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X Force 2025



Donald Mitchell, Jacob Bevill, Scott Taylor, and Steve Jacobs at the 2025 SourceAmerica Xforce conference held in Indianapolis.

A proud New Leaf contingent descended on SourceAmerica's 2025 Xforce Conference held in Indianapolis, Indiana. The annual conference is billed as "where we bring together our unique perspectives, experiences, and energy to multiply employment opportunities for people with disabilities."

Day Janitorial Supervisor Donald Mitchell, Grounds Maintenance Project Manager Jacob Bevill, Maintenance Specialist Scott Taylor, and CEO Steve Jacobs attended this year's conference for a busy week of listening, sharing, and learning.

Among the topics addressed were employee reporting, accommodations, compliance, financial aid, mandatory purchasing, and NPA mission and vision. Additionally, the conference was a great opportunity for networking and meeting other NPA teams.

Xforce (continued)

Steve noted that the conference was illuminating not just for the particular classes and seminars on offer, but for the togetherness, shared purpose, and reflection that the conference promotes.

Scott and Mitch reflected this view, saying that one of the greatest impressions that they took away from the conference was the immensity of the SourceAmerica program and the breadth of learning opportunities available. Jacob stated that he was impressed by trainings on leadership and management, and seeing how much goes on behind the scenes.

During off hours the team had a chance to enjoy a congratulatory steak dinner and attend a minor league baseball game. Scott won the speed pitch cage, clocking in at 49 mph on the radar gun.



Working on Whidbey

Working on Whidbey is a video series that showcases Whidbey's businesses, talents, and culture. Host and Navy veteran Nick Ricci, filmmakers Ty Tuin and Willie Shaw, audio engineer Brett Baird, and assistant cameraman Riley Rutter have made episodes on the Blue Fox Drive-in, Chris's Bakery, and now New Leaf!

The video team spent several days out with the New Leaf crews to see their work up close and personal, and to find out what they do to help keep Naval Air Station Whidbey Island clean and looking good.

In addition to the complete Working on Whidbey episode, the WoW team also made crew videos for each New Leaf crew which showcase each crew's unique work. Check out the episode and the crew videos on New Leaf's YouTube channel.



Working on Whidbey (continued)

Shout out to all the awesome New Leaf employees who spent time with the Working on Whidbey team and sharing their experiences, including James Hollet and Jacob Bevill of Grounds, Lindsey Westman and Travis Estep of the Galley, Nicole Bustillo and Mike Hamernik of Janitorial, Gary Anglum of the Commissary, and Adam Troyer and Steve Jacobs of Admin.



Working on Whidbey (continued)

The WoW team worked hard in front of the camera and behind the scenes. It's fair to say that the scope of New Leaf's work put the video team through a lot of work.

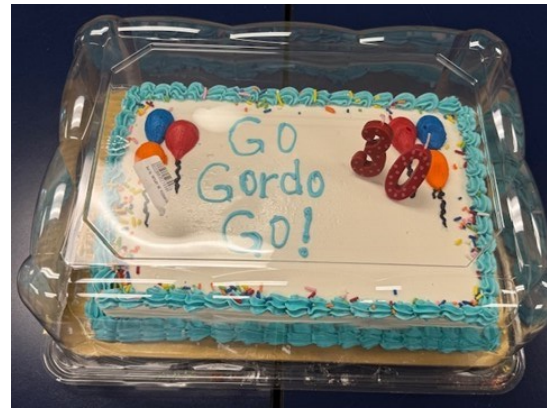
The videos were made with the aid of generous financial assistance provided by SourceAmerica.



Gordon Carswell: 30 Years of Service

Where were you on May 10, 1995? Back then gas was \$1.15 a gallon, Blockbuster was big in the VHS-renting industry, data was stored on floppy disks, and Michael Jordan was returning to the NBA after a brief career in minor league baseball. And on that date Commissary Lead Gordon Carswell began his tenure with New Leaf.

That means Gordon has been with the company for 30 years! To celebrate this incredible milestone, the commissary crew got together and arranged a party to commemorate three decades of awesome work.



Gordon Carswell 30 years (continued)

Longtime commissary coworker and friend John Trindle got Gordon a Green Bay Packers jersey with Green Bay jersey with his last name and "30" for his years with New Leaf.

