

COMPASS

2024 Spring Edition

Volume 34



Supported Living and Independent Living

Embracing Rest and Joy

By Sadie Hess, Founder & CEO



What a whirlwind the past 6 years have been. We have put so much hard work and dedication into each other and the pursuit of dreams. We have been an organization that works tirelessly to make our industry and the lives of our clients and staff better. In a world that never seems to slow down, the importance of taking a moment to pause and recharge can be the last thing on anyone's mind.

At Compass, after six years of dedicated efforts, we have declared 2024 as a year of rest. This intentional pause aligns with our faith roots and draws inspiration from biblical principles, allowing us to reflect, inhale, and exhale before embarking on the next phase of our journey.

Over the past six years, we've been on quite the adventure. From building up our presence in California to achieving some incredible growth, we've undoubtedly left our mark and achieved more than we thought possible. We added four new offices by 2020 and two new regions. We successfully grew by 268%, solidifying our position as an industry leader

in service quality plus staff and client dream achievement. And you know what? We've accomplished everything we set out to do in the last six years (while enduring a pandemic) which means it's time to dream even bigger for the next seven!

Rest and Rise in 2024

As we enter this year of rest, our focus is on letting the accomplishments of the past six years unfold and preparing for the future. So, what does this year of rest look like for us? It looks like celebrating our achievements while gearing up for what's next.

But for now, let's focus on something near and dear to our hearts: taking care of ourselves. We're making our well-being a top priority in 2024. We're encouraging everyone to get moving with a special giveaway of new running shoes for five team members. And that's not all—we have more surprises that will be revealed throughout the year. Towards the end of 2024, we will unveil our next seven-year vision statement, which we will percolate on this year.

Joyful Work

At the heart of our core value of resting is the recognition that it doesn't mean doing nothing—it means finding joy in what we do. We're making joy a priority in our workplace culture. After all, joyful work isn't just fulfilling—it's a reflection of our faith and values.

We're proclaiming 2024 as a year of joyful work, encouraging our staff to embrace the meaningful impact of the services they provide. Joyful work involves appreciating the daily tasks, recognizing the much-needed services we offer, and understanding the positive impact we have on lives.



We're making joy a priority

As we embark on this journey of rest and rise in 2024, we invite our team at Compass to lean into the joy of their work. By taking this intentional break, we not only recharge but also set the stage for greater achievements in the years to come.

I am so proud of all we have accomplished in the last 6 years, and so thankful for every team member who has helped propel us to greater heights. Eric and I often say Compass is like our 4th child and it is so true that we beam with pride and joy over every accomplishment and every milestone.

Big Dreams

We have big dreams for you, Compass, and we are soaking up this year of rest to keep moving forward in our effort to continue to impact our industry and the lives of those we serve for the better. Here's to a year of reflection, rest, and anticipation of what lies ahead in our renewed pursuit of excellence.

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Rest Well

By Cindy Liao, Training Coordinator

Rest is foundational to our well-being, shaping the effectiveness of our daily pursuits. Among the various forms of rest, optimizing nighttime sleep emerges as a critical element in maintaining our physical, intellectual, and emotional health. During slumber, our bodies actively engage in vital repair and recovery processes.

Sleep not only improves cognitive function by facilitating memory consolidation and the processing of acquired information, but it also contributes to emotional regulation. Quality sleep leads to a strengthened immune system, support for hormonal balance, and the regulation of metabolism. With sleep as the most effective means of reset for both the brain and body, adults need 7 to 9 hours of sleep per night.

Improving the quality of our sleep starts by optimizing our sleep hygiene. Sleep hygiene comprises a series of practices and habits that enhance both the duration and quality of sleep. Good sleep hygiene, however, extends beyond the nighttime hours, with daytime routines playing a crucial role in influencing sleep. Here are 12 tips on how to best structure your day for a restful night.



