

In this issue:

New CEO	1-3
Safety Matters	4
Hydro Races	5
15 Years of Service	6
Wellness Award	7
Employee Awards	8
New Leaf has Jobs	9
Company Picnic	10-11
Graduation	12
Military Appreciation Picnic	13
Ragnar Racing	14
Hard at Work	15
Quick Response	16
Views of New Leaf	17
Employee Spotlight	18
Birthdays & Anniversaries	19



New Leaf Appoints New CEO



New Leaf CEO/ED Steve Jacobs with Board of Directors President Darin Hand

The New Leaf Board of Directors recently announced that their search for a new CEO/Executive Director has come to a conclusion and they have found the ideal candidate in New Leaf’s own Steve Jacobs! The Board looked far and wide, talking to other nonprofits, leveraging community contacts and business networks, and interviewing candidates from in and around Oak Harbor. Ultimately Steve’s combination of experience, knowledge, dedication, and leadership proved unbeatable.

Steve’s story at New Leaf is one of hard work and earned success. In 1998 he began as a cleaner in the commissary meat room and quickly developed a reputation for getting the job done above standard and under time. He soon branched out to commissary custodian and stocker. (continued)

New CEO (continued)

Steve was soon promoted to supervisor and he led his crew to winning the 2003 national DeCA Best Commissary award. Over the next several years he proved his dedication and ability as he took on ordering, scheduling, payroll, and crew operations and managed multiple crews at the Whidbey Island and Smokey Point commissaries. Shuttling back and forth between Oak Harbor and Marysville became a part of life that Steve would maintain over several years.

A two-time New Leaf Employee of the Year, Steve became Field Manager in 2016, overseeing operations for all New Leaf contracts and taking on contract negotiations, conflict resolution, and equipment purchasing. He has served in almost every capacity at New Leaf and knows the ins and outs of the company as well as anyone.

In March 2022, upon the retirement of his predecessor, Michele McKenna, Steve took over as Interim CEO/ED and began building on past successes and developing new initiatives including advancing community relations by increasing participation in community events and taking part in local job fairs and outreach programs, as well as increasing communication and openness throughout the company.



Steve Jacobs, New Leaf CEO/Executive Director

New CEO (continued)

New Leaf News recently sat down with Steve to learn more about his perspective as he embarks on his new role.

When you started at New Leaf did you have any idea that you'd end up running the company?

Definitely not. At that time New Leaf was a job, not a career. But as I got to know the job and see how things worked, I took opportunities to learn and to grow. I became confident to the point of wanting to run a work crew myself. I felt that I could be Project Manager. I had a lot of ambition but also a lot to learn.

When did you start thinking seriously about taking on the responsibility of the CEO position?

A couple of years ago. I had been at New Leaf a long time and had learned a ton about the company and all of our contracts. Taking on administrative responsibility was an outgrowth of everything that I'd been doing at New Leaf.

What are some things that you've learned in your time at New Leaf?

Over the years I've learned to respect all of the positions at New Leaf, from the crews to administration, because I've done the work myself. I'd say that one lesson I've learned over time is how to stand back and not take over. You have to respect the organization and each person's role, and give people space to do their work. Sometimes I might be inclined to jump in and do things my way, but that may not be what's best for the company or for others. I've learned patience.

What is one of the more memorable things that happened to you at New Leaf?

A long time ago we had a canned food drive and the crews competed against each other to see who could bring in the most food. My commissary crew lost, so as punishment the winning crew took me to the office and shaved my head in front of everybody. It was a fun competition.

Has anything surprised you so far in your new position?

The sheer volume of resources and information can be overwhelming. It's too much to process at once so you have to prioritize and focus. There are a lot of moving parts in an organization of this size and big changes take time.

What are you excited about going forward?

Advancing our mission is the key thing. I want everyone at New Leaf to take opportunities to get involved, to learn, and to grow. Everyone has a role in the success of the company.

Safety Matters



Above: Quality Control and Safety Manager Mo Morrison address the Safety Committee.

Below: CEO Steve Jacobs presents Randall Rapp with a gift basket.

News from the Safety Committee's recently quarterly meeting:

Accidents are up from the previous quarter. There were 23 accidents this past quarter compared to 13 in the prior quarter. Slips and falls were most common.

Safety Manager Mo Morrison reminded everyone to slow down and pay attention to minimize injuries and time lost, and to choose relevant trainings for weekly safety meetings. Additionally, Safety Committee members need to do inspections and report broken equipment.

