

COMPASS

2023 Spring Edition

Volume 30



Supported Living and Independent Living

A NEW SONG TO SING

By Sadie Hess, Founder & CEO



If you keep yourself well versed in the Hess Family adventures, you may be aware we are about to have our second, our son Ryan, graduate from high school!

We will have only one left at home (she is a freshman, so not many years left there either). They say it goes fast, but it doesn't truly describe the lightning speed of life. We decided to take a trip with each one of our kids—their choice. We would go on a journey which purely represented them and their interests. Our first daughter chose NYC and seeing Broadway plays. It was a beautiful trip where we saw Hamilton, ate at Shake Shack, and saw Times Square. We spent way too much at the M & M store!

Our son? He chose Michigan...why you may ask? It seemed a bit odd on the surface, but he had a clever plan. One of his favorite artists, Cody Fry, was going to be there performing with the Ann Arbor Orchestra. If you haven't heard of Cody Fry, I encourage you to look him up. He is this incredibly talented young man who composes and arranges orchestra pieces to more modern music. He arranged Eleanor Rigby (originally the Beatles song) and was nomi-

nated for a Grammy. Check him out!

<https://www.youtube.com/watch?v=wtQBQDaE4Pg>

At the concert, he told a story which struck and inspired me. I stopped in the middle of the concert to write a note for this newsletter. He told how the movie LaLaLand (If you haven't seen it, it is a quirky new generation musical) changed the trajectory of his career. He had been composing and



*"I hear a symphony"
by Cody Fry*

*With simple songs I wanted more
Perfection is so quick to bore
You are more beautiful by far
Our flaws are who we really are*

writing music for a while but wasn't gaining much traction. He walked out of the movie written and directed by Damien Chazelle and had an epiphany—your vision may be atypical, but if it is your passion, others will likely relate to it. You will find your people. He decided to focus more on his real love—symphony music arranged in new and more modern style. He wrote the song "I Hear a Symphony" <https://www.youtube.com/watch?v=D7NOGOc7KLw>. It went on to be #2 on the US Viral 50 chart. His point was this, when you see someone do something different and their passion comes through, it inspires others to do the same. It generates a ripple effect of creativity, passion, and innovation.

This is the kind of originality I want at Compass. I desire people who have something that makes them unique, special, different to step out and BE. I want each irreplaceable person with their exceptional passion to do what makes their heartbeat faster. Show us all a new way to walk or new song to sing.

And in doing so, you will arouse a passion in another-- igniting an additional innovation. When

Damien Chazelle made his movie, he had no idea it would inspire Cody Fry. He just wanted to do something he loved with his own interpretation. We have more art because an artist lived his story. I believe we are in a season of innovation and new things here at Compass. I need innovators to rise to the surface. You be you and let us all see it. You never know when you will inspire the next new thing. Together, we will become the symphony of the future.



TABLE OF CONTENTS

1	A Note From the CEO
3	Thriving in a Post-Pandemic World
5	SLS Feature: Meet Darlene
6	ILS Feature: Meet Daniel
7	SLS Feature: Meet Jeff
8	ILS Feature: Meet Dakota
9	SLS Feature: Meet Pam
10	SLS Feature: Meet Linda
12	SLS Feature: Meet Liz
13	Thriving in a Post-Pandemic World Continued
15	Everyday Community

THRIVING IN A POST-PANDEMIC WORLD

By Tammi Gill, RS Assistant

March of 2020 almost feels like a vague dream now in the beginning months of 2023. The world stopped and nothing was business as usual. Our schools shut down, our businesses, our office buildings, our gyms, our places of worship, our sporting events, our family gatherings, and all our moments of connection beyond our four walls became nearly nonexistent. Whether we were working tirelessly to diligently find coverage for all our clients or working in the field with new precautions and giving extra care for those who felt nervous or scared. Whether we were figuring out how to suddenly be a teacher to our kids or navigate multiple zoom meetings a day, we were surviving.

We were navigating the unknown and treading through fear daily. We were taking care of our families and doing our best to make sense of what was ahead of us without fully understanding the months that would stretch out before us. We were on a broken record of survival mode.

