

# COMPASS

2022 Spring Edition

Volume 26



Supported Living and Independent Living

# I Choose Great

By Sadie Hess, Founder & CEO

The tank is empty. In more ways than one, or two, even five. We are tired, we have less to show for our hard work, and if we are honest with ourselves, we are a little more cynical about our world. We have had more disappointments than one can remember in such rapid-fire succession--like bullets being fired at our chest. We just kept losing--vacations we planned, holidays with loved ones, our kids' school and their activities, and even losing people we love. I don't know about you, but I feel older, frailer and none the wiser after two years of this pandemic.

It is tempting to just let go. It is reasonable just to shrug our shoulders and say, "that's life". It is convenient to be a victim of this crazy world and all the pain suffocating our very breath. We could give up and who would blame us? Can you really make a difference in a world that makes no sense?

It is ok to have these thoughts and feelings. Trust me, I have cried my tears and had my moments of despair, but we can't relent. We must push through to the other side even if we can't quite see what the other side is. We need dare to dream, hope, give, love despite all the setbacks and confusion.

The bravest thing we can do as a community is

refusing to bend to the fear and doubt all around us. Bravery demands a step forward in defiance to doubt and helplessness. We need to dream again. Dreaming is the first step in every storied adventure. The first step is to see it and believe it is possible, which in this world right now, is a huge first step! Think of the great movies that inspire. They all face adversity and somehow overcome beyond all the odds. We are sitting in that movie right now. We can choose to be great, or we can become a mere statistic of our dim and dreary reality.

I choose great. I choose hope and dreams and new beginnings. I wish this for everyone in our community. Thus, we have themed our upcoming community retreats for 2022 as "dream retreats". We want to breathe life into these ideas--we want the bravest to step up. We want to partner with those visions and see people step back into life and be the hero of their own story, for clients and staff alike. We are even setting up a fund to partner with the bold in seeing their dreams step out of the shadows and become inspirations for others. We are a community of dreamers, and it is time to dream again!

Join us.

# Table of Contents

1	A Note From the CEO
3	Take the First Step
5	SLS Feature: Meet Jeffrey
6	ILS Feature: Meet Joseph
7	SLS Feature: Meet Molly
8	ILS Feature: Meet Sam
9	SLS Feature: Meet Oliver
10	ILS Feature: Meet Kody
12	2021 Community Recap
13	Retreats at Carrville Inn
15	Everyday Community

# Take the First Step

By Cassandra Sales, ILS Supervisor

Tom Brady announced his retirement recently. The man, myth, and legend after 22 years in the NFL is retiring. It is easy to look back now and think how incredible his greatness is. But, 23 years ago he wasn't all that, at least not in the minds of the NFL. He was drafted as number 199. More importantly, six Quarterbacks were drafted before him in that same draft. What does all that mean? Before Tom Brady was the greatest of all time, he was just some guy who wanted to play football who wasn't fast enough, strong enough, big enough, or lean enough to catch the eye of teams in the NFL. Before Tom Brady won Super Bowls and lead his team to victory, the only one who believed in Tom Brady was Tom himself. Tom didn't come from a famous football family like the Mannings or Longs. Tom didn't become an overnight success. Instead, he got up every single day and never gave up on his dream. He sat on the

bench when needed to learn how to be truly incredible once he finally got his shot at being on the field.

We all have inspirations and aspirations. Some of us want to be authors, others fitness instructors, some want to be nurses, and others airplane pilots. Some of us want to be great parents or just really great at our jobs and make a difference in the lives of our clients. We live in a society that loves a good overnight success. However, if you talk to any of those overnight successes, they will tell you it was decades of work behind the scenes before they ever caught their break. Let's take another Tom for example, Tom Bilyeu. If that name does not ring a bell, he is the man behind Quest Nutrition Bars and a man now worth over \$500 million dollars. Quest Nutrition Bars can be found in just about any store now.

However, it started in Tom's garage when he believed wholeheartedly in his mission, the nutrition behind his recipe, and that the world needed what he had to offer.

