

COMPASS

Newsletter

Future
**WORLD
LEADER**

Winter 2016

Supported
Living
Independent
Living

South Bay Edition

www.compasscares.com



THE 20 YEAR CELEBRATION CONTINUES...



Compass Values

GENEROSITY

Being a blessing to others,
because we are thankful for
our many blessings.

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The Compass Story

By Sadie Hess | Founder & Director

[1]

Like all great adventures, the Compass story starts with uncertainty. I had landed a job right out of college as a social worker. It was a wild ride with little support and a lot of unknowns. I quickly formed a connection to the other social worker struggling alongside of me named Joanne McCarley. I think two keys to doing social work well are a sense of humor and an affection for people. Joanne had both of these, so we quickly became connected to not only the clients but each other.

In July, 1996, we were unceremoniously told that our program was going to be shut down due to budget cuts. We were devastated. In one short year, we had formed connection and a sense of family with the sixteen clients we were serving. We couldn't stand the thought of their hard work undone by a single decision. We had these amazing people get their own set of keys, fix their own meals, meet a friend for coffee and other new experiences for the first time in their lives and it was addicting. We didn't want it to stop just because an agency didn't think the program was financially viable anymore. These were people and they deserved someone fighting for them, not just looking at a budget and cutting them. It is a precious gift to watch a person find freedom and discover they have more skill and talent than they ever imagined. We realized we had been given a precious gift and would do whatever it took to keep working with these individuals.

"I found a treasure in this group of people, sold everything I had and bought the field."

So, Joanne and I went to work to rescue sixteen clients and their Supported Living Services. Within six weeks of herculean effort and a lot of help from God, we had created a life raft we named Compass. Compass started serving its first client on August 19, 1996.

I was only twenty-three years old when the organization launched! We opened the agency with dedication, hard work, and two thousand dollars leaping into the unknown. I truly had no idea what I was getting into. When we made this somewhat rash, quick decision, I had no idea of both the joy and anguish such a life-altering decision would mean. I have watched clients make both great and terrible decisions and have walked with people as their lives came to an end. I wouldn't trade a minute of it.

There is a parable in the Bible that says a wise man, when he finds a treasure in a field, should sell all he owns to buy the field. When I first read that parable, I thought the man was rash and foolish, but I now see it differently. It is wisdom to put everything you have into the treasure God shows you. God revealed the treasure in this group of people, both clients and staff alike to me at such a young age. I found a treasure in this group of people, sold everything I had (not much at 23!) and bought the field. I have had twenty years of discovering the many, many treasures of clients and staff in this field.





SLS Feature: Pablo

By Laura Sanchez, **Case Facilitator**

[2]

We have all heard the phrase “life of the party”. That phrase has never been truer than when we talk about Pablo. Pablo is a flamboyant, energetic individual that has so much kindness; it's hard not to be pulled into his persona when you are near him. Pablo moved just last year from Sacramento and has been making his mark in the Bay Area.

A man of many interests, Pablo has a competitive spirit. For anyone who is lucky enough to work with him, they will find themselves challenged to rigorous games of UNO, chess and dominos—beware! Along with keeping tally on who the champions of games is, Pablo loves to be outdoors. As an avid Pokémon Go! Player, he has clocked up to 12 miles of walking, no small feat for a day's exercise.

Pablo also enjoys being part of his community. He is a member of the Sunnyvale Therapeutic Center and has weekly Thursday and Saturday events that he attends. This group varies in the places that they go, allowing Pablo to meet new friends and explore more of the Bay Area all the while having fun doing so. Some of his favorite places to go with the Therapeutic Center have been bowling and going to the museums around the city. Pablo states, “I like when we go bowling because I have my own bowling ball and shoes and I am able to play with my friends and win games.” The competitive spirit of Pablo makes sure that everyone bowling has a good time, plays their best and strives to be a leader.

Along with the Therapeutic Center, Pablo also volunteers with Animal Assisted Happiness Happy Farm every Tuesday on their farm. Although Pablo doesn't have any pets, he has always had a fondness for animals. One of his biggest goals when moving to the Bay Area was volunteering with an organization that focused on helping animals in any capacity. AAH Happy Farm has animals ranging from alpacas, to pigs and chickens, even a mini horse! Many of the animals are rescue animals, so their care and comfort are of the utmost importance. Pablo's favorite farm duty has been working with the chickens; “I enjoy working with the chickens, feeding them, cleaning their coop and collecting their eggs.” Pablo shows a lot of compassion and care when he works closely with each animal.