1. Sunlight Exposure

Start your day by exposing yourself to bright natural light for 30 to 60 minutes after waking. This practice helps regulate the circadian rhythm, with the following suggested exposure times adjusted based on weather conditions. On a clear day, aim for at least 5 minutes in sunlight. For a cloud cover day, extend this time to 10 minutes, and on a densely rainy day, consider 20-30 minutes of exposure.

2. Physical Activity

Regular exercise contributes to increased sleep duration and deeper sleep. Incorporate physical activity into your daily routine for optimal results.

3. Caffeine Management

Limit caffeine intake, a stimulant, to 10-12 hours before bedtime. Delaying caffeine consumption until 90-120 minutes after waking helps in promoting adenosine clearance.

4. Nap Control

Keep daytime naps around 20 minutes in duration, focusing on early afternoons for the best impact on alertness and performance.

5. Alcohol Limits

Avoid alcohol intake 4-6 hours before bed to prevent sleep fragmentation and REM sleep suppression.

6. Mealtime Schedule

Avoid large, spicy, or fatty meals 2-3 hours before bedtime to prevent sleep disturbances and discomfort from indigestion and acid reflux.

As evening approaches, optimize your sleeping environment:

7. Darkness

Dim lights 2 hours before sleep to minimize artificial light exposure, which suppresses melatonin production.

8. Cool Temperature

Maintain a bedroom temperature between 65-68 degrees Fahrenheit for ease of falling and staying asleep.

9. Quiet Environment:

Minimize noise disruptions, using earplugs or white noise if necessary.

10. Mental Deceleration:

Engage in activities that promote relaxation, such as progressive muscle relaxation, diaphragmatic breathing, or reflective practices like journaling or expressing gratitude.

11. Sleep Reset

If sleep proves elusive after 15 minutes, engage in calming activities like meditation, reading, or listening to soothing music before returning to bed when tired.

12. Consistency is Key

Consistency is paramount in reinforcing your circadian rhythm. Maintain a regular wake-up time, even on weekends, to prevent social jet lag, which is a circadian misalignment that exacerbates fatigue. For those with irregular schedules due to work, adhering to a consistent routine for two weeks helps in adapting to shift work.

If necessary, alongside these lifestyle adjustments, consider supplements such as magnesium threonate, L-theanine, and apigenin for their relaxation and sleep benefits. Consult with your physician to determine the appropriate supplementation protocol for your individual needs.

Good sleep hygiene not only fosters better sleep patterns but also contributes to increased daytime alertness and overall well-being. Prioritize these practices to unlock the full benefits of restorative sleep and make 2024 the year of quality rest!

Make 2024
the year of
quality rest!



MEET MELANIE

By Emily Simino, Case Facilitator

Meet Melanie! An incredibly intelligent, funny, kind and friendly client in the East Bay. One of Melanie's hobbies is gardening, and she has even started her own garden on the balcony of her condo. This past summer she and her roommate, Amelia, grew their own tomatoes and cilantro and made their own salsa for taco Tuesday! This was a major hit and something they'd like to do again this coming summer.

Melanie is great in the kitchen and loves to play a role in creating her own dinners during the week. Except for Fridays! Friday night dinner is reserved for "Fun Friday!" where she and her roommate, Amelia, choose to eat out! One of their favorite places to go is their local Mexican restaurant!

Melanie has attended RES Success Day Program in Pleasant Hill for the last 21 years and has met lifelong friends. It was also there that she met her Boyfriend, whom she has been dating for the last 10 years. The highlight of Melanie's week is her Sunday afternoon lunch dates with her Boyfriend.

Melanie absolutely has the superpower of connection! She loves to meet new people and is always happy to engage in conversation. Melanie is curious and asks many questions, especially if she is first meeting you. She also has an incredible memory and will recall your conversations even if they happened years ago! This unique skill makes her an amazing friend to others as she will never forget your favorite things or to wish you a happy birthday!

