

# COMPASS

2020 Winter Edition

Volume 18



*Compass Supported Living and Independent Living*

# VISION



*Sadie Hess*

FOUDNER & CEO

I love changing seasons! I love soup in the winter and salad in the summer. I love tidying in spring and organizing in fall. Such a lovely rhythm to it all. But if you know me, you must know that my favorite season is the beginning of the year! Oh, how I love the possibility of new things and the expecta-

tion as a whole year lies before you. I am provoked by our theme this year: 2020 Vision: Seeing each other as never before.

A raw and primal emotion: the desire to be seen, and even deeper, to be known. We have an innate longing for the world to see us and accept us for who we are and what we contribute. Regardless of disability, we wait to be unwrapped like a gift.

Recently, I have been amazed by the number of CompassLovesU lunches! An individual uses their hard earned CompCoins to hang out with Eric and I. We go out for an hour or so and just be "human". We talk about who we are and some of our experiences. I get to see Dee or Roy or Laura in a new way. I see how they sleep away from their home or how they are embarking on a new adventure in love.



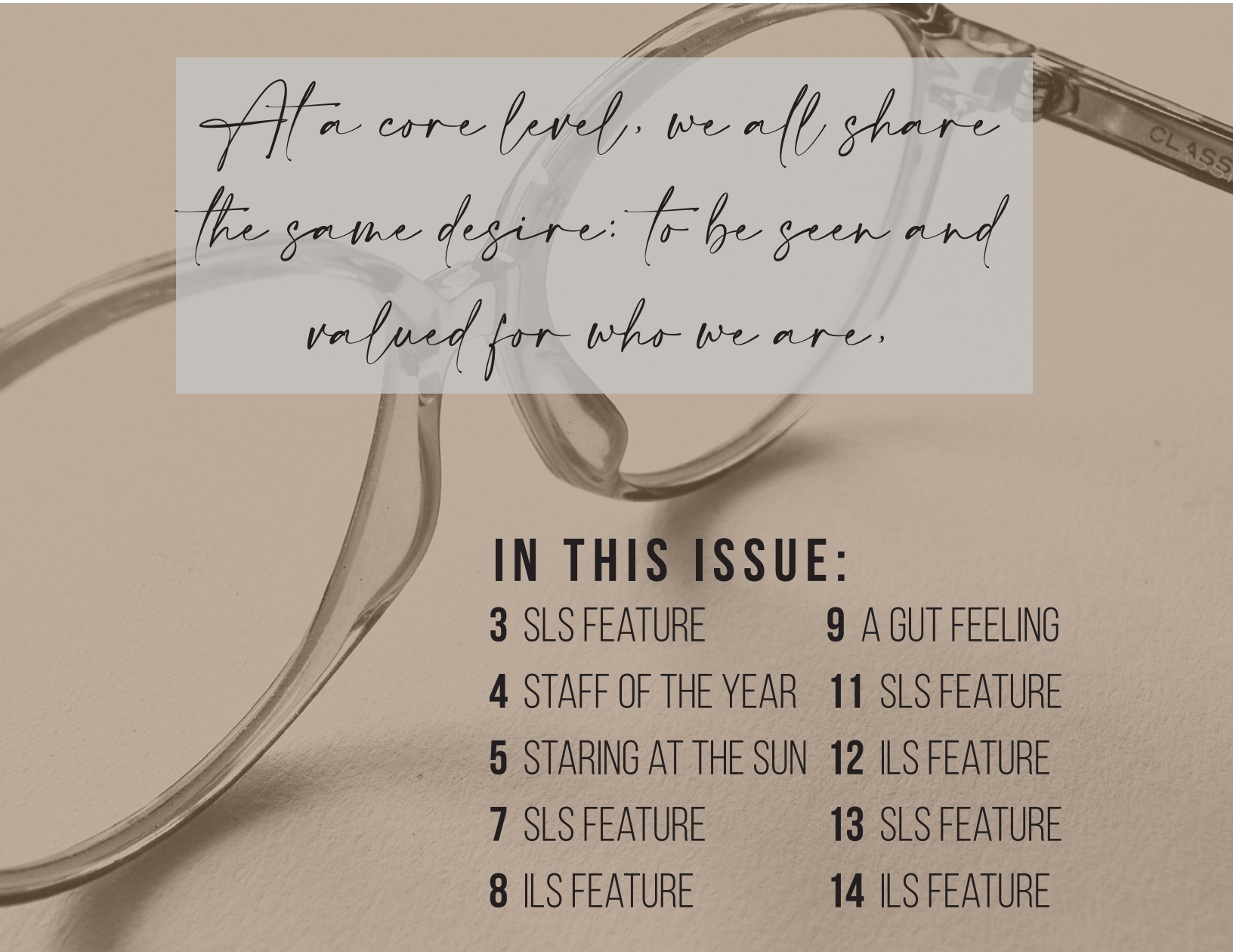


I see how they blend their home/work life balance. I see how they love clients unconditionally. We share a meal and I see them and know them a little better.

I hope they see me too. I hope they see I don't have all the answers. I doubt, I fret, I question like anyone else. Eric and I fight, and we make up, like every other couple (although most couples probably don't fight about Compass as much as we do!). We have our moments of deep pain and regret, as well as mountain top experiences. We worry about our kids and we

love to talk about our hobbies. At a core level, we all share the same desire: to be seen and valued for who we are, not just our "job" at Compass.

Seeing each other is the first step in knowing each other. And knowing each other builds our community while strengthening our personal identity. This year, I truly hope you see and are seen. People are all around you who are beautiful inside and out. Look and you will see the rainbow that is our community.



*At a core level, we all share  
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# SLS Feature

BY TRACY FENYOE, CASE FACILITATOR

## MEET ALISON



As you all know the Redwood Coast Region is growing! We would like to take this opportunity to introduce you all to the newest addition to our Compass family, Alison. Alison, or Ali as we call her, joined us here in Fort Bragg on December 1, 2019. Ali ventured all the way from the mountains and beaches of Santa Cruz to us here on the magical Fort Bragg Coast to join our Compass family.