As Pablo nears his year mark of moving to the Bay Area, he reflected a lot on what he has been able to accomplish. He loves being active and around people, making everyone feel comfortable and happy. Pablo is an individual that just pulls you to him because of his caring and kind spirit and contagious energy. He is self-driven and has many more future goals such as finding a job and possibly obtaining a gym membership so he can try out at the Special Olympics in the coming year. There is no doubt, Pablo is a shining star, excelling in his passions and goals.





ILS Feature: Sandra

By Ray Robles, **ILS Manager**

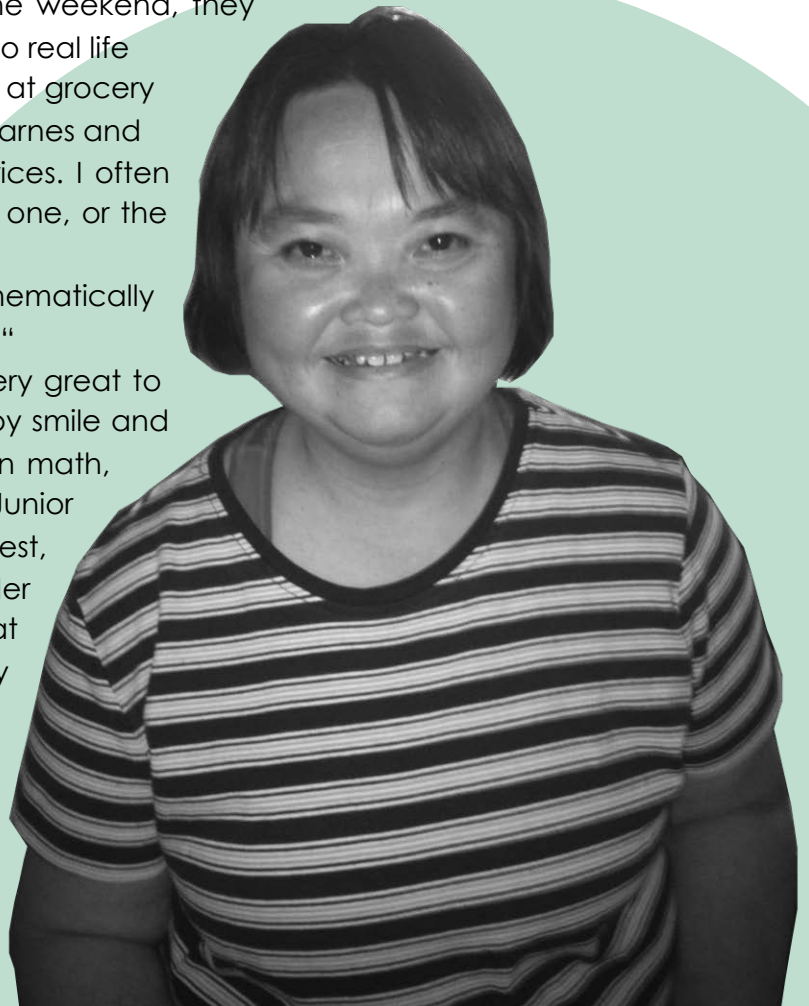
[3]

Compass takes pride in its ability to respond to community service needs. Over the past few years, the state's Department of Developmental Services has identified a disparity in service provision to non-English speaking consumers across California. Compass has made efforts to reach out to the various cultural groups and address their service needs.

Sandra is a Vietnamese- American whose family's primary language is Vietnamese. Sandra is a very active member in the community. She participates in the Junior Giants Baseball Game at Olinder Elementary School in downtown San Jose twice a month. She is trying her best to become physically active. She enjoys participating in the Junior Giants baseball games. Sandra also expresses the desire to participate in Special Olympics to become physically fit and to be involved in the community.