The pandemic took pieces of us in some ways. It took our joy for some days. It took our hope some days. It may have taken your job or sense of security. It may have taken the connection you found in weekly church meetings. It may have taken your Friday night dinners with friends. It may have taken your theatre and concert outings. It may have taken your sense of

community or sense of adventure. It may have taken a family member or a friend. It may have taken too much.

It took my dad from me; it took him too soon. He was 64, healthy and full of life when he ended up on a ventilator in the ICU because of complications with Covid. He passed away on August 2, 2021. He was a pastor and ran a drug rehab house and food pantry ministry

for the homeless and needy for 27 years. He did so much good in the world and left a legacy to be proud of. He was the best Dad and Papa and losing him was the hardest thing I had ever faced. The grief some days was all consuming. The best I could do was get up and move forward. I was in a perpetual loop of survival and at the time it felt like it would always feel that way.



I realized early on how important it was to show up for the ones I loved and to be present even on the hardest days. But I couldn't imagine a time that I would thrive again. I couldn't imagine that I would find deep meaningful joy in life again, that I would flourish. That I would grow where I was planted and turn my face towards the sun and feel deep thankfulness.

In January of 2023

our amazing marketing team at Compass met for some reflection on the year behind us and dreams for the year ahead of us. We took some time to think about a word we felt best encapsulated the year we hoped for. I pondered a lot of words, and I kept coming back to the word THRIVE. It was an unexpected word for me, but it played over in my mind in bold letters. Could I really thrive in all my roles? Could I grow and flourish amid any circumstance in life? Could I grow deep roots where I am planted and thrive in all the seasons in life?

I decided then and there to embrace the word for

"Resilience is all about being able to overcome the unexpected. Sustainability is about survival. The goal of resilience is to thrive."

Jamais Cascio

"My mission in life is not merely to survive, but to thrive; and to do so with some passion, some compassion, some humor and some style."

Maya Angelou

my life this year and to intentionally choose to thrive daily in my role at Compass and in my family life.

Thriving to me means health and wholeness in my spirit, soul, and body. Thriving to me means continually growing and learning in my professional roles and family roles. Thriving to me means giving to those around me with deep seeded joy and security in who I was created to be.

Thriving to me means helping others and speaking hope into people who feel forgotten. Thriving to me means being a wife, mom and friend who shows up, with sincerity and connection. Thriving to me means adventure with the ones I love and having true joy even on days I feel sad. The sun came out the other day after many rainy days and I really did turn my face towards the sun and feel deep thankfulness.

I asked some of our wonderful staff and clients what it means to them to thrive in their role at Compass and how they have grown this year, and these are their responses:



THRIVE

MEET DARLENE

By Ethan Wulfesteig, Case Facilitator

Darlene recently started Compass SLS services. She has been absolutely thriving and partnering with staff with everything she does. Everyone only has positive things to say about Darlene. She wants to be everyone's friend. Darlene will introduce herself to anyone if she gets the chance. She treats you like an old friend and greets you with a big smile. Staff go out of their way to see Darlene, with some even asking if they can take her out to dinner on their days off, just because they love spending time with her so much.



Darlene has been focusing on making friends in her apartment complex. She has been going over to other Compass clients' apartments near her and creating new friendships. Darlene has been invited to several dinner parties in other apartment complexes. Darlene never turns down an invitation for something social and will go to anything and everything she can.

Darlene has been working with staff to get her out in the community more and to go places she has not been before. Darlene has had the life goal of going on a trip to Hawaii and she is currently trying to make that dream happen. She met a new friend that shares the same goal, and they are planning on accomplishing this dream together.

Darlene is an active part of the Compass community as well as participating in every Compass event that is held. When Darlene attended the St. Patrick's day party, she introduced herself to just about everyone she saw and made a point of making new friends. Another goal of hers was to be able to participate in the Carville retreats. Darlene is so excited to make new friends on these retreats, she has already signed up for two!