If you ask her fabulous staff about Ali, they will tell you she is kind, smart, funny and has the best smile. She is kind of a prankster and has a great sense of humor! Ali and her infectious personality have jumped right in and made lots of new friends. She has already joined in on many of our Compass and community events. She attended the 1st annual RCRC Christmas party in December. She loves attending First Friday, where she walks around town greeting everyone she meets. In February she will be participating in the Special Olympics event, the Polar Plunge, where she will be on the sidelines as a chicken rooting on her friends.

Ali loves the ocean, hiking, and watching musicals. Her favorite show is Glee, she can recite to you most of the episodes. Ali really loves listening to all kinds of music, and you can always count on her to sing along, especially during Karaoke.

She meets up with friends weekly to take long walks and chat. She especially likes saying "Hello" to the people passing by! Alison loves holidays, but her favorite is Halloween. She loves dressing up as a hula dancer, and planning how much fun she will have next year. Dogs are sure to put an even bigger smile on Ali's face. She enjoys walking them, playing with them, and snuggling with them.

Ali has a wonderfully supportive family. She is loved very deeply by her mother, father, stepfather, her two twin sisters, two brothers-in-law, and her six nieces and nephews. It has been our honor and pleasure to get to know and welcome Alison and her family to the Fort Bragg Compass community!

# TEAM MEMBER OF THE YEAR *Tammy*

Today we honor Tammy Howell, not for single a day or event. We honor her for her decades of care to our community.

She started at Compass in March of 1999 with a challenging situation. We felt fortunate to find Tammy. She was educated and experienced, but we soon came to appreciate so much more! Tammy's heart of compassion, dedication and perseverance was what ended up being the true gift. She truly sees the individual and provides individual services.

Twenty years of care, diligence, leadership and love have passed. She continues to be both a leader and a friend at all times and in all situations to clients, families, and our Compass community. Compass has experienced countless changes, and yet, it is because of Tammy (and others like Tammy) our heart remains the same. We love the one!