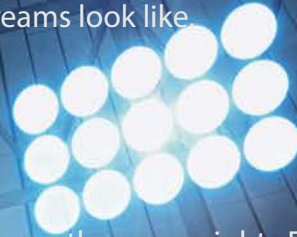
There is not a single person in the world who will believe in your dreams with the intensity, passion, and courage as you. You are what will make your dreams become a reality by never giving up on yourself. Dreams are goals with their work boots on. They do not just happen. Dreams are earned. All these taglines are great until the work gets hard, and until we encounter roadblocks, hurdles and the wind gets knocked out of our sails in pursuit of our dreams. Over the years, I have found some key concepts for success in overcoming hard times and accomplishing our dreams.

First, put on your running shoes. I know what you are thinking what in the world does that have to do with YOUR dream. Did you know that the number one difference between someone who is successful at the gym and who is not according to personal trainers is? The successful ones put on their running shoes. The not successful ones stay in bed. Take the first step. It is not about the result right now. It is about taking one step in the right direction and then another. Olympic athletes don't win medals in 6 months or even a year. Famous authors didn't publish their best work on the first try. Our dreams are like a muscle. We must work at them consistently in order for them to become a reality.

When you hit a hurdle, make a list of what is working and what is not working. If you are a visual person like I am, get a poster board and draw a line down

the middle. One side you pollinate with what is working and the other is what does not seem to be working. Then, you turn those liabilities (what is not working) into assets (make them work). How can you adjust your mindset into coming at those problems with a new lens?

Be real with yourself on what milestones to success towards your dreams look like



You don't run a marathon overnight. Every marathon runner first had to run a mile, then two. If you want to lose weight, the first pound is just as important as pound number fifty. If you want to go to college, the first class is just as important as the last because they are all milestones on our way towards success. Jim Rohn once said we are a combination of the 5 people we most surround ourselves with. Do a circle audit. Are the people you surround yourself with dreamers? Better yet are they doers? Do they lift you up? Do they hold you accountable? Find your five to help you thrive. If you are struggling to find those positive people in your life, you have come to the right place! Compass is filled with people who want to help you dream and go after those dreams. Talk to your ILSM or CF if you get stuck. They are the Swiss Army Knives of Social Work and can help connect you to a network of dreamers and doers. It's time to put on your running shoes so all your dreams can come true in 2022.

# MEET JEFFREY

By Dickson Poku, Case Facilitator

I would like to introduce you to Jeffrey. Jeffrey has been with Compass for the past four years. Over the years, Jeffrey has become a household name at the Pleasanton office and within his community. Jeffrey's journey thus far has been pleasant with many fun filled memories from his staff and friends here at Compass.

Jeffrey is a loving and caring person and very friendly at any first encounter. He has such a great presence that you will find it difficult to rather say bye or to cut your visit short. Jeffrey can engage you in so many things from restaurants to activities to even a proposal for marriage if you meet his standards as a female counterpart.

Jeffrey is a household name in his community so much so that on his last birthday, the entire police and fire department gave him an honorary celebration just because of his personality and who he has become in his community. Jeffrey is such a joy that one would overlook that he has developed and grown so much over the years. From coming in from a place where he had many behaviors and a hard time adjusting, Jeffrey has significantly changed and can now be commended on his behavior and progress health wise. Certainly, his team has done such a great work on Jeffrey's progress level.

When I first met Jeffrey, I was met with lots of questions and activates that he has engaged in which made me question if I truly have explored or participated in many activities like he

has. He has a gift to have a conversation with almost anyone.

He is humorous and can get one to laugh. Jeffrey continues to thrive in Compass and even in other areas. This season, he participated in our Christmas palooza and attended our Bravo Buck's event.

Jeffrey is an inspiration to many who work with him and those who have had an encounter with him. He is a reminder to us all that positivity and friendliness goes a long way especially within our current season we find ourselves in.