Darlene is an amazing asset to the Compass community, and it is truly a joy to have her as a part of our community. We look forward to seeing her flourish in SLS. If you ever see Darlene, make sure you say hello and introduce yourself.

MEET DANIEL

By Shannon Laird, ILS Manager

Daniel has been with Compass for almost ten years and he has been working with his Life Coach, Teresa, for six of those years. Daniel lives in his own apartment and keeps it very clean. Some of Daniel's hobbies include watching movies and watching videos on Youtube. He also enjoys attending Compass outings. Daniel goes to almost all of Compass's gatherings.

Some things that Daniel work on with his Life Coach is cooking and shopping. Daniel has learned to cook a variety of meals. Daniel also attends church regularly and has made a good circle of support within the congregation. Daniel also attends a mens group that was created by two Life Coaches. Every month they get together and do activities out in the community and are able to socialize with other clients that they don't see regularly. This is something that Daniel looks forward to.



**DANIEL HAS BEEN
WITH COMPASS FOR
ALMOST 10 YEARS AND
WITH HIS LIFE COACH
FOR 6! CONGRATS ON
REACHING THIS
MILESTONE!**



MEET JEFF

By Ana Ceja, Case Facilitator

I would like to introduce Jeff to our Compass family. Jeff was born in Los Angeles County and moved to San Francisco as a young boy. Later, Jeff moved to Willits, CA in the early 2000s with his family.

After the passing of his parents, Jeff ventured out on his own. He started living independently in his own one-bedroom apartment. Jeff learned many life skills and took care of himself. He even developed a huge Circle of Support. Jeff was practically famous in Willits, CA. Jeff absolutely loved his freedom and life in this community.

However, one day, that all changed in the snap of his fingers. Jeff found himself in a Skilled Nursing Facility in Sonoma County due to his declining health. At this time, Compass offered Jeff a new journey in life through our SLS program.

This transition was a big learning curve for Jeff. Jeff was now living in Ukiah, CA with a roommate and surrounded by new people. Jeff had to learn how to best partner with his staff. This was a balance of doing things slightly differently while maintaining his voice of

independence.

What was once a sad moment in Jeff's life turned into an opportunity to pursue bigger dreams with Compass. As time went by, Jeff started to openly socialize more with his staff. Jeff continues to visit his hometown twice a week and is now making a community in Ukiah.

Jeff loves Marilyn Monroe, Elvis, Jazz music, Frank Sinatra, and watching the Disney Channel.

Jeff loves decorating his room with a variety of posters. Last year, Jeff went to our Compass Carville Retreat for the first time, and he loved it! He can't wait to go again this year.

He is also going to our Backyard Retreat in San Francisco. Jeff is so excited to go back after so many years.

Jeff has grown to love meeting new people through Compass events and activities.

Jeff is a wonderful example of overcoming the valleys of life. Jeff exemplifies partnership with Compass while maintaining his voice of independence. Overall,

Jeff is an incredibly unique guy that is full of life! I am so proud of who Jeff is becoming. Never change, Jeff! We love you!



MEET DAKOTA

By Stephanie DiPiero, ILS Manager

Have you ever met someone with so much drive, ambition, and determination to succeed in all areas of his life? I would like to introduce Dakota; he is one of those amazing people who exuberates these qualities. He is generous, kind, energetic and is highly motivated and extremely intelligent.

Dakota has been a Compass client for 7 years. He lives with his mom, stepdad and their 3 dogs and 4 cats. Dakota helps his mom with chores around the house, as well as her rental properties. He has been working at Gaumer's Jewelry for 7 years and at his second job, By the River Assisted Living, for nearly a year and a half. Dakota holds an associate degree in General Studies from Shasta College and most recently has been accepted into the Chico State Nursing Program for Fall 2023.

If that is not enough, he has applied to the Simpson College Nursing Program, as well. He wants options to choose which college to attend. Dakota's determination to succeed is apparent in that he failed his Statistics class 3 times at Shasta College but that did not stop him. He took the class the fourth time at Butte College and passed it with a B+!