Today we honor her consistency, patience, and dedication. She has provided over 60,000 hours, yet approaches each hour of care with excellence.





# STARING AT

BY AARON ZINT, PAYROLL COORDINATOR

It was 1990-something, and I was riding along as a bored 7-year-old in the front seat of my family's minivan on a road trip. This was back when the only entertainment during those long drives was either the car radio or staring out the window. Thank Jobs for the creation of the iPod, iPhone, iEtc. In my boredom, I decided to do something I'd never done before: see how long I could stare directly into the sun. I was "smart enough" to only do this with one eye. It was physically painful to keep it directly in view for very long, but after 5 to 10 seconds the pain started to decrease, and I was able to gaze upon it for half a minute or so.



Months later, as the blind spot that briefly looking at bright lights normally causes never actually went away, I went to an eye doctor and found out I had burned a permanent divot into my pupil. fourteen years after that, the blind spot has shrunk significantly. I can only see it by closing my unaffected eye, and I have a fun random fact for team-building activities.

*Even when pain prompts you to change, your vision of the future you want is what will sustain that change.*

Whenever we must make big decisions, changes, or life-corrections, it's like my young self, getting ready to stare at the sun. The pain of the moment, boredom for me, prompts you act.

# THE

# Sun



But can it sustain you when the going gets tough? When I considered a major career shift about 7 years ago, the wisest question anyone asked me was from Eric Hess. He asked, "Are you making this decision because of pain or vision?" In other words, am I trying to move away from something or towards something?

Pain can be a beautiful and necessary motivator. Just ask anyone who has needed to get their health in order, or anyone who has dealt with a dependency. There are two problems with pain motivation. One: it only lasts if the pain lasts. The moment the pain is gone, the motivation is gone. Two: if a greater pain arises in the struggle to change, we will choose the lesser pain that we started with. That is why so many New Year's Resolutions fall by the wayside so quickly when it comes to weight loss. Yes, staring in the mirror and not liking what we see is painful, but the discipline, positive self-talk, and self-control of consistently doing difficult workouts, eating healthy and denying ourselves sweets can be way more painful.

There is a better way. If you can visualize what you want instead of what you don't want; where you want to go, instead of where you don't want to be; who you want to be, instead of who you don't want to be; what you want to do, instead of what you don't want to do; you will be giving yourself vision as a motivator. Even when pain prompts you to change, your vision of the future you want is what will sustain that change. When there is pain in the process, vision will give that pain a purpose. The clearer the vision, the greater the motivation. You want your vision to be 20-20.

# SLS Feature

BY WAYMON DAVIS, CASE FACILITATOR

## MEET HUEY

I would personally like to acknowledge and appreciate Huey. Huey has been with Compass for over 7 years. Huey is friendly and mild-mannered, with a smile that lights up the room. Huey loves playing puzzles as well as watching videos and TV programs in Chinese. Huey lives alone, but his sister, Ellen, and her husband, Anthony, are very involved in his life. Huey doesn't know a lot of words in English, but he tries hard to learn when you speak to him. Huey loves living at home, hanging out with his family and friends, and enjoys the time he gets to spend with them.

Huey has shown remarkable strength and determination over the last year. Huey had a couple of setbacks with his health last year, but was able to rebound back to his old self. Huey has a wonderful circle of support from his sister and brother-in-law that work with him as caregivers. Huey loves taking trips with his family, and recently returned from a trip to Taiwan with his sister and brother-in-law. Huey loves to keep active and exercise every chance that he gets. Huey is a great example of resilience and attitude. Huey loves to participate in his day program and gets upset when he's not able to attend. Huey loves to work and hang out with his peers during the day.



Huey loves to be helpful and he's always the first to help out or show the new participants. Huey is back to his normal routine of working and hanging out with his peers. When you meet Huey, he will often greet you with the tough man gesture with his arms, symbolizing that he's strong and healthy.

The reason why I choose Huey is because of the inspiration that he brings to everyone he is around. Huey is like a ray of sunshine that brightens up the darkest day. Huey has a gift of peacefulness and tranquility. I'm grateful to have the opportunity to work with a wonderful individual like Huey!



