

2019 Summer Edition

COMPASS



Compass Supported Living and Independent Living
Volume 16



A note from our Founder and CEO

Are You Engaged?

BY SADIE HESS, FOUNDER & CEO

When I started in this field over 20 years ago, I worked in the field alongside of many different field staff. I met all kinds. Oversharers. People just biding their time. Excellent, caring

found their place, know their contributions are appreciated and they have relationships that matter.

We recently asked our team to participate in a Gallup survey to let us know where they are at and what we can work on to change our culture to one of engagement. The results are in! We are average. I am please to report 48% of our team are engaged, which is a great start, but we have work to do! We plan on focusing on three primary aims in the following months. The first will be recognition. This seems to be an across the board need.

*The results are in!
We are average.*

individuals. And the worst type: bitter people. Gallup will call these individuals “actively disengaged.” Those who are “disengaged” but not “actively disengaged” just aren’t sure about their job yet. They don’t know if what they are doing matters or if they have truly found a home. We are working to build a team and a company of engaged individuals. To me, engagement simply means people who have

Our team wants to feel acknowledged for hard work and feel this is currently lacking. Secondly, we need to help our management team understand priorities and expectations. This makes sense: our managers are literally pulled in 20 directions every day. We need to help them live our values and feel our support as we navigate real-life, difficult decisions daily.

ged?

Lastly, our team wants more opportunities to build community and have relationships. This makes a ton of sense. We all got in the social work world because we love people, but sometimes this work can feel isolating and discounted

based on our distance from one another and client choices. If you would like to see more results or be a part of ongoing dialogue to address these needs, please email Glory and we will get you connected. We will need a lot of input and teamwork to better engage and support our teams. I dream of a day you can walk into any office, any client home and meet quality individuals who have found not just a job, but a place to happen.



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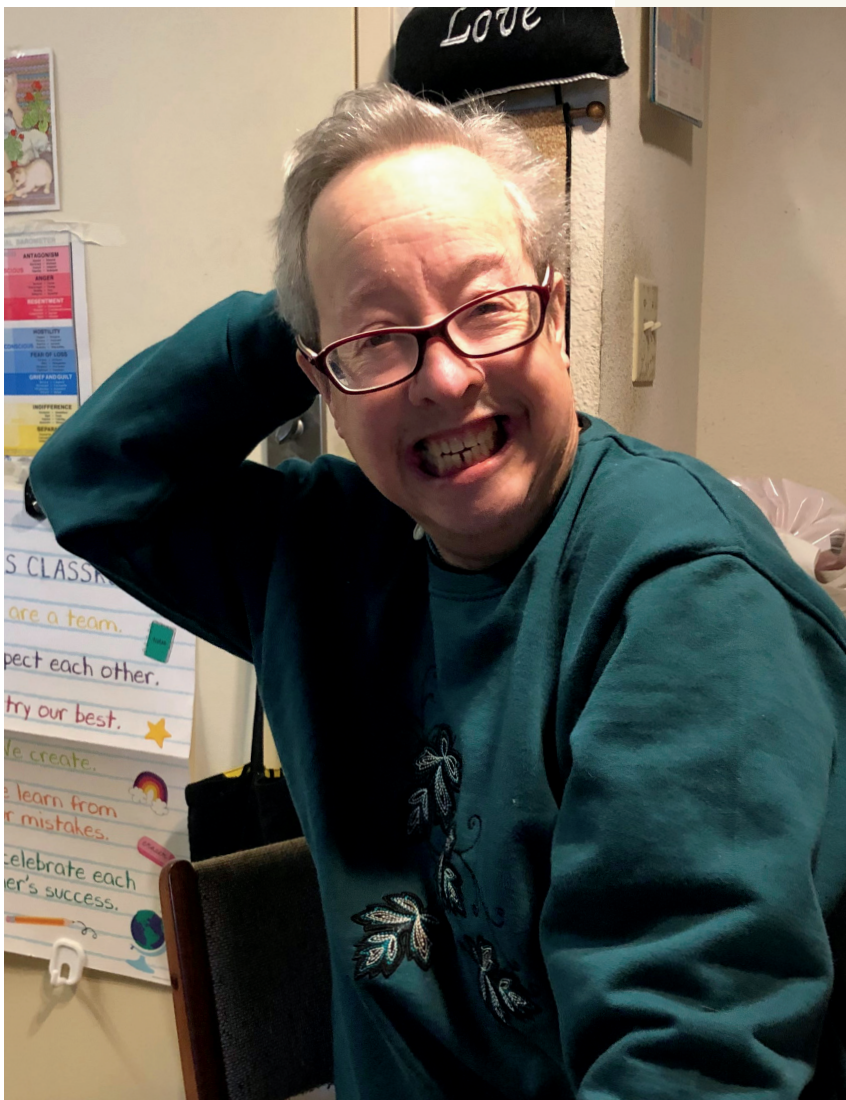
SLS Feature Meet Anne