# MEET JOSEPH

By Shannon Laird, ILS Manager

I would like to recognize Joseph this month, he has been with Compass since 2016. He is an amazing client that has more jokes than anyone I know. He is super into anime and loves playing video games. He has a dog named Casey whom he adores. Joseph really enjoys cooking, which is something that we work on weekly, he is always producing recipes that he would like to try out and prepare dinner for his family with minimal assistance.

**“ONE THING I REALLY APPRECIATE JOSEPH FOR IS HIS WILLINGNESS TO WORK ON GOALS EVEN WHEN HE DOES NOT REALLY FEEL LIKE IT.”**



Joseph lives at home with his mother and brother. Joseph has been working at Safeway for some time now and has been trained in multiple departments. He is excited to work in the floral department this month. One thing I really appreciate Joseph for is his willingness to work on goals even when he does not really feel like it. He advocates for himself and will speak up if he does not understand something. Overall, Joseph is impressive, and I enjoy collaborating with him and having him on my caseload.

**“HE ADVOCATES FOR HIMSELF AND WILL SPEAK UP IF HE DOES NOT UNDERSTAND SOMETHING”**

# MEET MOLLY

By Sara Cowan, Case Facilitator

## How Partnership Empowers Independence

### Boosted by Success, One Dream Leads to Another

In 2019, Molly's dream of living in her own home came true. An active, friendly person who loves hosting get-togethers, having her own home means a lot. She also craves freedom to do her own thing. Once Molly's dream of having her own home came true, next up was learning to make the most of her new life.

Maintaining a clean and tidy home is one of the privileges of living on one's own, and maintaining a budget is required for responsible spending choices. Nurturing Molly's desire for freedom in her life, she and her team set clearly defined goals, created systems to help her focus, and celebrated her progress along the way.

Molly has grown to appreciate the privilege of caring for her home, and her health. In 2020, she went from relying on medication to keep her blood sugar balanced, to doing it solely through changing what she ate. As a food aficionado and lover of routine, weaving in healthier options required getting creative. She and her Life Guides gathered, tested,

and tweaked recipes, creating new favorites and compiling them into a cookbook to benefit others, too.

### Teamwork Makes the Dreams Work, Even When Life Gets Tough

When the pandemic started, Molly, like so many of us, suddenly

had to spend a lot more time at home. Even though she loved being at home, the disruption of her routine was rough.

When she understandably got grumpy, her Life Guides provided comfort and hope. When she

needed space, they gave her that, while making sure she stayed safe. When she got restless or bored, they planned adventures with her, big and small, finding ways to make each day special. When she just needed companionship or wanted to play, they were on board for that, too.

Staying active became more difficult with the pandemic, so her team got creative. Molly loves Disney characters, and her Life Guides found exercise videos featuring familiars to make it more fun. Going for walks to the library became an adventure to find a new film.

Molly has grown in leaps and bounds with the freedom and support her team provides. Her joy quotient is up, she takes pride in caring for herself, and daily necessities get done with ease when they used to be a chore. Drawing on her power to dream despite life's disappointments, she's looking forward to her next big adventure!





# MEET MICHELLE

By Stephanie DiPiero, ILS Manager

It is my pleasure to introduce to you Michelle. Michelle has been with Compass since March of 2018. She recently transferred from SLS to ILS which has been a challenging transition but if anyone can adjust to the change, it's Michelle. She has been rocking her ILS goals with her new Life Coach, who she has had for just a few weeks now. Michelle has a personal goal of losing weight this year. She has already started by cooking more at home and eating more fruits and vegetables. She is trying to drink more water and has been taking walks with her girls.

Michelle is a strong, hardworking, independent, fun-loving mother of 2 beautiful and energetic daughters. Her girls are the center of her universe, and it shows in the dedication in which Michelle prioritizes her girls' needs before her own. This truly shows what a fantastic mom she is. Family is very important to Michelle especially when they celebrate special days like Christmas, Thanksgiving and of course, her daughters' birthdays. Keeping family traditions and passing them on to her daughters from her late mother is something Michelle and her sisters strive to continue year after year.