# ILS Feature

BY ANNA LEVINE-BEARD, ILS MANAGER

## MEET NANCY & HOAN

Nancy and Hoan are sisters who live together. They have been with Compass ILS since 2016. They have the same Life Coach, Linda. Linda has been doing great work with the sisters over the past couple of years, working on their communication in both English and Vietnamese. The sisters have limited English skills and were living a somewhat isolated life before Compass was part of their lives. Hoan almost never left the house, except to see her doctors or to go to church. Since she has started working with



from her instructors for how hard she works to stay physically fit. This is very important for her to maintain her health, since she is in a wheelchair. Hoan does many craft activities with Linda. She is a talented artist and often gives the beautiful items she makes as gifts. Hoan is a shy woman, but she took the impressive step of hosting a group event, teaching other consum-

ers and staff how to make Vietnamese egg rolls. She and Linda worked together to write out the recipe and share it with the participants, who all got to take food home!



Nancy has been eager to participate in many community activities. She has come to almost every Compass event, including potlucks, holiday parties, BBQs and the Day on the Beach in Santa Cruz. Nancy also greatly enjoys attending community events outside of Compass with help from her Life Coach. She has attended the Senior Safari free day at Happy Hollow twice, among others. Nancy enjoys dressing up for Halloween. Nancy attended the Night to Shine prom event and had her hair and makeup done for the first time. Nancy has been increasing her health by attending fitness classes at West Valley college with her Life Coach, such as the swimming program and a stretching class.

We love having the privilege to be a part of Hoan and Nancy's lives. Seeing them grow, gain skills, maintain their health and expand their experiences enriches our hearts.

# A GUT *Feelin'*

BY SHERI WITTMER, ILS MANAGER

There's a whole lot more to us than what the eye can see. From the mouth to the rump our intestines can range up to 30 feet long. Within that 30 feet, there are approximately 100 million nerve cells, which means our gut could be considered our other brain. Think about this: When you get bad news, where do you feel it? When you have an inkling about something or someone that doesn't seem quite right, where do you feel it? In the gut. The gut and the brain seem to have a 2-way communication system. Our gut affects our mental state as much as our mental state affects how well our digestion works.

If that's not impressive enough, two-thirds of the immune system is housed in the gut; the rest in various glands, bone marrow, and the skin. Our

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immune systems, when healthy, act to protect our bodies from disease. Think of your gut like a frontier, armed with 100 trillion soldiers from many different countries, all ready to defend your system!

Each classification of soldiers has a unique role and responsibility. Like human soldiers, these special forces can be killed and when the army thins out, the frontier becomes vulnerable to attack. Invaders like parasites, infections, excessive yeast, heavy metals, and harmful bacteria wage war on the home forces, seeking to stage a hostile takeover. Once the evil soldiers outnumber the good guys, the disease begins to brew within the body.



How do these invaders get in? Some come from within the body, but most come from outside the body from either the thoughts we think or what we take into our stomachs. That means we have a measure of control over our health if we choose to align our thinking with positivity and nourish our bodies with wholesome foods.

Stress is a top contributor to gut imbalance. Think about how your stomach feels when you are anxious. The

release of stress hormones changes the body's ability to perform optimal digestion because it thinks you are in grave danger. Digesting your food becomes less important than surviving. Over the long haul, the steady release of stress hormones in the gut damage healthy soldiers and allow the evil invaders to take ground.



How are we helping the bad guys cross the border into this frontier? Everything that goes down the hatch lands in the gut where our highly intelligent special forces must decide what to do with what's being sent. Is it food, filled with highly beneficial nutrients or is a food-like, edible substance that the body doesn't know what to do with?

### **Here's a list of common gut offenders:**

- >>Over the counter painkillers
- >>Pesticides
- >>Alcohol
- >>Fake foods, laden with artificial coloring and additives
- >>Excessive antibiotic use
- >>Birth control pill
- >>Chlorinated drinking water
- >>Sugar (yes, I added this one last so you would keep on reading.)

Remember this important truth: Disease begins in the gut. So, protect your gut and it will do its job of protecting you.