Currently, she is working on her goal to improve her mathematics skills and money counting. She is able to apply the mathematical concepts of price comparison that her ILS Coaches have equipped her with. Sandra is progressing really well with her math skills. Her current ILS Coach, Phat Nguyen, reports that when he began working with Sandra, she was able to accurately perform simple mathematic subtraction operations. With his coaching, she has now been able to apply these basic math concepts to more difficult real life scenarios. Sandra and Phat practice math problems at Cambrian Library every week. They review examples of math subtractions to application problems that involve money counting. On the weekend, they practice applying those mathematic concepts to real life scenarios at the bookstore, at shopping malls, or at grocery super markets. Phat explains, "We might go to Barnes and Noble and look at many books to compare prices. I often asked her, "Sandra, which book cost more, this one, or the other one?" She looks at the price, and then she gives the correct answer. I also ask her to mathematically explain her answers and she is able to do it well. "

Sandra's staff say that what makes her very great to work with is her attitude. She always has a happy smile and is filled with joy whenever they meet to work on math, shopping in the community, or to go to the Junior Giants Baseball Game. Sandra is upbeat, honest, and has a great sense of humor. Phat says, "Her positive attitude and her willingness to improve at life skills and to be engaged in community events, is very encouraging for me as an ILS coach. It is a pleasure to coach Sandra, knowing that Compass has made a positive difference in her daily life."



Team Member OF THE MONTH

[4]

Christine

July

COMPASS VALUE: Trustworthiness, because the most important attribute to any relationship is trust.

STAFF ADVICE: Leave all negative attitudes at the door and always greet your client with a smile. Remember our attitudes rub off on our clients.

QUOTE: "Wherever you go, no matter what the weather, bring your own sunshine." Anthony J D'angelo

RANDOM FACT: I do overnight volunteer hours as an EMT.

COMPASS VALUE: Community. Your clients become like family members.

STAFF ADVICE: Treat your clients like they are a part of your family and leave their house clean when you leave.

QUOTE: Time is gold.

September

Wilmer

Javad

June

COMPASS VALUE: Because it gives me an incentive to deliver best to my client and colleagues.

STAFF ADVICE: Treat client with a respect and care you give to your own family member . Don't treat them just as a case number.

QUOTE: Do your best and leave the rest to God.

COMPASS VALUE: Faith, because I have faith that the clients can make their dreams come true in anything they do.

STAFF ADVICE: Have patience with the clients because at first it might feel overwhelming, but after a while it gets easier once you get to know each other.

QUOTE: You were created for a purpose.

RANDOM FACT: I'm a twin to my brother David and i love him so much.

Felicia

August





Financial Basics

PART ONE

By Aaron Zint
Payroll Coordinator

[5]

You've likely heard some well-known phrases about planning. "If you fail to plan, you are planning to fail" and "Plans are useless, but planning is indispensable." While we all conceptually understand the importance of planning, we tend to ignore it in practical application, especially around the area of finances. One Gallup poll reveals that only 32% of Americans utilize a budget month-to-month. It's understandable. Just saying the word "finances" will evoke fear and anxiety in a lot of people. 80% of Americans are in debt, which in and of itself is not a bad thing. Debt is what allows us to purchase homes, vehicles and other necessities. But there is a dark side to debt that most of us are all too familiar with. Typically it's credit card, medical or legal debt that keeps us from feeling at peace financially. Whether you are fearful or chill-axed, in the red or in the black, in good standing with the IRS or forever watching your back, making a plan is essential.

Financial planning does not bring short-term reward, which is why we tend to avoid it. We are a fast food nation and we want to feel good this instant. If we can't microwave it, we'll eat it frozen or not at all. Financial planning is a gift that you are giving to your future self. It's to the retiree that you aspire to become or the generous grandparent who gives an inheritance to their children and grandchildren or both.



So where do you start? You start with the most basic and most difficult word in the English language: a budget. Creating a budget can be done in 4 simple steps. Set aside at least an hour to do these.

1 **INCOME:** Add up how much you make in a typical month (look at your bank statements or just save your pay stubs to figure this out).



3 Subtract the total of step 2 from the total of step 1. If you get a negative number, then you need to either spend less or make more. Probably both. You will definitely need step 4. If you get a positive number, congratulations you have money that you can save! You still need step 4.