If you want help with crafty or creative ideas, Michelle is the one to go to. She makes fun holiday food themed meals for her girls as well as fun and unique holiday decorations around the house.

Michelle has an Associates Degree in Child Development. She uses her

computer skills for making the "Pathfinders" booklets of people's lives and goals through her job at We Care a Lot Foundation. She has done a sample of her own life in a very well written brochure. She loves her job and helping people set goals for their lives. She is a member of People First of Red Bluff. And if all of that isn't impressive enough, this wonderful lady can sing. She has been singing in the Glenn Chorale Choir for many years. They usually practice on Mondays, but that has been put on hold due to covid. The Choir performs two concerts per year. Michelle is a wonderful light in our lives and blessing to have with Compass.



# MEET SAM

By Greg Marinacci, Case Facilitator

Sam has been a Compass client for about three and a half years now. Sam has a very friendly and expressive personality through the way he interacts and talks with others. He likes to make others laugh as sometimes he considers himself a jokester. As I've gotten to know Sam, I have seen him excel in many areas of his life such as becoming a leader in the community, being a good uncle to his newly born niece, and trying new things to expand different areas of his life. Sam has become a very independent individual and is working towards transitioning into ILS in the near future. It has been a pleasure getting to know and working with Sam over the past year.

Sam is very involved with his local community. He volunteers at the Second Harvest food bank every week, handing out meals to those in need. Sam has also been involved in playing and coaching sports at the local commu-



nity center. Sam loves sports, especially football, basketball, baseball, and soccer. He is a season ticket holder for the Bay Area Panthers

indoor football team to which he attends games at with his friends. Sam participates in playing his favorite sports with the Special Olympics throughout the year including soccer, swimming, basketball, baseball, and football.

One of the coolest stories this year is that Sam has been chosen as an alternate for the USA Special Olympics this June in Florida. He is super excited about this opportunity, and we are all looking forward to seeing him participate



in this special event.

Sam's commitment to the community by leading others is really inspiring. You can tell he really wants to make a difference in others' lives. I am really excited to see what Sam is going to be able to accomplish in the future. He has the ability to carve a path in whichever he chooses to do whether it be in sports, video games, or within the community. I am honored to be Sam's CF and he is a wonderful client to work with. Each day can bring a new journey with endless possibilities.

# MEET OLIVER

By Anna Levine-Beard, ILS Manager

Oliver is a client that is always fun to work with! He loves getting out of the house and exploring the Bay Area. One of his favorite things to do is go to libraries and malls and explore stores. He also enjoys going to flea markets, street fairs and other community events. Oliver has come to many Compass events, including our overnight retreat at Woodleaf.

Oliver is very skilled with his iPhone and iPad, I guess you could call him a techie! He always has a colorful phone battery pack in his pocket, along with a charging cord. He's a very conscientious person, he will remind people to cross at the designated crosswalk and wait for the light and to always follow the rules.

Oliver's family is from Hong Kong, he grew up in Seattle. His family moved down here because his brother is an engineer at Apple. Oliver's family is close-knit, he stays in frequent contact with his brother's family including his nephew.



sen English name "Oliver Queen", like the superhero the Green Arrow.

Besides mastering tech devices like the iPhone, Oliver loves listening to music such as the Backstreet Boys, performing Karaoke, golf, drinking coca cola and coffee, watching Netflix superhero movies, taking photos and making jokes. Oliver is an adventurous guy and is often the first to volunteer when we need assistance. Oliver is a very neat and organized person. He won't hesitate to call you out if you have a messy desk or a cluttered car. He moved to a different part of San Jose during the

pandemic, so he has been exploring his new neighborhood and walking or biking to Safeway. He loves to go on trips, he really enjoyed the Compass Disneyland retreat!

He has worked on different ILS goals in the years he has been with us, including Money Management, Community Resource Awareness and by getting exercise through his Health and Wellness

goal. We look forward to continuing to support Oliver as his needs change. He is a great asset to his community, he always has a smile on his face.