# SLS Feature

BY SHERI MITCHELL, CASE FACILITATOR

## MEET JAMES



James was a victim of the Paradise Camp Fire in November 2018, where he lost all his personal things. His whole world was shaken by the fire. He was moved to Redding

where he started with a new company. This is where Compass came into his life to partner with him so he could build his new life. When COMASS got the call that he needed help after the fire. It took the staff 36 hours to bring James into the COMPASS family. When the Regional Manager, Josh, reached out to the field staff, twelve people volunteered to staff James. When joining Compass, James was very sad and unsure how Compass would be able to help him.

He brightened when he realized he would have 24-hour staff. He had someone to talk with and had people in the house that cared about him. He has been with Compass for a little over one year. James has made so much progress with his staff and Case Facilitator.

All are very proud of the work he has done. "He keeps you on your toes with his personality, style, and uniqueness (Katie-CF)." One major goal of his was to live in his own home and he was able to make that happen." He is so friendly and personable; he will approach anyone to ask them about their life because he truly cares" (Mike SLS Supervisor).

Every day with James is an adventure. You never know who you are going to be serving from Chief Red Cloud to Colonel Custard. Every day he chooses who he wants to be and becomes that person. Often you will arrive at his house and he will be waiting in a sheriff's outfit (with a western movie playing in the background) and the first thing out of his mouth when you enter the door is "You're arrested! The charge is bank robbery!" From the time you are arrested you might even get on his good side and he will promote you all the way up to General. "I remember taking him to library and James was talking to the security guard out front and while walking away James started laughing. When asked why he was laughing he responded that's a fake cop and continued laughing" (Josh-RM). James displays the FISH philosophy "Play", with his circle of support, his staff, and Compass but with anyone that will encounter him in the community.



# ILS Feature

BY JENI CHEFFEY, ILS MANAGER

## MEET JUSTIN

Compass Community, I am pleased to introduce you to Justin!

Justin, who is also known as "JJ," has been a huge part of the Compass Community since 2013! JJ describes himself as a caring, outgoing and adventurous individual. He is a fearless go-getter that is always looking for the next escapade! On any given day you might find JJ spending time with his children, training for one of his MMA fights or traveling all around the states. In the past year, JJ has successfully found a place that he can happily call home, returned to adult school and has been practicing for his driver's license!

Over the last couple of years, JJ has demonstrated himself to be an All-Star athlete, playing and/or participating in several Special Olympic Sports. JJ has participated in Basketball, Track and Field, Swimming and Bowling. In 2019 his basketball team the "Siskiyou Outlaws" brought home the Gold Medal. JJ also achieved the silver after completing the mile in 7 minutes and 36 seconds.

Justin someday plans to become an employee at Compass to improve the lives of others, all while being inspired as he has been over the past 7 years. JJ is a kind individual, who is always willing to lend a helping hand to others in need. He is a great friend, and is always willing to advise others on how to live

life more positively. Justin's bright personality and infectious smile are always first to light up the room. When Justin puts his mind to something, he does not stop until the task at hand is completed.

JJ has several dreams that he hopes to accomplish in the coming years. He has submitted a

tape to Survivor in hopes to one day Outplay, Outwit and Outlast to become the sole survivor!

After com-

pleting his adult school, Justin plans to enroll in college, and receive a degree in business or computers. JJ would like to encourage all the Compass community to continue to work hard and make all your dreams come true. He quotes "Don't let your disabilities stop you."



# SLS Feature

BY TIFFANY DENNY, CASE FACILITATOR

## MEET JOE

One of the best parts of my job is getting to meet and work with new clients. The first thing that I noticed about Joe was his huge smile and his infectious laugh. He is especially happy watching wrestling or The Price is Right while eating nachos (his favorite snack). He loves all things Disney, Batman and Powerpuff girls, and displays his collection of figurines and décor in his living room.

Joe joined Compass in June of 2018 as his first SLS agency. His parents and team were worried about his success in a Supported Living Agency, as many parents do, but Compass quickly offered the needed support. Since then, Joe has continued to grow in his goals and thrive in his own home. He has a dedicated team of caregivers who make sure he remains safe, healthy and happy.