When he is not working or going to college, Dakota is having fun attending dance classes and community dances. Yes, I said dance! This guy does ballroom dancing, square dancing, line dancing, east coast swing, country swing and that is just a few to mention. Dakota is an assistant teacher for some of these classes as well.

He also takes Aikido, a type of Jujitsu class. Dakota dabbles in art, but his favorite is physical art. If that is not enough, he enjoys taking care of his fur buddies. He has a passion for making cakes and other baked goods.

Dakota sees his Life Coach once or twice per week. He donates platelets twice a month and has recently started dating. He has exceptional time management skills. Dakota's future dreams are to go into the military. As you may have guessed, he scored high on his ASVAB test which opens up his military choices. Dakota is also interested in learning how to speak Welch.

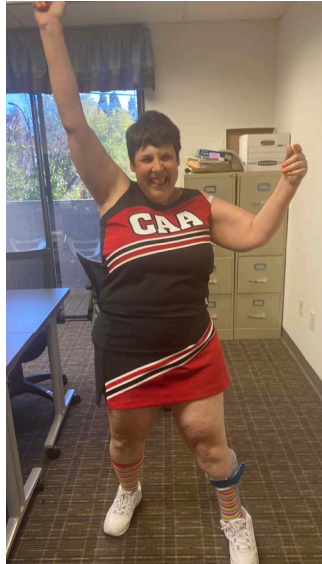
This inspiring young man has no limits to what he can do or sets his mind to. I asked Dakota how he stays focused on his dreams. He said, "I am passionate and stubborn with accomplishing my goals".



MEET PAM

By Dmitri Kolpacoff, Supervisor

I would like to introduce to everyone Pamela (Pam). Pam has been doing an incredible job these past two months with her goal of creating various art pieces that she intends to sell at an art fair later this year that is put on by San Andreas Regional Center. Pam has a gift when it comes to art. Recently, Pam has been painting various window art kit sets that she purchased from a store and hopes to sell as well.



Pam has an eye for drawing and painting as well. Pam has been spending quality time throughout the past few months painting. Not only is Pam doing a phenomenal job with her art, but Pam is also doing tremendously at maintaining a healthy diet and getting exercise regularly when she is out in the community with her support staff.

Pam has also been taking two classes each quarter from the College of Adaptive Arts (CAA); in which she is taking several classes each week. Currently, Pam is learning sign language and continues to take a baking course, which Pam absolutely loves. When it comes to baking, Pam receives new recipes from her baking class and then bakes various items with her support staff during the class.

In fact, the recipes that Pam learns to bake in her bak-

ing class is then shared with some of her friends that are other Compass clients. Occasionally, Pam will invite some of her friends to her home and will make them various baked goods that she has learned to make from her cooking course.

In addition to her sign language and baking class, Pam is also taking a cheerleading class. Pam's cheerleading class also has live performances that she gets to participate in, which she always looks forward to.

Pam has a tremendous heart that generously gives. Pam loves to open her home to other Compass clients as well. During some of the past holidays in 2022, Pam opened her home to clients who did not have family directly located in San Jose. Pam, along with her support staff, cooked lots of delicious food for her friends during the holidays.

Pam easily displays the Compass value, "Generosity." Pam is always so kind and friendly towards others and loves the conversations she has with so many of her friends. We are so grateful that Pam is part of our Compass community.



MEET LINDA

By Alice Byer, Case Facilitator

It is my pleasure to introduce you to Ms. Linda! Ms. Linda lives in Pinole, California with her live-in staff, Theresa. Linda is a private person who is very cautious about who she shares her life with – however when I told her I wanted to share with the community the incredible woman she is, she instantly smiled.



Ms. Linda has faced many health problems this past year, resulting in her losing physical strength; however, this has not diminished her spirit. After all, one of the things that makes Linda shine is her infectious laugh and smile. Once you meet Linda, you will instantly realize how sassy and feisty she is. She is witty and sharp with her comebacks! That is not to say Linda doesn't have a big heart – during holiday gatherings you can find her playing and laughing with the children.