When asked to share her favorite thing about being a Compass client, she quickly answered "the parties!". Melanie is quick to RSVP to any and all of the events in the East Bay and always brings positive energy.

One of my personal favorite memories with Melanie was when we were attending the East Bay's Paint Party together and she was so excited to meet new clients from different regions who were joining virtually on Ring Central. She took it upon herself to walk up to the camera and introduce herself to everyone and it was really cool to see her interacting with clients from so many different regions.

If you get the opportunity to connect with Melanie at a Compass event, get excited because you've just made a friend for life!



MEET KENNETTA

By Shannon Laird, ILS Facilitator

Allow me to introduce you to Kennetta, a remarkable individual who embarked on her Compass journey in Independent Living Services approximately 2 years ago in the East Bay Region.

Over the last couple years, Kennetta has taken an interest, deep admiration and passion for the Japanese culture. From anime to the food and elegant art of tea ceremonies to the intricacies of traditional Japanese architecture, Kennetta embraces the beauty and richness with enthusiasm and reverence. A dream of Kennetta's is to travel to Japan and experience firsthand the way of life there.

Outside of her fondness for the Japanese culture Kennetta enjoys going shopping, whether its window shopping to splurging a little on herself. Any chance she gets she loves going to the Asian market and finding new things to try. With ILS support, she has learned when to budget for the things she wants and when to just look around the shoppes without making purchases.

Kennetta attends Visions Day program 5 days a week and loves her program. Kennetta participates in volunteer work delivering food for meals on wheels weekly. Kennetta is a church going woman and loves hearing the sermon on Sundays. Her faith is strong, and her participation is so important to her that if she is unable to attend in person, she logs on and participates virtually.



While Kennetta was struggling to find safe, affordable housing for quite some time as can be a relatable problem for many clients, especially in the Bay Area. Recently, she received a tremendous blessing, and has since been able to thrive. 4 months ago, Kennetta was fortunate enough to have been chosen from a housing lottery and was able to get an apartment. Living on her own was both exciting and daunting. It was essential for Kennetta to prioritize setting up a comfortable and safe environment and establish her independence.

Kennetta has learned to be responsible when it comes to paying her bills, and she learned very quickly while working with her ILS support that her rent and bills came first. Kennetta has been rocking it with minimal assistance. Kennetta, we see you learning, growing and making strides for a better life and we celebrate you!

MEET KEN & CHRIS

By Crystal Anderson, Case Facilitator

I would like to introduce you to two brothers. Ken and Chris first came to Compass in July of 2020 and have been spreading their happiness and contagious laughter ever since.

Ken or "Kenny" as some of his friends call him is a 53-year-old man. Ken was born in Germany while his Dad was in the military and later came to live out his childhood in Camarillo, California. In his adulthood, his parents decided to move to Chico where he resided in their family home until coming to Compass in 2020.

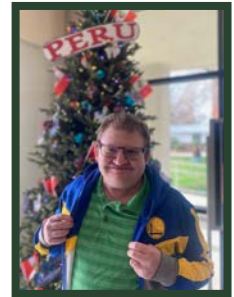


Ken enjoys going to the ARC (day program), attending "Friendship Circle", hosting game night, hanging out with friends and he works at a local thrift store. Ken is a huge sports fanatic; he follows all sports. His favorite teams are Kansas City Chiefs, 49ers, LA Lakers, San Francisco Giants, and the Thunder basketball team. Ken's smile is illuminating and he has a heart of gold.



Ken really enjoys playing games and takes any chance he gets to play with staff or other clients. Ken is very involved in his community and loves Compass events. One of Ken's long-term goals has been strengthening his leg muscles so he can get out of his wheelchair and use a walker. Ken is happy, easy-going, and always ready for an adventure.

Chris or "Crispy" as his friends and staff call him, moved to Chico as a small child and resided with his parents at their family home until coming to Compass in 2020.