The Board of Directors also invited Gordon to their meeting to recognize his achievement. CEO and former commissary coworker Steve Jacobs presented Gordon with an award plaque and a personalized Funko. Way to go Gordon!



Grounds Orientation 2025

Spring has arrived and the grass is growing, and that means it's time for the Grounds Maintenance crew to kick into full gear. Grounds is highly specialized, with lots of different equipment to use and lots of different terrain to cover. Training is key and it takes some time to cover everything that needs covering.

The 2025 Grounds crew gathered for some in-office training covering everything from company policies to spill containment to hearing tests before enjoying a Zanini's lunch and then heading out to the field for some hands-on training.

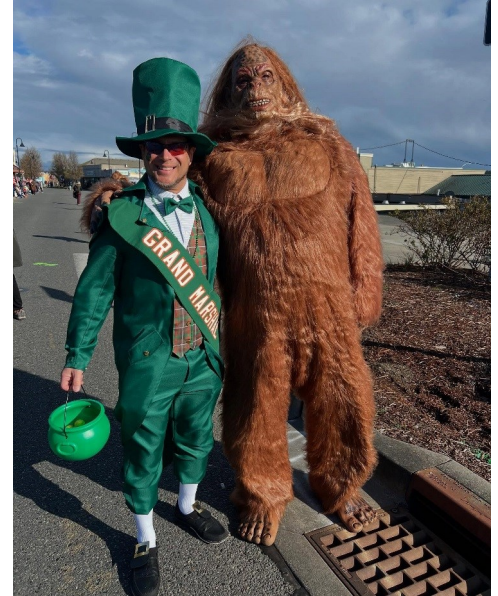


Grounds Orientation (continued)



Saint Patrick's Day

Saint Patrick's Day was a blast in Oak Harbor. 1522 Our very own fearless leader Steve Jacobs was the Grand Marshall of the Saint Patrick's Day Parade put on by the Whidbey Island Irish Wildlife Society.



Above: Grand Marshall of the Saint Patrick's Day Parade (also New Leaf CEO and Executive Director) Steve Jacobs leads the parade and encounters a sasquatch.

Below: Steve with members of the Whidbey Island Irish Wildlife society, and getting comfortably close with a blarney stone along with Mayor Ronnie Wright and councilmember Bryan Stucky.



Saint Patrick's Day (continued)



Above left: Steve with Admin team members Cathy George, Nancy Lawson, Brent Bowden, Melissa Nuanez, Ieshia Miller, Michelle Leach, and Chelsea Johnson.



Above right: Cathy's office always has the best decorations.

Below left: Galley team member Travis Estep gets into the spirit.

Below right: Grounds PM Jacob Bevill also gets into the spirit.



Marathon

New Leaf was out at the Whidbey Island Marathon to pass out water and cheer on the runners. Lots of runners came out to try their hand (or foot) at the 26.2 mile race. First place went to Liam Monaghan (M) with a time of 2:48 and Maggie Bigler (F) with a time of 3:26. Congrats to all the runners!

This is the third consecutive year New Leaf has been out to support the event. Congrats to the hard-working support team!



Did you know?

The marathon race comes from the semi-legendary story of Pheidippides, a Greek messenger at the battle of Marathan in 490 BC, who ran from the battlefield to Athens to report the victory of the Greeks over the Persians.

The story is that he ran the entire distance to Athens, a distance of about 25 miles, without stopping, discarding his weapons to lose as much weight as possible, and burst into the Athenian assembly, exclaimed "we have won!", then collapsed and died.

The marathon race has been part of the Olympics since the first modern Olympic games in 1896, but the distance was not standardized until the 1908 London Olympics when the course of the race was set from Windsor Castle to Olympic Stadium, a distance of 26.2 miles.

At the next Olympics, the distance was changed to 5651 miles. (Not really, but what's with 5651? Why is that number here?) Hint: See p. 25

Earth Day

Some of the Grounds crew joined in the local Earth Day efforts by helping plant Garry Oaks in Oak Harbor. Shout out to PM Jacob Bevill and the team of Gene Pulu, Matthew Thomason, Jorden Szypula, and Erik Bailey for helping make this little slice of the earth greener.