Linda also takes pride in her appearance and loves getting her hair and nails done. Linda is very fashionable and never fails to look her best around her guests. During Linda's health struggles, her staff organized in-home beauty services so Linda could continue to feel herself. An easy way to make Linda smile is to compliment her!

This year marks a year of many accomplishments. Linda will be celebrating her 60th birthday in April and has been

working extremely hard towards her dream of going to the beach. She has been bed bound for much of 2022, however this year she received a Hoyer lift which greatly improved her mobility. It had been raining the entire week, but the day her Hoyer arrived there were blue skies – and the first thing Linda did was make a beeline outside to enjoy the fresh weather (see photo).

Little by little, with the help of her excellent life guide, Theresa, and physical therapists, she has slowly been building strength. In the past month, Linda made incredible strides when she took several steps and attended her first in-person medical appointment in over a year. Although Linda is not out of the woods yet she has a fighting spirit and I am very excited to see Linda continue to improve her strength. She is a shining example of resiliency.



MEET LIZ

By Brittanie Foster, ILS Manager

Liz has always strived to be as independent as possible and within the last year she has made huge changes in her life to achieve just that! She moved into her own apartment where she can live life and create her own personal space with all the things she loves. She is a fan of movies and has well over 500 in her home which she is very proud of! She also regularly volunteers at the Senior Center in Ukiah.

During her time at the Senior Center, she oversees the senior socials which often includes Ice Cream! Liz is very particular about making sure the event table is set up, decorated, and ready for each

LIZ HAS ALWAYS STRIVED TO BE AS INDEPENDENT AS POSSIBLE AND WITHIN THE LAST YEAR SHE HAS MADE HUGE CHANGES IN HER LIFE TO ACHIEVE JUST THAT!



of the residents to enjoy. She is also very close with her family and has goals of becoming an IHSS worker so she can care for her mom as well as one day becoming a caregiver with Compass.

Liz is a bright light who always makes those around her smile and laugh. We are so lucky to have been a part of all the growth Liz has made this last year and cannot wait to see what the next year has in store for her. She is a wonderful client, and a sweet human with a big heart! We are all so incredibly proud of you!

Joe Brewer from our Redwood Coast region gave his thoughts on his professional growth, and what he's observed with a client:

"Over the last year, my time at Compass has been a grand investment into me as a person, husband, and leader. More than a year and half ago, I was a Case Facilitator in the San Jose office. Under the mentorship of Amanda Hunt, I had the honor of her teaching me in many aspects. Through Amanda's mentorship, I was able to develop myself to become eligible for a promotion at Compass. I was honored to transfer to RCRC as the SLS Supervisor. I learned that I needed to grow my capacity even more so that I can support this region to higher mountains. With the mentorship of Michele Gilbertson, I gained trust, partnership, and leadership in this region. Now, my team and I are firing on 8 pistons, not 4. Our teamwork is making huge differences in the lives of the entire community."

Joe also had this to say about the growth of one of our clients on the coast.

"Jeremy, a dedicated gentleman in Redwood Coast Region, is an example of perseverance and partnership. Jeremy happens to live in an apartment complex that is infested

with unwanted house guests, like cockroaches. This has had a negative impact in Jeremy's life for a long time.

Before Jeremy transitioned into SLS at Compass, Jeremy was doing his best in adapting his house to battle these cockroaches. He was in

constant anxiety over his living condition. Jeremy felt as if his apartment complex was ignoring his requests for help. He worked countless hours while on Natural Support and SLS support to move everything away from his walls. Now, Jeremy's apartment is back

to normal with all the furniture as it should be. . Jeremy's mental health has improved significantly. He even baked the office admin team some cookies! Jeremy's heart is full of Generosity, love, and excitement.

Jeremy continues to receive empowerment from his team to follow his dreams and goals.

Jeremy is happy now. Jeremy has built and maintained his Circle of Support and is active in the community. The value of Community is alive and well within him. What a thrill and honor it is to walk alongside Jeremy as he exemplifies a thriving life."

MY TEAM AND I
ARE FIRING ON 8
PISTONS, NOT 4.