Chris is very active and present in his everyday life. When he isn't at day program, he enjoys attending "Friendship Circle", hanging out with neighbors, and beating others at a game of Trouble because he is awfully good. He also works at Tools & Trade with the "Little Red Hen" located in Chico.

Chris loves spending time with his girlfriend, Nicole. She lives out of the area so he doesn't get to see her often but Chris hopes to take a trip to Disneyland with her soon. Chris is very into sports and his favorite teams are the Dallas Cowboys, Sacramento Kings, Oakland Raiders, and the Clippers. Chris wanted everyone to know that he is always happy-go-lucky, he really likes music, and he is a jokester.

Some goals that Chris would like to work towards are eating better, getting his daily steps in, and losing weight. Chris loves getting out into his community and attending Compass events. He is truly a one-of-a-kind gem with a very gentle soul.

These brothers are quite a duo. The bond they share is so sweet and special. Ken is older than Chris by about 15 years but they are inseparable. These gentlemen do everything together, including finishing each other's sentences! They are spontaneous, energetic and anyone who meets them falls in love.

MEET ZACH

By Felicia Sims, ILS Supervisor

When we think of Compass' core values, we usually gravitate toward one or two that stand out to us most. Zach is unique in the sense that he embodies all of Compass' core values in everything he does.

Honor: When it comes to routine, Zach is the man with a plan! Zach loves his routines and honors his commitments. Zach is fiercely loyal to the people in his life and values their input and feedback.

Community: The most important aspect of Zach's life is community and connection. Zach participates in as many events as he can, and he also ensures he has dedicated time to spend with his friends and socializing with peers. Zach enjoys everything from playing arcade games to going to the park to playing whacky blindfold games at Siskiyou's Friendsgiving event.

Trustworthiness: Zach has built relationships with his peers, staff, and family on a foundation of mutual trust. Once Zach has established trust with someone, he will go to them and listen to their suggestions or recommendations.

Excellence: Zach lives his life with excellence. Even if Zach hasn't achieved a goal in the way he thought, he still feels accomplished because he knows he put all of his effort into that task. Zach never sees something as a failure, only an opportunity to learn and grow.



Generosity: Zach is the type of individual who would give the shirt off his back in a snowstorm if it meant someone else would be warm. Zach knows the blessings he has received in his own life and likes to spread that generosity and blessings to others.

Freedom: Zach has had his own challenges in life but that doesn't stop him from believing in his freedom and the freedom of others. Zach understands the importance of loving people as they are and meeting them where they are without expecting anything from them. Not only will Zach let you know what he needs, likes, and dislikes, he wants others to advocate for themselves too!

Faith: Zach has a strong belief in his faith and knows that possibilities are endless for himself and others because he has seen it first-hand. Zach has faced trials and hardships but with the support of his family, friends, and staff he has been able to grow and excel in life. In addition to attributing his success to his hard work and support system, Zach believes that he has been granted many opportunities in life because of his faith.

Zach embodies our core values in everything he does

MEET KATHY

By Maraya Villarreal, Senior Case Facilitator

Kathy has been with Compass since 1996 and was one of the first clients to join Compass, along with her husband Ted. Kathy and Ted have been married for 46 years, and although Ted now lives with other arrangements, they continue to spend time together 1-2 times a month. At home, Kathy has a cat named Norma. Kathy describes Norma as, "Loveable and she likes people". Norma is a great companion and Kathy does an amazing job caring for her every day.

Kathy loves to participate in Compass events and activities! You can always find her at our quarterly birthday parties or even at a backyard retreat, such as our trip to the Oakland Zoo in 2023. Outside of Compass, Kathy attends a day program twice a week and enjoys community activities such as square dancing, shopping at the Dollar Store, and going to church. On a nice day, you can also find Kathy taking a walk to Jalisco's, her favorite local Mexican restaurant, to enjoy some tortilla chips with a Diet Coke!