By Kat Vasquez, Case Facilitator

I would like to introduce everyone to our new client Anne! She is out of our Concord office and she started with Compass in January of this year. Anne lives in Walnut Creek with her kitty Tallulah. Anne is fun and is full of life, she will always keep you on your toes. Anne has already made friends during her short time with Compass and is always looking to meet new people and experience new things with them.

Anne is looking forward to what the future with Compass holds. She is also excited to join her peers in Compass events. Anne has not stopped talking about Bravo Bucks, her adventure of choice, Beach Day, and of course any opportunity to connect with her peers. Anne is also very caring and is always watching out for friends and anyone in need. Anne offers her resources to all of her neighbors and Compass clients. This includes recruiting new clients to Compass!

Anne is very involved in her church and attends every Sunday. She attends all events and special services they have. She enjoys donating things to her church like, desserts, canned goods and snacks. Anne is also interested in getting back to work. She worked for Target for 20 years, and would like to return to keep herself busy.





I want to introduce Natalie. She is an ILS client that came to us at the end of August 2018.

Natalie works with Vanessa, our LC2 out of Contra Costa County, and she has really enjoyed being a part of Compass! She recently attended A Night to Shine and has signed up for an adventure retreat. She is looking forward to meeting and making new friends here at Compass. One of Natalie's favorite goals, is cooking! She loves cooking and finding new recipes with her LC. She has learned how to utilize measuring spoons and cups and has been making a lot of weight watchers recipes and has even learned to substitute ingredients for a

healthier versions of the recipes that she is making.

Natalie really enjoys helping others and volunteers at her local church working with kids. She would like to eventually find a job working in a daycare or somewhere where she can help others. She also enjoys going on long walks through her neighborhood with her boyfriend and their dog, who sits in a stroller and enjoys the ride. Natalie is also really creative and some of her hobbies include making friendship bracelets and doing arts and crafts. And like most ladies, she loves going shopping!

"One of Natalie's favorite goals is cooking! She loves cooking and finding new recipes with her LC."

Thank you Natalie for being an amazing woman and we are honored to be working with you!!

Meet Natalie

ILS Feature

By Shannon Laird, ILS Manager

The Super

By Rafael Lamarche, Life Guide

THE STRUGGLE

How would you feel if you entered a foot race with the fastest man alive? If that does not feel intimidating, what if you did not have any feet? If you signed up to race, knowing full well that you do not have any feet, congratulations, welcome to the wonderful world of Supported Living! Our disabled adults are not simply disabled, they are running the race of life at a massive disadvantage. Despite their disadvantages, disabled adults are able to live in their own homes, lose weight, adhere to very complex medication regimens, manage diabetic meal plans, go to college, advocate for their rights and so much more.

THIS IS AN ADULT, NOT A DISABILITY.