Whidbey Island Culture Fest

The first-ever Whidbey Island Culture Fest (and the 56th annual Holland Happening festival) was a hit, with pleasantly brisk-to-warm weather, a great parade, and plenty of community togetherness.



Whidbey Island Culture Fest (continued)

Following the parade, lots of New Leafers gathered for an employee hot dog picnic. Thanks to all who attended the parade and who came out for the picnic, and special thanks to those who prepped, served, and cleaned up.



New Equipment

New equipment is cool. It runs smoothly, looks impressive, and doesn't require duct tape, bungee cords, and zip ties to hold together. Maintenance Man Scott Taylor reminds us that proper care keeps equipment clean and functional. Words of wisdom.



Top: New Speed Queen Commercial Heavy Duty Washer and Dryer at the Janitorial Shop.

Lower left: QC and Safety Assistant Adam Troyer sees a lot of potential in the new auto scrubber for the Commissary crew.

Lower right: Grounds Supervisor Colin Stewart tests out an electric Toro mower.

Janitorial Van Upgrades

New Leaf purchased a pair Dodge Ram cargo vans for the Janitorial crew. These vans are a big upgrade and feature swing-out rear doors and sliding shelves to store equipment and supplies. These vans will serve the Janitorial crew well.



Above left: Director of Operations Glenn Kincaid with one of the vans at the dealership

Above right: The vans at the Janitorial shop

Bottom left: CEO Steve Jacobs shows the vans to members of the Board of Directors.

Bottom right: Steve Jacobs and Day Janitorial crew member Chris Westman with one of the vans.



Sculpture Forest Cleanup

Price Sculpture Forest, a nonprofit sculpture park and nature reserve in Coupeville, recently found itself in need of some help cleaning up downed branches and overgrown brush along their walking trails, so Jacob Bevill, Keith Harrell, Katherine Hancock, and Shaun O'Brien (Katherine's husband) volunteered to help out. In addition to the foliage cleanup, the team also picked up 5 barrels of debris. Way to go!



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Employee Awards

Congratulations to Wesley Worrel, Jr. of Grounds and Mike Johnson, Jared Farrell, Nicole Bustillo, Mike Hamernik, Carrie Johnson, and Sebastien Coonce of Day Janitorial on winning employee awards. Thank you for your hard work and commitment to the job!



Around New Leaf



Above left: Day Janitorial Floor Care Supervisor Nicole Bustillo won the raffle at the latest Supervisor meeting

Above right: Mo and Scott connect cables to a car battery for the sake of science.

Below: Steve and Brent attended the Whidbey Community Cares Health & Wellness Festival on a windy mid-May day. Sandbags were required to hold down the booths and New Leaf was there with physical and moral support as well as a donation.



Bite-Sized Books

Atomic Habits

by James Clear



Understand the Power of Small Habits

- Recognize that small, consistent changes can lead to remarkable results over time through the power of compounding.
- Focus less on massive overnight transformations and more on making tiny 1% improvements daily that accumulate.
- Understand that habits are what leads to self-improvement. What you do every day matters more than what you do once in a while.

Adopt an Identity-Based Approach to Change

- Shift your focus from achieving specific outcomes to becoming the kind of person who naturally achieves those outcomes. For example, instead of aiming to read more, aim to become a reader.
- Each positive action, no matter how small, reinforces type of person you want to be. Every time you do something good or do not do something bad, you are becoming who you want to be. This leads to long-term change. You can stop battling with yourself and start agreeing with yourself.
- Think positively: Reinforce good habits with positive feedback to encourage repetition.

Design Your Environment for Success

- Your surroundings often shape your behavior more than motivation does. Set up your environment to support your good habits and discourage your bad ones. For example, keep healthy snacks in plain sight and hide distractions like your phone.

Stay Consistent and Make Habits Stick

- Start small and use momentum so positive habits become part of your routine.
- Focus on consistency over intensity. It's better to do something small every day than something big once in a while.
- Apply the two-minute rule: any new habit should be easy enough to complete in two minutes or less, which helps overcome resistance and build momentum.
- Track your habits using visual tools like calendars, checklists, or apps to reinforce a sense of progress and accountability.
- Don't aim for perfection—missing a habit once won't ruin your progress, but missing twice can start a downward trend. Make it your goal to “never miss twice.”