This year, Kathy began the year strong by embracing Compass's theme of "Rest and Rise". She recently went on a 2-week trip to Florida to visit her mother, accompanied by her LG3. In Florida, Kathy enjoyed visiting the Everglades, seeing iguanas, and she even saw an alligator. Her favorite part of the whole trip was celebrating her birthday at the Randell Research Center and eating some key lime pie for dessert! We are all excited to hear more stories about your trip, Kathy!



MEET JANE

By Shannon Laird, ILS Facilitator

It is with great excitement that I introduce Jane, one of our newest ILS members! Jane brings with her a wealth of enthusiasm, creativity, and passion for music and a genre of television shows.

As Jane joins Compass, we are thrilled to welcome her vibrant energy and her love for music. We are looking forward to sharing playlists and discussing favorite artists. Some of Jane's favorite genres of music include easy rock, hard rock and all songs from the 70's to the 90's. Some of her favorite Television shows are Law and Order, Blue Bloods, sports, games shows and a favorite blast from the past, The Brady Bunch!

When Jane is not busy with work and has caught up on some of her shows, Jane is a great entertainer/ host. She lives in a community where she has friends that she sees regularly and enjoys hosting small dinner parties.

Some of Jane's specialty dishes include skinless baked chicken that has been marinated in a mesquite sauce, stove top stuffing, and corn. Another favorite is spaghetti and garlic bread- and she doesn't forget the salad.

Jane has a amazing sense of humor and can carry on great conversation; she is polite and humorous. Anyone that gets the opportunity to chat with Jane would be delighted.

While we may not be able to travel to these destinations with Jane, we are dedicated to supporting her in pursuing her dreams of visiting the wonderful world of Disney in Florida and the tropical island of Hawaii. Her spirit of adventure knows no bounds.

Please join me in extending a warm welcome to Jane and in celebrating her adventurous spirit. We are honored to have her as part of our ILS Family here at Compass and cannot wait to see where her dreams take her next.



**Her spirit of
adventure
knows
no bounds...**

MEET ALLISON

By Moises Fuentes, Case Facilitator

I would like to take the time to introduce a ball of warmth and joy named Allison. Allison is a nonverbal client in the RCRC region. She is a sweet loving person and has an ability to warm your heart with simplest of gestures and signs. Through a gentle squeeze of the hand, she can let you know when she is greeting you or simply expressing happiness. She loves beaded necklaces that not only wears like a princess but likes to interact with for sensory reasons.

She has a contagious giggle that she does when she thinks something is funny. Although she cannot give you a hug, when she feels comfortable with you, she will lean in, so you give her one. In addition, she loves to give you a kiss on the hand to demonstrate her love. She utilizes nontraditional communication and has numerous ways to show joy and affection in her unique way.

Family and community engagement is super important to Allison. She has a family that checks in daily via zoom. Being such a resilient person, Allison also makes the effort to visit her mother up north with a 3.5 hour drive each way. Allison has also made a family here. She quickly became a strong member of this community. Allison has gone to camp multiple years and plans to add another year of attendance in 2024.



We enjoy having her and feel that she enjoys being part of it as well. She participates in the Compass events such as camps, day trips, and holiday parties where she can interact with other members of the Compass family.

She also does well with her doctors. She is very patient and has a calm demeanor. Allowing the doctors to do what they need to do without a whimper. However, if needed, she is not afraid to communicate any discomfort with a vocalization or distancing herself.

Although Allison is a very dependent client, she has continuously shown growth in learning new skills for her activities of daily living through the time that she has been with us. She has made great progress in self-hygiene. She used to depend solely on staff for showering, but now only requires assistance as she showers herself and does her hair. There has also been vast improvement in getting dressed; she wants to help and has started doing so.

This is a great part of what Compass SLS can do when we partner with our staff and clients. She has gained more freedom by participating more in her self-care. We are so proud of Allison's growth and determination to live an independent life in her own home.