Many times society can have a perspective of the disabled that since they cannot “contribute to society,” they are worthy of our compassion but respect. This results in us viewing the disabled as children stuck in a body that we struggle not to stare at while in public spaces. The disabled population will tell you time and time again, “We just want to be treated like everyone else.” I would argue that adults are adults and disabilities do not disqualify you from dignity and respect. I would also argue that the unimaginable race that disabled adults must run is admirable. So, if disabled adults are adults and worthy of respect, how does that ultimately affect how we treat them?

PERSPECTIVE

In my 3 years of experience working with disabled adults in the trenches as a caregiver and as a Case Manager, one thing always stands out to me. Disabled adults are always cared for but rarely cared about. The amount of work involved to care for someone who simply refuses to care about themselves can be absolutely maddening. However, I believe that we often ask the wrong questions. I believe that we are always trying to figure out what will motivate our clients and it often results in us trying to trick or manipulate them into caring about themselves. I believe that will only get us so far. What if we viewed our clients as super abled instead of disabled?

RESPECT

As a caregiver, when our clients get upset, frustrated, sad, angry, or stubborn it can be really difficult. But, instead of listening politely our patience runs thin and we often try to get them to feel better by dismissing everything they say and forcing a positive point of view in their face or letting our own frustrations get the better of us. However, respecting an adult means

Abled

that we respect how they feel. Respecting someone means that there is no need for a power struggle because we are not responsible for fixing our clients. We are there to care for our clients and not view their struggles as an opportunity to be self-righteous and take credit for their growth. Respect means that I listen better, I create healthy boundaries, I honor their dignity, I encourage instead of overinflating their flaws, I make eye contact, I bring joy into conversations.

SUPERABLED

Disabled adults have been isolated, humiliated, and sadly disrespected by strangers when they are out and about in the community and unfortunately even by those who are responsible for caring for them. If we were able to use empathy to see the world from their perspective I believe that the world cannot only respect them but, be inspired by them. These people can accomplish so much with so much less. They are often more "Abled" than many of us. So, I propose a new category of disability, "THE SUPERABLED." There are adults that can create magical works of art using their mouths because they were born without hands. There are people who can remember every day of their lives despite their intellectual limitations. There are millennials in wheelchairs due to cerebral palsy, with several masters' degrees. These people are rock stars who write books, sell art, and make speeches in front of state congress, despite 40 years of mental illness and unimaginable trauma. The "SUPER ABLED" have unimaginable and limitless potential. They deserve our patience, care, recognition, time, love, respect and most importantly a well-funded and properly managed Care System that focuses on real growth instead of just the status quo.

There are people that need our help. To quote Dr. Seuss. "A Who is a Who, no matter how small." The truth is a person is a person, Disability and all.



SLS Feature

Meet Carol

By Aime Galindo, Case Facilitator

Personalities make us unique and distinctive, they contribute to who we are; and boy is Carol's personality a special one. Carol is one of my nonverbal clients and though we are not fortunate to hear actual words, her voice is one that does not go unnoticed.

Carol will quickly let you know how she is feeling through her actions and sounds. She will turn her head when she doesn't want something and will start to get up when she is ready to go. She will cry when she is upset and smile when she is happy. She'll pull your hand towards her mouth when you are not feeding her quick enough and always be happy to eat more, especially if it is something sweet! Carol treasures her daily coffee trips with her sister which usually includes a donut.



One of my favorite things about visiting Carol is seeing her personality come out in her wardrobe. She expresses herself through colors and dressing up. Thanks to her wonderful staff, Carol is always dressed to impress with complementing accessories. Each morning after her shower, Carol makes her way to her dresser to choose her jewelry of the day as well as spray on a spritz of perfume. She enjoys getting her nails done and her hair is always well groomed to match her latest fashions. Carol also loves shoes. As you walk towards Carol, you will quickly see her gaze shift down to your shoes, so she can take a look at what you have on.

Carol loves to attend Compass events and is present at almost all of them. With the help of her staff, she is able to enjoy plenty of food and participate in the activities. She loves music and you will definitely catch her bobbing her head to the beat of the music. And while she is in the moment, enjoying her time, you will typically hear her say hi and bye, in a very loud voice. Carol's personality shines through her actions and anyone who spends time with her can attest to the lively and fun spirit she brings with her.