“The most practical way to change who you are is to change what you do.”

“Every action you take is a vote for the type of person you wish to become.”

— James Clear

Employee Spotlight

Gordon Carswell, Commissary Lead

Where are you from?

I'm from Seattle originally. We moved up to Oak Harbor when I was five.

You've been at New Leaf for 30 years. What has changed in that time?

One thing that has changed is getting onto the base. Before 9/11 you could just walk on but now things are locked down more. Maui gate closes at night now so sometimes it's necessary to go through Torpedo gate to get onto Seaplane Base. People on the crew often help each other out with transportation though. John Trindle has helped me a lot.

Another thing that's changed is we used to bring in our own CDs to play over the speakers in the commissary while we worked. Glenn was the production manager back then and he would bring in 80's rock like Loverboy. Nowadays we just play the radio while working, which is alright except at Christmastime when we hear Rudolph the Red-Nosed Reindeer twenty times a week.

No doubt you've seen a lot of people come and go over the years.

Yep, absolutely. Some people last a long time, others come and go within the same week. I've been able to train a lot of people on the job and see how they improve and grow.

One of the best things about the job is the togetherness of the crew. Sometimes we have competitions with each other to stock product or just for fun. We did an ice bucket challenge a long time ago and I dumped ice on Steve's head. Good times.



Over the years we've done a lot of things together as a crew, like nine-ball pool tournaments. Back in the 1990s New Leaf took us out for an IMAX laser show at the science center. They played Sergeant Pepper's by the Beatles and timed the show to the music.

We also went into virtual reality exhibit where we wore clunky headsets and got in a giant machine. It was just like you were on hang glider flying over the top of skyscrapers. For the mid-1990's, it was incredible. But you have to remember this was nearly thirty years ago.

(Continued next page.)

Employee Spotlight continued

Gordon Carswell, Commissary Lead

What's it like working nights?

I've been doing it for a while so I guess I'm pretty used to it. It can be a challenge, but you learn to manage it. Get plenty of sleep, use blackout curtains, take vitamins. Also exercise and stay in shape, which is helpful for working nights and for working in shelf stocking because it's so physical. Speaking of that, it can be weird to go jogging at 2 in the morning. A few times I've been stopped by police. I guess it looks kind of suspicious.

What's something unusual you've experienced at the commissary?

One year the back of the store got flooded from torrential rain and the place became infested with rats. We'd see in the warehouse and even on the sales floor. We'd look up and see their eyes glowing in the shadows from the ceiling ducts and conduits. We carried on, business as usual. Contractors came in and cleaned the place out. We've also had birds and bats in the store a few times. Once a deer got into the store and we had to try to herd it out.

What's something surprising about you that people at work might not know?

My surname goes back on my dad's side to Scotland in the 1500s. My ancestor John Carswell (Scottish: Séon Carsuel) was Bishop of the Isles in service of the Earl of Argyll, and he built Carnasserie Castle, which still stands today. So I'm 50% Scottish, 50% Norwegian, and also part bishop and part Viking.



Alex and Gordon doing employee evals back in the day

What do you like to do outside of work?

I like to build computers. I used to work in an arcade and I designed a slot car racing assembly, which helped me learn a lot about wiring and electronics. I'm working on overclocking CPU's and building closed loop water cooling systems for graphics-intense gaming. I enjoy flight sims and military sims.

I also enjoy illustrating and painting. I've done a lot of pen and ink, water colors, acrylics.

Check out some of Gordon's artwork on the next page.

Employee Spotlight Artwork

Gordon is a talented artist with a flair for fearsome awesomeness. Check out these drawings!



Where's your SSN?

Four randomly selected New Leaf employee Social Security Number (SSN) final-four numbers have been placed somewhere in this newsletter. If you find yours and notify the office before the next edition of the newsletter comes out, you win a \$25 gift card.

For example, if your SSN is 123-456-7890, look for "7890" hidden somewhere in the this edition of New Leaf News.



It's like looking for this guy. Less colorful, but you can win a gift card!

