



HUMAN RESOURCES BOARD OF DIRECTORS OVERVIEW OCTOBER, 2021

STAFFING
<ul style="list-style-type: none"> We experienced a 3.8 percent turnover rate from September through October, 2021. Five employees left the organization. We hired 10 employees between September and October - Two peer specialists, two retail associates, one e-commerce associate, three client advocates, one SOAR Specialist, and one Employment Specialist. Total employee count at this time is 133 employees. Current vacancies include one Outreach Peer Specialist, one Driver/Donation Handler, one Director of Reentry Services, one Director of Thrift Operations, one PATH Supervisor, one HR Generalist, one Housing Specialist, and one Food Truck Chef. Jerry Cody, former CFO, will rejoin the organization as CFO on November 29, 2021.
SOFTWARE UPDATE
<ul style="list-style-type: none"> None at this time.
TRAINING UPDATE
<ul style="list-style-type: none"> Cultural Competency/Implicit Bias training has been held for most employees. Training was conducted by Barbara Cheives. Online Harassment training is currently being completed by all employees, including a separate training for supervisors. In-person training will be scheduled in the near future, and will be conducted by Vanessa Coe of Legal Aid. An Active-Shooter training with Q&A will be scheduled in the near future for all employees. We will partner with WPB Police or PBSO for this training. De-escalation training is being held for all employees in October.
POLICY AND PROCEDURE UPDATES
<ul style="list-style-type: none"> No major policy and procedures have been added.
OTHER NEWS
<ul style="list-style-type: none"> We received notification in August of our successful achievement of the 2021 Accreditation for Excellence in Nonprofit Management from Nonprofits First.