I would like to introduce Jean Snyder to our readers. Jean has been a valued part of the Compass family for many years. Jean grew up nearby in Campbell. She lives in her own apartment in Milpitas with her beloved calico cat Shelby. Jean is a very independent woman. She has grown as an ILS client, improving her skills in many areas. With some coaching and encouragement from her dedicated Life Coach Sandra, Jean went from eating frozen dinners for most of her meals to making almost all her meals at home!



Jean is a very outgoing woman. She lives next to the Great Mall. Jean walks to the mall every Saturday to get exercise and socialize with friends that work there. She knows the manager of one of the shoe stores at the mall, so she gets an employee discount when she shops there! Jean has been enjoying attending the Compass community events such as the holiday potlucks. Jean often gets in the holiday spirit for the events by dressing up for the holiday. Jean is especially looking forward to attending the San Francisco Giants game this summer with other Compass clients and staff. This will be Jean's first Giants game ever!

Jean has been making some very impressive progress over the last year. She won an award at our Christmas event in recognition of the hard work she did in going through old boxes that she had in her apartment for many years. She created a new filing system and tossed old papers that she no longer needed. She donated many items of clothing that no longer fit to the thrift store with her Life Coach. She is now rebuilding her wardrobe gradually, using her budgeting skills and buying one new clothing item per month. Jean's service coordinator was very impressed by all the extra room Jean now has in her living space. Jean made a serious commitment to changing her cleaning habits this year and decided to scrub her bathroom, which had accumulated mildew over the years. It wasn't easy for her, but the room was transformed! We look forward to seeing what new changes await Jean in her journey and feel privileged to be part of it.

Meet Jean

ILS Feature

By Anna Levine-Beard, ILS Manager

A person is running on a dirt path that leads into the distance. The sky is a clear, deep blue. The person is wearing a white shirt and dark shorts. The path is uneven and appears to be in a natural, open area.

Get

By Aaron Zint, Payroll Coordinator

One of the weirdest moments as an adult with a driver's license, is when you pull up to your destination, but you have no recollection of the drive itself. You get so familiar with your route, the streets, the buildings you pass, the pothole you have to avoid, the traffic lights, where to turn, that your brain goes into auto pilot mode until you realize you've arrived and you hardly did any critical thinking while moving at inhuman speeds in a metal box on wheels.

While this may be an incredible testament to what our bodies and minds are capable of, it's also pretty freaky. It makes you want to turn on some Carrie Underwood, "Jesus Take the Wheel." I don't want to be a passive passenger in my car when I should be the one driving because I don't want to just wind up somewhere. I want to make sure that wherever I'm going, I'm going there on purpose.

This can be true of any part of our lives. Our finances, career, health, you name it. The moment you stop being intentional, you start being passive. Passivity will always take you somewhere, but it will take you down the path of least resistance; a destination that is underwhelming, unfulfilling and ultimately not somewhere you've actively chosen to be.

The antidote to passivity is intentionality. Don't wait for life to happen to you. Get active. Happen to your life.

Active

"I want to make sure that wherever I'm going, I'm going there on purpose."

Let's look at the difference between these two extremes in the different spheres of life and you can figure out where you're at and which you'd prefer: passivity, winding up somewhere or intentionality, going somewhere on purpose.

Finances

Passive: Ignoring your bank account in hopes it will all work out.

Intentionality: Budgeting your money so you know exactly how it will work out.

Health

Passive: Checking the mirror and scale, crossing your fingers.

Intentionality: Exercising and eating healthy.

Relationally

Passive: Complaining about not having enough or good friends.

Intentionality: Having a game night at your house and inviting people over that you want to get to know better.

Career

Passive: Waiting for more money to come to you in the position you're in.

Intentionality: Asking your boss what you can do to move forward.

Mentally

Passive: Binge watching reality TV.