CEO Steve Jacobs held a raffle for Safety Committee members. WI Commissary crew member Randall Rapp was the lucky winner.





Hydro Races



Hydros for Heroes is an annual event in Oak Harbor that benefits local heroes including law enforcement, firefighters/EMS, military service members, healthcare professionals, and teachers. Hydroplane speedboat teams compete against each other in laps around Oak Harbor Bay. New Leaf was on hand to watch the action and share New Leaf's work with the community.



Above: Documentation Manager Ryan Brooke and Human Resources / Vocational Services Specialist Brent Bowden at the New Leaf booth.

Below: Hydros speed past the Oak Harbor marina.



15 years of service

People come and people go, but any way you look at it, 15 years with an organization is milestone. New Leaf is proud and grateful to acknowledge these employees who celebrated their 15-year work anniversaries with New Leaf. Way to go, Mike and Rachel!



Above: Mike Hamernik of the Grounds crew.

Right: Rachel Johnson of the Night Janitorial crew.



Wellness Award

Being sick is no fun, both for the person who is ill and for crews who go shorthanded due to coworkers calling in sick. Illness happens, but staying healthy and being there for your coworkers is something we can all prioritize.

CEO Steve Jacobs recently took time out to acknowledge New Leaf employees who have never missed a full day out sick this year, and to reward them with \$25 gift cards to Walmart.



These team members have managed to stay healthy and stay at work day in and day out since the beginning of the year.

As fall approaches and brings colder weather and more time indoors, we all can take steps to stay healthy:

- Eat more fruits and vegetables. Probably we all should!
- Eat fewer salty snacks and sugary treats. Along with eating more fruits and vegetables, this will help your immune system.
- Get outdoors during the daytime. Get natural sunlight and move your body. Go for a walk.
- Stay hydrated. Drink plenty of water.
- Get plenty of sleep. Go to bed on time and stick to regular sleep patterns.
- Wear layers. Be ready for changes in temperature throughout the day.
- Give respect to the night crews. Pretty soon they won't be seeing the sun much at all!

Employee Awards

Congratulations to recent winners of New Leaf crew awards! Stacy Jappert of the Floor Care team won the Golden Mop award and Jacob Bachman of the commissary won the Stocking Stuffer award for their dedication to their work. New Leaf extends congratulations and thanks to our hard-working employees.



Left: Stacy Jappert, Night Janitorial Supervisor Dave Jacobsen, and CEO/ED Steve Jacobs.
Below: Commissary Supervisor John Trindle,



New Leaf has jobs

Janitorial? Check. Shelf stocking? Check. Galley food service? Check. Custodial? Check. Grounds maintenance? Check. Intergalactic stargunner? Check. New Leaf has jobs, and we want people to know about them.



Above: Human Resources / Vocational Services Specialist Brent Bowden at the Naval Air Station Whidbey Island Job Fair

Left: Brent with community members at the Oak Harbor School District Community Resource Fair.



Company Picnic

The New Leaf company picnic was a hit! Turnout from employees was great and a festive atmosphere was enjoyed by all. Check out these images of the fun day.



Above: Director of Human Resources & Vocational Services Michelle Leach in the cornhole competition.

Above right: The Admin food service team

Below: The Kona Ice truck was popular on a hot day.



Company Picnic (continued)

Check out these images of the New Leaf company picnic.



Above: Wendy Aston of Janitorial rocks out.

Above right: Jacob Davis of the CDC crew brought his own flair to the event.

Right: HR/VS Specialist Brent Bowden tosses a bag. He and his daughter were the ultimate victors of the cornhole competition.



Graduation

New Leaf congratulates our own Human Resources/Vocational Services Specialist Brent Bowden on his recent graduation from Brandman University - U Mass Global with an M.A. in Organizational Leadership and a Graduate-level Certificate in Human Resources.

Brent spent four years of off-hours study (interrupted, as so many things were, by COVID) to get his advanced degree and certification. A combat veteran of the US Army and US Navy, Brent completed his education through the G.I. Bill. His education will surely serve him (and New Leaf) well. Congrats, Brent!



Military Appreciation Picnic

On a late summer day, the air filled with the smells of hot dogs, the sound of oldies, and the ash of Pacific Northwest forest fires, New Leaf joined the annual Military Appreciation Picnic as the community celebrated the military for being the lifeblood of our community and the front line of national defense.



Above: Documentation manager Ryan Brooke and CEO/ED Steve Jacobs at the New Leaf booth.