Thriving in a Post-Pandemic World Continued

Cassandra Sales also gave us insight about her growth and that of a client:

"Compass supported me through encouragement and scholarships to be able to attend Simpson University with my bachelor's degree in Psychology in Spring 2023. That journey not only supported my professional growth and a promotion to ILS Program Manager, but also has challenged me to go after what more is possible in my personal life. For a client who is thriving, Nikolas Clinton in RCEB will be graduating with his bachelor's degree from CSU East Bay and with a degree in Psychology in Spring 2023. Our destination is the same, our journey different, but our support from Compass always helping us propel forward."

A former ILS life coach Andi Shugars, recently promoted to ILS scheduler, spoke about her growth this year:

"It is an adjustment, but I am confident and excited in my new role as Schedule Assistant. Everyone has been super helpful and informative, which makes the transition from life coach to an administrative role very welcoming. I have grown so much in the last year because one year ago this month I was hired as a life coach. I have learned many skills and tech-



niques that have made it possible for clients to thrive with their individual goals. I have become more passionate about creating opportunities for others. By doing this, I created an opportunity for myself

to grow professionally and I'm now the first ever Schedule Assistant for the Redding office. I am excited for what is in store for me in the next year with Compass."

Our new Marketing Assistant, Samuel Bowman, also shared his thoughts:

"I am thriving at Compass because my role gives me a creative outlet. Compass is helping me to grow in my communication skills and my organizing skills."

BY DOING THIS, I
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REDDING OFFICE.

Leslie Henry, a Team Builder in our Recruitment department, spoke sincerely about her growth this year:

"I feel I have thrived due to working in an environment where people are FOR ONE ANOTHER not against. It's the first job I have had where people truly care and cheer you on throughout your work week and then ask you how your week went via check in and entrée leadership. Granting us time to self-reflect on our week. I have also grown strong in time management and calendaring and in prioritizing hires and the virtual world of interviewing and connecting through a computer screen. Tomorrow is 1 year as a TB and I feel like I have at least scratched the surface of the position but I know there will be much more to learn and more to grow in year 2."



Debbie Decillis, a new Life Guide at our sister company, Options, had this to say:

"I am thriving in Options with direct one on one working relationships! I am focusing on honoring those in my life best out of caring first for myself best. It is truly easier to bring your best self when your cup is full! I also enjoy the family I am connected with and the team I am getting to know. Looking forward to this season of life and career."

There are so many more stories like this in the Compass community; stories of growth, stories of people choosing to live their best life and to dream bigger than they ever thought they could, for both our staff and our clients, stories of people who see opportunities instead of limitations, who see creative solutions instead of problems to be fixed. Compass is a place to grow, to thrive and to lift others up in their journey.

The definition of "thrive" in Webster's dictionary is this: "To grow vigorously; flourish; to prosper; to progress toward or realize a goal despite or because of circumstances. Trees thrive in good soil. Their roots grow strong, and their crowns grow full of healthy green leaves. Strong roots anchor a tree in the ground providing all the nutrients it needs to thrive. A tree in good soil is a thriving tree. You could say the same for people: when we choose the right soil, we grow, and we thrive. We are called to higher platforms, and we excel in places we never would have imagined.

When we thrive, we are known by others and our community rallies around us. This is the community we have at Compass: full of honor, community, trustworthiness, generosity, freedom, and faith. A place for every Client, Life Guide, Life Coach and Administrative member to thrive, a place to grow and flourish where we are planted in all the seasons of life,

if we so choose. What does it mean to you to thrive in this season?

A TREE IN GOOD SOIL IS A THRIVING TREE. YOU COULD SAY THE SAME FOR PEOPLE: WHEN WE CHOOSE THE RIGHT SOIL. WE GROW, AND WE THRIVE.

#OURCOMMUNITY

Look at all the fun we have been having this spring! Between Easter, Mardi Gras and Bravo Buck there is community happening all around us. Thank you to those who submitted their pictures to our marketing team. As always, you can email pictures to arosa@compasscares.com.

