

SAVE THE DATE

August 6 & 7 - Open House Job Fair

Staff can refer an applicant and get up to \$55 cash!

August 19 - East & South Bay Client Bravo Buck Event

at Emerald Glenn Park in Dublin

September 4 & 5 - Far North All Hands Staff Meeting

September 11 - East & South Bay All Hands Staff Meeting

October 11 & 12 Community Retreat *at Great America in Santa Clara*

December 5 Far North Staff Appreciation Party*

December 12 Far North Christmas Party*

December 9 Bay Area Christmas Party *at Vine Cinema in Livermore*

December 11 Bay Staff Appreciation Party*

**Times and locations to be announced*

ALL HANDS TRAININGS

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We also want to give staff the opportunity to meet great team members and create a system of support. We kicked the first meeting off in March with great success. Our June All Hands training will cover nutrition. Our very own Sheri Wittmer, who is a Compass Life Coach and a Certified Wellness Coach, taught team members balanced nutritional ideas that will fit into busy life styles.



We'll have more valuable trainings and opportunities to hang out with great people! Come to the All Hands Meetings and other company events to find out why being a part of the Compass family is a great place to be!

July 2014

Successful Life Stories

a bimonthly COMPASS publication

In this issue >>>

- Bucket Filling
- New Peeps
- Client Story...and more!!!

THREE NEW PEEPS

by Aaron Zint, Human Resources

If you haven't already noticed, Compass is growing! We are like a sky scraper getting taller and taller, and in order to support the weight of the growth, we need to increase the size of our foundation. One of the ways we do that is with more administrative staff. So without further ado, I'd like to introduce some of our newest admin!

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ALL HANDS TRAININGS

One of the best things we have rolled out this year has been our All Hands team meeting. We believe in our team members, and we want to invest in them. The All Hands meeting is a staff training we will have quarterly. The objective is for staff to receive valuable information that will improve work quality.



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HOW FULL IS YOUR BUCKET?

by Sadie Hess, Director of SLS & ILS



How full is your bucket?! I understand that is not your average question, but I hope it is one that we will be asking clients, staff

and families as we finish this year. It all started with a book with this very title: "How Full is your Bucket?" by author Tom Rath. Our admin team teases us that whenever we finish a book, we can't help ourselves—we must implement in our agency something we read. I guess there could be worse things to say about us. :)



"We all need to feel hope, and we all need people who are pouring into our life in thoughtful ways."

So, what is this concept of a bucket, and why does it need to be full, you ask? It is quite a simple concept. As you interact with people, you are doing one of two things. You are either filling their bucket with kind words, actions, and meaningful interactions. Or you are dipping from their bucket by doing the opposite. We all need to feel hope, and we all need people who are pouring into our life in thoughtful ways. We want to be a culture and community that fills up the buckets or hearts of others. We want to be people who invest instead of take away from people.

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LOOK INSIDE! 2014 COMMUNITY RETREAT BROCHURE AND REGISTRATION FORM IS INCLUDED

BUCKET FILLING



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Our organization has been in very rapid growth mode, which is exciting!

We have been adding clients to our family in all counties and regions at record numbers! I love growth. I live for growth. BUT growth does have a cost, and if we are not careful, we can quickly be people who are dipping from current staff, family and client buckets unaware. This is why I think it is perfect timing to focus on how we intentionally interact with each other in such a way as to fill each other's buckets with compliments, words of encouragement and other heartfelt ways to give to each and every person in our family.

Hopefully you will hear about this concept, see posters, and maybe even see a shirt running around with this saying on it. But, most importantly, I hope you "feel" this concept. I hope the team around you consciously fills your bucket for the remainder of this year and beyond.

NEW PEEPS

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Sharrel Frazier

"My hope is to see my clients' futures hold peace of mind, security, independence, and happiness as they choose."

Sharrel is a Case Facilitator in our Pleasanton office. She has 30 years of experience working with individuals with disabilities. She has her Masters of Science in Vocational Rehabilitation Counseling from SDSU and degrees in Therapeutic Recreation, Business Administration and Sociology from Humboldt State. Sharrel enjoys reading, movies and road trips.



Amber Madrone

"My hope is that my clients find and live their own unique happiness."

Amber is a Case Facilitator in our San Jose office. She has her Bachelors in Social Work and has worked in medical social work, foster care and mental health for over 10 years. Amber enjoys gardening, restoring old furniture, camping and spending time with her children and friends.



Lisa Herrera

"I hope to see our clients more empowered as individuals and as members of their community to pursue their goals."

Lisa is a Case Facilitator Assistant in the Pleasanton office. She has her Bachelors in Kinesiology Neuromuscular Science and her Masters in Gerontology. Prior to Compass, she was a Senior Support Coordinator, organizing community events for older adults to help them remain independent and living in their own homes. Lisa enjoys being active, outdoors and sports.

HELLO MARTIN

by Andrew Heigenthal, Case Facilitator

Martin's calm, warm smile says everything about his recent dream-fulfilling journey to Santa Barbara, CA. As he leans back into his brown leather couch, the rich creaking of the cushion beneath him only further accentuates his grin. He folds his arms across his chest, bathing in the pride his accomplishment has afforded him. I watch him discerning the answer to my question, his eye gazing dreamily off into the distance. "My favorite part of the trip, huh?", Martin contemplates. The delight in his eyes is hard to miss as he fondly considers the many highlights of his recent journey.

An adventurer and historian at heart, Martin has had his fair share of journeys throughout his lifetime. His most recent hike also featured a number of noteworthy highlights. An avid fan of wildlife and the outdoors, the Santa Barbara Zoo quickly earned a slot on the itinerary. The Santa Barbara Museum of Natural history also made it atop the must-see circuit, giving Martin his dose of National Geographic-like input. Beyond the more obvious tourist attractions, including the beautiful ocean-front beaches and local

seafood venues, a quick thumbing-through of Martin's photos quickly reveals that he left with some more unique memories and memorabilia also in tow. One particularly noteworthy photo reveals Martin's run-in with an instantly unforgettable stuffed grizzly bear at the Museum of Natural History.

Back in Martin's living room, he sits cross-legged, scratching his chin with his forefinger, considering the question I posed. "My favorite part of the trip, huh?", he mused for the second time. Martin pauses and then begins to describe the visit to his parent's gravesite located in Santa Barbara. He shared how for him, the visit was a dream come true. "I wasn't sure that would ever happen", Martin noted approvingly. The stopover was without question the anchor-point for the entire trip.

As Martin recounts his time at the cemetery, a deep sense of significance is palpable—further evident in his tone and demeanor. He retells how he dutifully delivered a bouquet of flowers and gently recited The Lord's Prayer as he paid his respects to the final



resting place of his mother and father. As an outsider listening in, Martin's recollection of the story stands as a stark reminder for me personally. It spurs on my own reflection as to the simple yet profound impact of such a sincere and honoring gesture—something Martin understands very well.

"Ok Martin, one more question," I followed. "What's next for you? Where else is on your travel list?"

Martin's eyes drift away from mine as he entertains my question yet again. It's clear that his thoughts have departed once more to the many possible adventures in store. The corner of Martin's smile grows upward ever so slightly, reminding me, once again, that for Martin the opportunity for adventure is never in short supply.

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