2 **EXPENSES:** Add up how much you spend in a typical month (create categories for things like bills and groceries that you have to pay for no matter what and things like entertainment and eating out that are not absolute necessities).



4 Make a decision about how much you will spend in each category that you created in step 2 and stick to it.



By Melanie
Anderson
Interim RM
San Jose

Gratitude: The Art of THANKFULNESS

[6]

Even though my parents raised my siblings and myself to be thankful for our many blessings, I did not truly understand the concept of gratitude until I traveled through the pain and experience of loss. When I was a teenager, my Mother was diagnosed with breast cancer. I knew it was serious but I was completely ill prepared for the challenging years ahead. At first I was positive, sharing hopeful energy with my Mom every day. It was not long before I found it difficult to have any hope and I became quite bitter as she suffered through surgeries, treatments, new diagnoses and literally, pain. I had been working at a residential care facility and the owner, a nurse, noticed my work was suffering. She was not someone I had perceived as nurturing and I had labeled her, in my infinite 19 year old wisdom, "old school" and difficult to please. She pulled me aside and asked about what was happening with my Mom and offered to share honest information about what I could expect to happen to my Mom as her illness progressed. The conversation was graphic, painful and frightening. After the reality of what I could expect broke me down to my lowest point, she told me I was lucky. Lucky? She pointed out that we had been given the gift of time that so many others were not. She pointed out that personally caring for my Mom, tending to her wounds, hugging her as she cried, talking to her about what she wanted at her funeral, hearing about her faith, and simply being present with her through her journey were things I should be grateful for. She was right and I have since been grateful to her for changing my paradigm that day. She attended my Mother's funeral and I thanked her for the gift she gave me. I started appreciating the smallest of blessings and have tried to make a practice of that ever since.

Gratitude defined is, "a feeling of thankfulness". When you look up "thankful", it reads "appreciation". "Appreciation" reads "to value highly". Gratitude shifts your focus from what you perceive your life to be lacking to the abundance that is already present. Because gratitude encourages us not only to appreciate gifts but to repay them (or pay them forward), the sociologist Georg Simmel calls it "the moral memory of mankind." There is behavioral and psychological research that has shown the surprising life improvements that can stem from the practice of gratitude. Giving thanks makes people happier and more resilient, it strengthens relationships, it improves health, and it reduces stress.

What does practicing gratitude look like? It could be so many things...Being present in the moment and being thankful; expressing appreciation to another; sending a card; seeing the positive in a situation; repaying a favor; random acts of kindness; noticing the simple things; finding the lesson or purpose in a tough situation; smile; not waiting to tell someone you love them or appreciate them; focus on intention; take a 30 days of gratitude challenge... A common method to develop the practice of gratitude is to keep a gratitude journal. There are journals for this purpose and lots of free printables online. I downloaded an app on my phone that I used when I was feeling down and not very grateful about much. It only took a few days to transform my mood and remind me of the good in my life. I started to reflect on little things that I was previously taking for granted. I recently discovered a website, 365grateful.com, that has inspirational stories and the creator's own gratitude project. Another site, gratefulness.org, is devoted to living gratefully.

It is said that a grateful heart is a magnet for miracles. Why don't we start attracting those moments of greatness right now? What are you grateful for? And how can you share your gratefulness with others?

Cruise Memories!

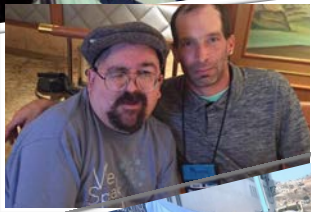
Just sit right back
And you'll hear a tale
A tale of a favorite trip,
That started from this Cali port,
Aboard this massive ship.
The mate was a mighty sailin' boss,
The Skipper brave and sure.
120 passengers set sail that day,
For a 7 day tour,
A 7 day tour.

**Adapted from Gilligan's Island theme song.*

Skipper

Boss

[7]



Throw Back
Disneyland 2010!



Bay Client Christmas Party

December 1st
6pm-8:30pm

The Vine Cinema
1722 First St
Livermore, CA

FIND US ON FACEBOOK!



Compass SLS & ILs
475 Knollcrest Dr.
Redding, CA 96002