Intentionality: Read an intellectually stimulating book.

Results

Passive: You let life happen to you.

Intentionality: You are an active participant in your life.

ILS Feature Meet Glenn

By Vanessa Hogan, ILS Manager



I am excited to introduce you to Glenn! From the minute you meet Glenn, you have just met a new friend. Glenn and his family moved from San Jose to the Redding area. Glenn lives with his brother and takes great pride in helping keep his house clean. Family is very important to Glenn. He has always had their love and support, and you can tell just how valuable each one of them are to him. Just recently his sister and parents bought the house next door so Glenn and his brother enjoy having their sister come and stay on weekends for some family time.

Glenn's brother is a big part of his life and also helps keep him on a healthy eating plan. They have kindness and respect for each other and display the best example I've ever seen of "brotherly love!"

Glenn worked for Kmart in the San Jose area and was recognized for being a great employee that provided excellent customer service. Since moving to Redding, Glenn has proven to be a hard working valuable employee. He has been working at the opportunity center and has a great reputation for his willingness to work and help wherever needed as well as having excellent attendance. He is always ready to return to work when having time off. Glenn works on a small crew that travels to many local businesses picking up their recycle paper bins and delivers them to the shredding plant at the opportunity center. He can also be found cleaning and sweeping on days that are slow with his crew.

Glenn is witty and really enjoys joking around. He is thoughtful and interested in finding out who you are and what you like so he can create a quick connection with you. It won't take you long to find out that he enjoys video games, music and movie collecting. The one band that stands out above the rest is KISS and almost any day of the week you will find Glenn in a KISS t-shirt and maybe even a KISS hat (notice the pictures)! His den/office room at his house is where he showcases his collectable items. You will find KISS MnM's, plates, figurines and movies among many other things. Glenn also has an interesting pocket knife collection.

Since being with Compass, Glenn has committed to an exercise routine at GCD fitness and is inspiring us all. I love to see him give his best to be stronger and healthier every week! It is awesome seeing Glenn at our community events and I appreciate his willingness to participate in almost every event we have.



*Compass adventuring
in Oregon at the
Wildlife Zoo!*



*The Skunk Train in
Fort Bragg, CA*

Adventure Recap



*The Reno crew at a
magic show!*



*Hot Air
Ballooning in
Napa!*

Let's Get Moving

By Sheri Wittmer, ILS Manager

"Movement is a medicine for creating change in a person's physical, emotional, and mental states."

-Carol Welch

"Movement" is a much gentler word to the ear than "exercise" and far easier to achieve daily for those of us not vying for gym rat status. For many, the words, "exercise," "working out", and "going to the gym" evoke a sense of dread followed by a whole list of reasons why tomorrow may be a better day to begin. If we believe that movement is a medicine for not just the body but also our psychological wellbeing, then why don't we do more of it? When we consider that our bodies are made up of over 650 muscles and 360 joints, it stands to reason that we were designed for movement. After all, that's a whole lot of moving parts just to allow them to rust out from lack of use.

We know we should be active but why? How does movement benefit the body? Think of your body as a body of water. The stiller the water, the more likely for it to become stagnant. Stagnant waters become an incubator for all kinds of bacteria and disease. Movement helps facilitate the free flow of the body's fluids, which helps to release harmful toxins and pump fresh, nourishing blood to every cell to revitalize tissues. Consistent movement has a dramatic effect on reducing the risk of diabetes, obesity, heart disease, arthritis, osteoporosis, high blood pressure, and even some cancers.

What if someone were to tell you that there's a "magic" pill that will most likely reduce stress/anxiety/depression, increase happy chemicals in your body, clear your mind for greater creativity and problem-solving, take your mind off your problems, help keep your brain growing, protect the brain from dementia, improve sleep.

Would you be interested in getting a prescription for such a wonder drug? Research tells us that even our brains are improved, moods are elevated, and creativity increases after taking just a 15-minute walk. Plus, there are no harmful side effects! What does your “magic pill” look like?