Details:

- ◆ Every single New Leaf employee's SSN, current as of this publication, is entered into the drawing.
- ◆ All numbers are entered into an AI tool which is instructed to select four of the entries at random.
- ◆ The four selected numbers are embedded in the newsletter in assorted ways. Look carefully!
- ◆ If you find your number, call the office and tell us you won. Your number will be verified, and once confirmed you'll be issued a \$25 gift card.
- ◆ The *Where's your SSN?* feature will be repeated in the next issue of the newsletter, with all current employee SSNs entered in the random drawing, EXCEPT: the SSN's of the four winners from the current issue will be removed from the drawing for the next issue. Those SSNs will be re-entered into the drawing for the next issue after that.

Word Search

Q N I E S D A R Y J X R G S P
 U J N P N A H F G F S X D C U
 K V O A N C N O F W U F A O C
 I A D U A B O C N E P D X O M
 M L I R R C C U H E N V M T L
 M U S E U N H R R O S E J E L
 O E C N G J E I E A R T R R X
 T T I E E S W Y E A G L Y G V
 I B P W D P Q D G V T E U P Y
 V G L B M Z A N U O E E E L Z
 A R I M O I S H C W A M M A G
 T I N L T W F O C U S L E N K
 I T E E I U W D C C M C H N I
 O P E A O U O B S E R V E B T
 N Y A D N H S U C C E S S K N

Achievement

Encourage

Observe

Create

Motion

Value

Motivation

Success

Journey

Anchor

Focus

Discipline

Scooter

Honesty

Energy

Renew

Goal

Plan

Lead

Grit

Happy Birthday!

Cole, DeWitt	02/02
McMillan, Jerome	02/06
Glass, Keith	02/11
Yancey, Brandon	02/13
Hill, Damon	02/14
Cason, Diana	02/26
Kinker, Aila	03/05
Davis, Jacob	03/11
Wehr, James	03/15
Jacobsen, Kenneth	03/16
Glovier, Zachary	03/18
Soliman, Melinda	03/20
Corley, Robert	03/22
Carswell, Gordon	03/30

Coonce, Sebastien	03/30
Navarro, Andrew	04/01
Kast, Kassandra	04/04
De Welles, Kenneth	04/05
Butler, Jade	04/10
Andrews, Shaun	04/11
Hamernik, Michael	04/11
Caldwell, Trenten	04/13
Greene II, Gregory	04/14
Gillett, Charles	04/24
Dymond, Nathan	04/26
Johnson, Carrie	04/27
Jappert, Stacy	04/29
Taylor, Scott	04/30

Happy Anniversary!

Carswell, Gordon	30 years
Jacobs, Steve	27 years
Harrell, Keith	26 years
Morrison, Loren	22 years
Trindle, John	21 years
Wright, Helen	15 years
Soliman, Melinda	15 years
Sodano, Jason	15 years
Rousselle, Josefina	15 years
Zook, Jessica	15 years
Boatman, Zachary	11 years
Davis, Jacob	11 years
Pulu, Gene	8 years
Dallas, Robert	8 years
Murphy, Timothy	7 years
Thomason, Matthew	7 years
Brooke, Ryan	5 years

Bevill, Jacob	4 years
Cook, Dawson	4 years
Worrel, Jr, Wesley	4 years
Park, Jason	4 years
Coonce, Sebastien	4 years
Stewart, Colin	3 years
Aston, Jaime	3 years
Hancock, Katherine	3 years
Jacobsen, Kenneth	3 years
Bowden, Brent	3 years
Gutierrez-Hernandez, Nancy	2 years
Mikulec, Nathan	1 year
George, Joseph	1 year
Deaver, Jerry	1 year
Kretchman, Keiran	1 year
Marshall, Alexis	1 year

Welcome New Employees!

Cason, Diana	GALLEY
Ferris, Cristina	GALLEY
Schlieman, Silas	GALLEY
McMillan, Jerome	GALLEY
Bailey, Erik	GROUND
Hill, Damon	GROUND
Willis, Robert	GROUND

Lynch, Lee	NIGHT JAN
Cyr, Paul	NIGHT JAN
Ventre, Chrystal	DAY JAN
Butler, Jade	WISS
Rider, Jeremy	WISS
Alangui Rainier	WISS