Oliver enjoys riding bikes like his brother and he goes on daily walks to stay healthy. Oliver is bilingual. His Chinese name is Manwai, you can call him that. He also likes to go by his cho-



# MEET KODY

By Ana Ceja, Case Facilitator

Kody is a fun-loving guy with a great sense of humor. He is smart, independent and full of creative ideas. However, when Kody first started just over a year ago, he was having a hard time advocating for himself. He struggled with low self-esteem and confidence while searching for approval. Due to his past fears, he made it known that he was not interested in community events or activities with Compass of any kind.

Within months of receiving SLS supports, Kody started realizing that he was important, that his opinions were valuable and that he wasn't going to be punished or judged. He received recognition and praise from staff when he used his words and soon began to understand that his voice was being heard. From that moment on, Kody decided to let his personality shine.

He has attended ALL of the Ukiah/Compass events and has embraced his community that surrounds him. He moved out of his old and poorly maintained apartment into a newly built complex with many of his peers. He attended his first Compass retreat in Carville and continues to talk about his memories and friends that he made during his time with staff and clients.

Since starting with Compass, Kody met another client with a similar physical



disability and diagnosis. They both utilize wheelchairs for mobility and have become great friends. It is said that these two clients are unstoppable especially when they are together. In addition, for many years, Kody didn't celebrate Christmas and didn't have a desire to do so. This year not only did Kody decorate his own Christmas tree, but he attended 3 Compass Christmas events as well. He loved it so much that he has started to plan for Christmas 2022 with joy and expectation. We are all so proud of Kody and his remarkable progress. Congrats, Kody, on a year of growth and success.



9

We hosted 9 Bravo Buck events across all regions. Tehama & Butte county, as well as Options, hosted their very first Bravo Buck!

25TH

We celebrated 25 years in business serving our beloved SLS & ILS Clients

6

Between all regions, we gathered for 6 different holiday events! Over 500 gifts were given out.

## COMPASS GIVING

We hosted our Annual Compass Giving retreat for our team of 80+ managers and administrators.

After an unfortunate hiatus from in person events, our community took a brave step when we started hosting events again in 2021.

We had a blast putting on Bravo Buck events in all 5 regions through the summer and fall. This year, we also celebrated the company's 25th anniversary with giveaways, prizes and a celebration dinner. To celebrate the holidays, we held smaller events in some regions and larger, more formal events in others.

2021

COMMUNITY

RECAP



# Carrville



We are going back to Carrville in 2022! Carrville Inn is an exclusive retreat site up in the beautiful mountains near Coffee Creek, California. Retreats will be very small (between 15-20 people). There will be something for everyone at this Disney dream-themed retreat! You can expect Disney-themed crafts, a scavenger hunt, campfires, dance parties, nature, and creative activities to help you connect with your dreams. There will also be plenty of downtime to rest/relax, have fun with friends playing volleyball, corn hole, horseshoes, board games or go swimming! Plus you'll enjoy family-style, themed meals in the cozy dining room.



We are offering two packages - Standard or Premium. When you register on the website, you will have the opportunity to choose either a standard or premium room. Price includes transportation, food, activities, and swag. All retreat are 3 night, 4 day retreats. Clients and staff can register together.



# e Inn



## RETREAT DATES

Retreat Dates	Regions
June 1st-4th	South Bay and East Bay
June 6th-9th	Far North
June 11th-14th	Redwood Coast and Far North
August 22nd-25th	ILS Only - Far North
August 26th-29th	Far North
August 30th-September 2nd	Far North
September 7th-10th	Options and Far North
September 12th-15th	East Bay and South Bay
September 16th-19th	Options and Far North
September 21st-24th	East Bay and South Bay
September 26th-29th	Redwood Coast and Far North
October 11th-14th	East Bay and South Bay
October 17th-20th	Far North



# #OUR COMMUNITY

We had a terrific holiday season together full of paloozas and parties. We hope you were able to partake in the festivities in your region. We love that many of you have started off your year in community and completing goals. Thanks for sharing your pictures with us.