MEET KYLE

By Cassandra Sales, ILS Program Manager

Kyle has been a community member of Fort Bragg all his life. If you spend any time with him, you will learn two things: he knows just about everyone in Fort Bragg and is a respected member of that community, and his positive attitude and smile are just about the greatest treasure you will ever find. Kyle is a catalyst for kinship in his community.

Kyle's heart overflows with love for his family and others, and that is evident in his volunteer work at the Mendocino Coast Humane Society. Every week, he volunteers to socialize kittens and spends time with the older cats that need extra love until they find their forever homes. He's so consistent with his volunteer work he recently earned his own Humane Society t-shirt for achieving 20 hours of volunteer work. Kyle is also creative, and many others have benefited from that creativity.



He has created a Social Learning Group that meets once a week, virtually every week. During a time when COVID created distance, he utilized his ability and creativity to bring others together for community. It has been a tremendous hit, and his friends look forward to it every week!

Kyle supports the community even when it means driving 1.5 hours one way to attend the annual Christmas Party in Ukiah. The drive was worth it this year to get a picture with the Director of Legal and Labor and VP of Operations!



If you want to get to know Kyle, regardless of what region you are in, he encourages you to download the Zello app – it turns cell phones into walkie talkies and he LOVES meeting new friends that way. Fun fact about Kyle – his favorite sandwich is peanut butter, pickles, and mayonnaise – might be a great conversation starter on Zello.

Kyle doesn't just talk about goals, he goes after them, and because of him so many lives – both human and animal are more fulfilled. If you are ever in Fort Bragg, Kyle will always be down for a game of basketball, so just look for him at the courts! Kyle is a man of action. His heart is evident in everything he does, and there just isn't enough positive words to go around for this fine young man. Kudos, Kyle!

2024 Camps



Have a Jolly Time at Camp Carrville this year with our Christmas in the Pines theme!

We will have lots of fun activities for you to embrace the magic of the holiday season and wear your best holiday outfits. There will be scavenger hunts, ornament making, dance parties, saloon nights, carols by the campfire, and of course, S'mores!

During this 4-day, 3-night experience at this historical Carrville Inn in Coffee Creek, CA, there will be plenty of fun, adventure, downtime to rest and relax, and a summer Christmas experience that you won't forget!

Make memories having fun with friends playing volleyball, corn hole, horseshoes, board games, or splash around in the pool! Plus, you'll enjoy family-style, themed meals in the cozy dining room.

Registration links and more information are on our website: www.compasscares.com

Disney Retreat

Embark on a journey back by popular demand as Compass returns to Disneyland, a beloved destination for our clients! For many, Disneyland holds a special place in their hearts, with some having visited numerous times and others eagerly anticipating their first magical experience.

With excitement brewing in the air, this enchanting trip promises to fulfill dreams and create cherished memories that will last a lifetime. Join us as we come together as the Compass Family for an unforgettable adventure at the place where dreams come true!



Get ready for an enchanting adventure this November as Compass invites you to join us for not one, but two spellbinding days at the happiest place on earth: Disneyland and California Adventure Park!

Immerse yourself in the wonder of Disney with two exciting options to choose from. Opt for the one-day park pass to Disneyland, where the second day is yours to explore at your leisure, or dive into the full Disney experience with a two-day park pass, granting you access to both Disneyland and California Adventure Park.

Whether you're strolling down Main Street, U.S.A., meeting your favorite Disney characters, or taking a thrilling ride on Space Mountain, there's something magical for everyone in the Compass Family.



COMMUNITY CANVAS

Spring has sprung, and we're already in full swing here at Compass!
From enchanting Valentine's Day dances to classy proms,
refreshing trips to the ocean, invigorating hikes, and even a daring polar plunge,
we've been embracing the season with open arms and endless adventures!
Clients and staff also went to Sacramento to advocate for Regional Center funding.
Check out more photos on our Facebook page.