Joe does not attend a Day Program, as most are not the right fit for his needs, so his caregivers take him into the community on a daily basis to help him feel more comfortable, and get used to all the noises and different people. Joe loves going bowling at least once a week, taking his daily walks around his neighborhood, and eating at The Cheesecake Factory. Joe has now even begun to attend Compass

events like the Bravo Buck Event, and the Compass Christmas Party. He had a great time!



Another area that Joe has grown immensely in is his vocabulary. When I first met Joe, he verbalized very few words. Now he will say a caregivers names to get their attention, tell me 'bye!', and even request his favorite 'nachos!'. Since Joe has joined Compass, his vocabulary has at least tripled and his caregivers continue to help him add to it every day.

Joe best embodies the Compass value of Freedom because his team provides him with the encouragement to make his own choices in a safe and positive environment.

We are so proud of the progress that Joe has made during his time with Compass, and are excited to see what he will accomplish this year!

I wanted to acknowledge Lane. He has been with our ILS group for a little over a year. Lane is an all-around awesome individual! He is so kind and sociable. He has been working with Michelle, our ILC in Alameda County for about 7 months and with her assistance, he has accomplished a huge goal of his, which was to find housing. Housing has been such a huge crisis for our clients. Lane went through an application process, met all of the criteria and moved



into his first, brand new apartment in Livermore on November 1, 2019.

With Michelle's assistance, Lane hosted a House warming party just before Thanksgiving in his new place. He had a few friends and family over to help him settle in. Lane is currently a full-time employee at Costco, and attends college part time.

In Lane's spare time, he like to get adventurous and explore different areas. He likes going to concerts, movies and out to eat with his longtime girlfriend, Amber. Lane took a trip to Colorado about seven months ago, he had a really great time. He loves spending time outdoors, and he was able to explore a lot in Colorado.

One of Lane's hobbies is drawing! He is an amazing artist and hopes to get into drawing his own comics. He is really talented, and I hope to see his work explode into the comic world one day!

## **MEET LANE**

BY SHANNON LAIRD, ILS MANAGER

*ILS Feature*



# Come see my Backyard

We're excited to announce our 2020 retreat plan. Did you know Compass is now serving in 5 different regions? Each of our regions will be hosting their own retreat and they are inviting you to come see their backyard. Registration is open on our website at [www.compasscares.com](http://www.compasscares.com).

**East Bay Retreat - San Francisco Giants Game:** Come to the City by the Bay for Summer Days and Double Plays! Join us in our backyard of Concord, CA on 9/12 for a night of games and pizza. Out-of-towners will stay the night in Concord. On 9/13 we will meet up again in SF to experience the SF Giants vs Cincinnati Reds.

**South Bay - Great America Amusement Park:** We will be spending a fun-filled day in Great America, riding rides, seeing shows, shopping and a community lunch together in the park on June 6th! For any of our clients/staff in the Bay Area, this will be a one day retreat. For clients/staff traveling from another region, this retreat will include an overnight on June 5th

**Redwood Coast:** Come see our newest region on September 24th-25th, in one of the most beautiful places on Earth: the Redwood Coast! This event is perfect for someone wanting to visit the coast, and have plenty of opportunities to connect with friends. A few of the activities will include a tour of the Botanical Gardens, a ride on the famous Skunk Train, and a pizza party!

**Far North:** Premier Camping adventure in cabins with opportunity for water rafting, zip lines, horse back riding, and back country vistas! We're calling this a "mini" Woodleaf retreat; the same feel as our Woodleaf trip, just a smaller group and a different location. Join us in Etna, CA on August 14th-16th.

**Sacramento:** We will explore the Lake Tahoe Area including the beautiful lake and scenery. We will board the MS Dixie for a 2.5-hour scenic daytime cruise to Emerald Bay, offering fabulous photo opportunities, and sunshine. Then we will venture to the Heavenly shopping area and casinos for a night of lively fun! Those are just a couple of the activities we have planned!