Is it walking, jogging, cycling, hiking, dancing, joining an exercise class, yoga, or sports? Feel free to mix it up so you don’t get bored. Remember, the best exercise program is the one you do. So, whatever you do, take your “medicine” regularly, out in the fresh air whenever possible, and encourage your friends to take theirs too.

Fajitas

Prep Time 15 minutes
Cook Time 20 minutes
Total Time 35 minutes
Servings 4

Ingredients

For the marinade:

- 1/2 cup coconut aminos
- 2 limes, juice of
- 1/2 cup cilantro, chopped
- 1 tbsp cumin
- 1 tbsp garlic powder
- 1 tbsp chili powder
- 1 tbsp ground pepper

For the fajitas:

- 2 lbs boneless skinless chicken breasts (about 4 breasts)
- 1 red onion, sliced into thin strips
- 2 bell peppers, sliced into thin strips
- 3 cloves garlic, minced
- 2 tbsp avocado oil, divided
- Salt and pepper

For shells and toppings:

- 1 avocado sliced
- 1/4 cup cilantro chopped
- 2 bunches broad leaf greens bibb, romaine, chard, etc.

Instructions

1. Preheat oven to 400° Fahrenheit.
2. Prepare the marinade by mixing all of the marinade ingredients together in a bowl or shallow dish.
3. Slice up your chicken into 1/2 by 1 inch strips. Place the chicken in the bowl/dish with the marinade. Mix well so that all of the strips are covered with the marinade. Set aside to marinate while you prepare the rest of the ingredients.
NOTE: You can prepare the marinade and chicken in advance and marinate the chicken for up to 24 hours.
4. Chop the onion, bell peppers and garlic as noted.
5. Lightly grease a large sheet pan with 1 tbsp avocado oil. Spread the onion and bell pepper out on the sheet pan. Drizzle with 1 tbsp avocado oil and lightly sprinkle garlic, salt and pepper over everything. Toss to coat.
6. Next, nestle the chicken pieces in with the veggies in the sheet pan. Spread everything out as evenly as possible.
7. Place in the oven to cook for about 15-18 minutes, or until the chicken is cooked through and the vegetables are cooked but still crisp.
8. While the fajitas are cooking, prepare lettuce leaves for shells and toppings as noted.
9. Once the fajitas are cooked, remove from oven and allow to cool for a few minutes.
10. To serve, spoon fajita mixture into lettuce leaves, top with avocado and cilantro and enjoy.

Check out one of Sheri's favorite recipes from Real Simple



Have you seen our VLOG?

Did you know we have a YouTube channel? We do and we're frequently releasing new VLOGs. Right now, we're doing a series called "The History Series." Check out the paraphrased snippet from our "No Grit No Growth" VLOG...

"We've been talking about Growth. We really are all about growth. We are change agents and it's in our DNA."

We had just started working with a coach and she was digging into why you grow and if you need to grow. It was really a great exercise and it made us very present to the idea that we don't have to grow. It's a choice.

It's important to know that we continue to grow Compass on purpose. There is truth in the concept that if you're not growing, your dying. We call that in economics a recession. There are seasons when leaves fall off trees but that's so they can grow again the next year. Growth is an important part of a healthy living organism including a company like Compass. Also, it's way more exciting to be part of an environment where growth is happening and new life is being born. Growth also challenges you to grow personally. You have to up your game.

This brings us to what we're going to talk about today which is the PAIN of growth..."

To watch the full video on this topic, head over to our YouTube channel.

Find us on YouTube at <https://www.youtube.com/compasscares>. There you'll learn what we mean by "No Grit, No Growth."

Check out our newest t-shirt! Would you like to win one of these?

From the time you read this article until the end of August 31st, 2019, we will be doing a giveaway contest.

To enter the contest, you'll need to do the following:

1. Subscribe to our YouTube channel
2. Comment on one of our VLOGs

That's it. Once you do those two things, you'll be entered into the contest. Winner will be picked at random and announced in September 2019.



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