Right: Brent, Ryan, and picnic attendees at the highly popular New Leaf football toss.



Ragnar Racing!



Payroll and Benefits Manager Melissa Nuanez with her Ragnar Race teammates and friends.

Payroll & Benefits Manager Melissa Nuanez ran the Northwest Passage Ragnar Race, a 200-mile relay from the US-Canada border at Blaine down to Langley at the south end of Whidbey Island. Her team, the Screamin' Seamen, consisted of twelve people with Navy backgrounds.

They ran through the day and through the night, wearing headlamps and reflective gear as they made their way along county roads and highways before finally finishing to a chorus of cowbells and cheering at the Langley Fairgrounds. Congrats Melissa on a race well run!



Hard at work



Above: The Grounds crew takes care of business on Ault Field.

Right: Timothy Murphy of the Galley crew keeps things clean and looking good.



Quick Response

Unless you've been living off the grid in a shotgun shack in the middle of Montana, you've no doubt seen QR codes all around. These codes can be read by smartphones to take you directly to a webpage or online app. New Leaf has been making use of its own QR code and is proud to say that we now know what QR stands for.



Scan with your phone camera and witness the magic!



Above left: The New Leaf QR code proudly displayed on the New Leaf sign at the office.



Below left: QC & Safety Assistant Adam Troyer shows off the New Leaf QR code at the Chamber of Commerce.

Around New Leaf



Above: Director of Operations Glenn Kincaid and CEO/ED Steve Jacobs at the First Annual Oak Harbor and Coupeville Chamber Collaborate Golf Tournament.

Below: New Leaf is a proud sponsor of this year's North Whidbey Soccer Club. Check out the jersey logo!



Employee Spotlight

Blake Schulle — Grounds Maintenance Project Manager

How long have you worked at New Leaf?

Since 2018. I started out on the Grounds trim crew. After a while I got training on the smaller tractors, and then the rest of the equipment. I started as the supervisor of the Grounds crew earlier this year.

Where were you born and raised?

I was born in Oak Harbor and have lived here for most of my life. I lived in Arizona for a while when I was in high school. I like it here better. It's too hot in Arizona.

What is the best thing about your job?

I love what I do and I have an awesome crew with a lot of good people. I like being outside. Working on base is great. It's a beautiful environment.

What are some challenges of leading the Grounds crew?

When I began in my current role one of the challenges was learning all the details of the contract and making sure all the paperwork is done properly. Generally speaking, a big part of the job is making sure everyone is comfortable with their duties and is where they need to be when they need to be there. Scheduling and time management are huge and sometimes it seems like I'm on the phone all day. But there's a lot to keep me busy and I like getting things done.

What are your hobbies?

I love being outdoors and doing yard work and landscaping, which is great considering that that's my job. Also I like to go hiking with my dog, a blue heeler named Tonka. We hike all around Whidbey Island and get out to the mainland too. One great hiking spot we like is the Oyster Dome near Bow. There's a lot of beautiful scenery around here.



Happy Anniversary

Alex Ancheta	27 years
Shane Madeiros	12 years
Lindsey Westman	5 years
Adam Troyer	4 years
Hidemi Dettman	3 years
Jacob Bachman	2 years
Michelle Dapprich	2 years
Travis Estep	2 years
Scott Taylor	1 year
Michael Harris	1 years

Welcome new employees!

Warren Thompson Jr	Galley
Richard Phelps	Day Janitorial
Richard Abshear	Floor Care
Kyle Campbell	Day Janitorial
Gabriel James-Fuentes	Commissary
Jesse Rubio Ambrose	Floor Care
Emmitt Hall	CDC
Amanda Osburn	Galley
Andrew Clemens Jr	Commissary

Happy Birthday

Adam Troyer	October 1
Michael Harris	October 5
Richard Phelps	October 5
Katherine Hancock	October 13
Stephen Fontenette	October 17
Railand Bartlett	October 19
Tyler Olsen	October 20
Ryan Brooke	November 3
Jaime Aston	November 6
James Hollett	November 7
Joseph Bottenberg	November 18
Sherilyn Sligh	November 20
Amanda Osburn	November 27
John Trindle	November 27
Terry Clift	November 28
Zachary Boatman	December 2
Mona Laverdure	December 6
Richard Abshear	December 18
Glenn Kincaid	December 20
Matthew Johnson	December 23
Gabriel James-Fuentes	December 30

