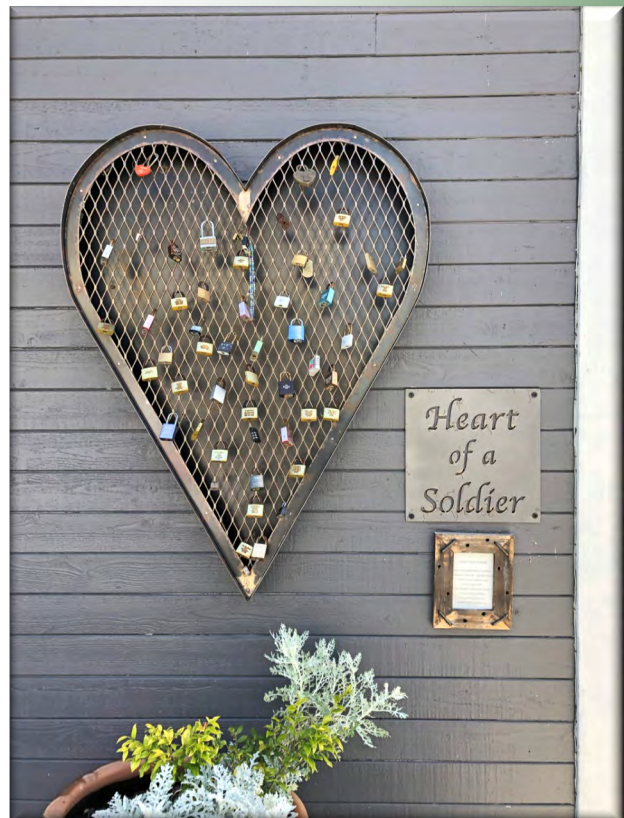
EDC
ISLAND
COUNTY

Around Town



Above: Canadian geese make a migratory stop in northwest Washington every winter. Here they take advantage of the buffet on offer at the field across Pioneer Way from Whidbey Coffee.

Right: The *Heart of a Soldier* sculpture outside the Loft building at the corner of Fidalgo Avenue and Dock Street. The sculpture features dozens of locks engraved with the names of US military service members. From the sculpture creators: *Thank a soldier for protecting our freedom, our rights and our lives. Bring an engraved lock for a military member in your life. A simple name, branch of the military & a special note if you wish.*



In Memoriam: Patty McKinnon

August 25, 1944 – October 18, 2022



It is with a heavy but grateful heart that we recognize the passing of beloved New Leaf Board member Patty McKinnon. Patty passed away recently at age 78.

A child of a military family, Patty became a teacher for the Department of Defense before moving to Oak Harbor and becoming a teacher at Oak Harbor High School.

Patty was an active member of the Oak Harbor community for over four decades. She was involved with the Oak Harbor Yacht Club, Soroptimist International of Oak Harbor, the Oak Harbor Garden Club, the Birthday Club, the Polly Harpole Hospital Guild at Whidbey Health, and was a devoted member of the New Leaf Board of Directors. Patty will be greatly missed.

Employee Spotlight

Mona Laverdure — Janitorial Project Manager

How long have you worked at New Leaf?

21 years. I started out as a trainee on the janitorial crew and I got promoted to Lead and then Supervisor. I worked at Custodial in the Whidbey Island Commissary for ten years. I even spent a season on Grounds.

Where were you born and raised?

Downey, California. I moved up here for family. I fell in love with the area and decided to stay.



What is the best thing about your job?

Meeting new people and seeing their unique personalities. I love that New Leaf provides opportunities to people that might have a hard time in employment. I like seeing people happy being themselves.

What is something you've learned about yourself while working at New Leaf?

I've learned patience. Lots of things can go wrong in a job like this, from equipment issues to personnel issues. I'm pretty handy mechanically, and I've learned to solve lots of problems on the job. I've also learned that it can be easy to blow things out of proportion. It's best to keep things in perspective and not get upset. Tomorrow is another day.

What are your hobbies?

I like travelling and camping. My favorite place to travel is the Oregon coast. I also like working on cars and learning more about car mechanics and styles. I love classic muscle cars, and I have a yellow Camaro like Bumblebee from Transformers.

(continued next page)

Employee Spotlight (cont.)

What is something memorable you've experienced while working at New Leaf?

One night around many years ago (ed. note: it was 2004) when the commissary custodial shift ended, Gordon Carswell asked me to take him to a grocery store to pick up some food. I thought he wanted to get a snack, but he ended up buying an entire pallet of ramen. We loaded it all into the back of my truck. It turned out that he had a side bet with some of the guys to bring in the most food for the New Leaf food drive, and whoever lost would have to get his head shaved. Steve (Jacobs) ended up losing and we all got to shave his head.



Above: Steve Jacobs, then of the Whidbey Island Commissary crew, gets his head shaved after losing a food drive contest. Jacobs notes that this was a key moment on his road to becoming New Leaf CEO.

Happy Anniversary

Glenn Kincaid	34	Maria Chastain	4
Keith Harrell	24	Ryan Brooke	3
John Trindle	19	Amber Williams	3
Kenneth Rollins	13	Jacob Bevill	2
Jessica Zook	10	Dawson Cook	2
Zachary Boatman	9	Sebastian Coonce	2
Jacob Davis	9	Sean Edwards	2
Terry Clift	7	Jason Park	2
Robert Dallas	6	Randall Rapp	2
Chelsea Johnson	6	Jaime Aston	1
Rebecca Hardin	6	Brent Bowden	1
Gene Pulu	6	Jacob Clavette	1
Donald Mitchell	5	Chloe Foster	1
Blake Schulle	5	Katherine Hancock	1
Matthew Thomason	5	Colin Stewart	1

Happy Birthday

Junko Cisco	January 14
James Sane	January 18
Keith Harrell	January 20
Timothy Murphy	January 20
Nickolas Dymond	January 24
Brent Bowden	February 3
Mackinzee Street	February 3
Carol Ishizaka	February 7
Keith Glass	February 11
Evelyn Holt	February 15
Vernados Barber	February 18
Jennifer Cheatham	February 18
Maria Chastain	February 20
Amber Williams	February 21
Lalena Calkins	March 9
Jacob Clavette	March 10
Jacob Davis	March 11
Chelsea Johnson	March 11
Ken Jacobsen	March 16
Zachary Glovier	March 18
Melinda Soliman	March 20
Jacob Bachman	March 24
Blake Schulle	March 25
Samantha Groves	March 28
Sebastian Coonce	March 30
Gordon Carswell	March 30

Welcome new employees!

Joshua Parker	Commissary Shelf Stocking
Terante Preston	Commissary Shelf Stocking
Jessica Shifflett	Commissary Shelf Stocking
Louis Hernandez	CDC
Joshua Dunphy	Day Janitorial
Joshua Timm	Commissary Shelf Stocking
James Sane	Day Janitorial
Nicholas Morris	Day Janitorial
Junko Cisco	Commissary Shelf Stocking
Mackinzee Street	CDC
Vernados Barber	Day Janitorial
Chloe McNichols	Commissary Shelf Stocking

