

# COMPASS

2024 Summer Edition

Volume 35



Supported Living and Independent Living

# Bold Dreaming & Strategic Planning

By Sadie Hess, Founder & CEO

## **Dreaming & Planning for the Next 7 Years**

Compass operates on 7-year cycles to chart our strategic focus and goals. We are wrapping up our last process and preparing for the exciting new journey with our strategic planning teams. We couldn't be more elated about the individuals we have chosen to be part of this process.

We are making changes this year and instead of a one-week retreat, we are doing two three-day retreats. Our groups are comprised of people from various parts of our organization with diverse job titles; we want to hear different people's perspectives and ideas from all distinctive facets of our organization. We have thoughtfully and purposefully chosen individuals for two visionary groups. 'Protecting the Present' and 'Painting the Future'.

### **Protecting the Present**

Protecting the present is as important as our future! We have chosen 3 key attentions to evaluate. Team 1 is Recruiting & Onboarding. This group will focus on strengthening our recruiting and onboarding systems. We need to continue to concentrate our hiring needs on hiring enough individuals, but we also need to make sure we hire for the characteristics which are most important in outstanding caregivers. We are excited to bring fresh ideas and passion to our great need and desire to hire reliable and quality staff.

Team 2 will focus on our field training energies. This group will center on efforts to make sure every member of our teams is adequately trained to walk into their shifts set up to succeed. This team will bring new ideas and support to our already existing training and offer feedback and viewpoints on how to make our training and systems better for the longevity of our services.

Team 3 is Community Building. It is no secret that we love our community at Compass. We love parties and gatherings together and celebrating with each other regularly. We do that quite well if you ask me. But we need ask ourselves, are we seen and known? Are we contributing to our larger community? This group will focus on impacting our larger community beyond the confines of our organization.

### **Painting the Future**

Protecting the Future is comprised of 3 groups as well. We are exploring many questions and ideas. What other services are out there? What would complement what we currently do? What services could we step into and be successful but also stay true to our Mission, Vision, and Values? It is no surprise that Compass has big dreams and an even bigger vision to serve our community. We need to plan now for expansion which could take years. We are building a ceiling which will become a floor for those who will come after us. Compass is being built to last in a world where people are often looking for the next best thing. I certainly hope our name will become synonymous with excellence and integrity



throughout the nation. We have a mandate to be an organization of influence and exceptionality. We will influence and break the mold of comfort and grow in new areas.

### **Eyes on the Vision!**

We are in for a ride in the next seven years, and it may come with some twists and turns. But it will also come with joy and the excitement of new things ahead of us, with boundless hopes and possibilities. We are thankful to those of you who

have chosen to join us with dedication to the jobs you do every day. Compass will continue to fulfill our mission for generations to come because we have teams who are dedicated to our vision. We firmly believe in helping individuals with disabilities live independent lives pursuing their dreams and destiny. We will continue to do so with excellence, innovation, and integrity. Here's to the next seven years of growth and celebration together, I am certain it will be infinitely greater than the last seven.

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# Pruning Forward

By Cassandra Sales, ILS Program Manager

The vibrancy of Summer is shown in many ways. From the depth of green color in grass, to gardens in full bloom producing the most delicious fruit and vegetables, to sun kissed color on people all around us, Summer's paintbrush is always creating new masterpieces for us to enjoy. Whether you enjoy heading to the lake on your day off, go camping with your family, or just stay close to home, the long sunshine hours of Summer can really be a blessing.



The garden's thriving in the summer sun, are also a cue of the importance of pruning from our lives as well. Pruning reminds us that sometimes to reach our full potential, we must first trim off what is no longer serving us or even may be harming us. With the change of season, it's important for us to take an inventory of what is working well in our lives and what needs to be pruned.

Healthy pruning can come in many forms such as setting good boundaries, getting sober, eating more healthy options instead of hitting the drive through, and having the tough conversations you have been avoiding influencing breakthrough.

**As you enter summer, what pruning do you need to do in your own life? What could you cut out of your life that would help you bloom even more vibrantly?**

In addition to pruning, plants need several things to thrive: water, sunlight, and the correct nutrients like nitrogen, phosphorus and potassium. People aren't that much different. We as humans also need sunlight, water, and the correct nutrients like connection, healthy foods, and good habits to thrive. Our theme this year is Rest and Rise, and a core piece of that process is slowing down enough to create new healthy habits.

The purpose of pruning is to improve the quality of the roses, not to hurt the bush.

- Florence Littauer

One of the blessings of summer is longer light filled days. It's important to utilize those extra hours of daylight to cultivate healthy habits. Take a walk in the evening with a client if you are on shift or a friend if you aren't on shift. Switch out your favorite drink once a day for a glass of water instead. Plan time with the people who feel like sunshine in human form.

Think of Rest and Rise like a slingshot. In order to propel forward into the years to come, we first have to pull back and get the needed momentum, and that comes from healthy habits.

The best way to be successful with new habits, that will help your garden of life bloom, is establishing an accountability partner. Use your connection time with your Facilitator, Supervisor, or peers to share how you plan to prune from your life, what you plan to add to ensure you are getting the correct nutrients to thrive, and to share in the progress along the way. We all would love to cheer you on as you use Summer to prune your way forward.

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of summer is  
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*use summer to prune  
your way forward!*



# MEET MAURISSA

By Wendy Van, Regional Manager Assistant

I am super excited to introduce you to Maurissa. Maurissa is very friendly and enjoys talking to people. She makes friends easily and has no problem making conversation with anybody. I particularly love the stories that Maurissa shares about her interests and goals. When Maurissa attends our events she is very outgoing and will mingle with the group.

The first time I met Maurissa was at a Backyard Adventure at an Oakland A's game. I was new to Compass and this was my first time meeting clients. We were all on the Bart platform waiting for our train when Maurissa came right up to me and asked me my name. As soon as I introduced myself, she reached out with both arms and pulled me right in for a full-on hug. The type of hug you would give to someone you have known for years but haven't seen in a while. This is the perfect example of Maurissa's compassionate nature. She wants to make everyone feel accepted.

When I asked Maurissa recently if she remembered our first meeting she told me that she understands what it feels like to be the new person. Her exact words were, "It can be scary being the new person. I get it! I get it!". Maurissa is so empathetic that she recognized I was new and immediately wanted to welcome me. I can definitely affirm that Maurissa eased all of my nerves in that bear hug! I will never forget the kindness that Maurissa showed me that day!

With all of Maurissa's great qualities it's no wonder she landed her dream job! Maurissa set a goal to find a job in November of 2023. After setting up a couple interviews for herself she got a job at Safeway in December. She

even takes the bus to work and has to walk 5 mins from the bus stop. Maurissa has various duties including bagging, sweeping and collecting carts in the parking lot.

I asked Maurissa what she enjoys about her job and she said she "likes to be in a positive environment where she can talk to all kinds of people". We then discussed aspects of her job that she may not like as much and she expressed being really tired at the end of her four-hour shifts but enjoys it so much she keeps going back!! It's so inspiring to see Maurissa living out her dream!



# MEET NICHOLAS

By Shannon Laird, ILS Facilitator

I am extremely proud to introduce to you one of my hardest working clients from the East Bay. Nicholas has been with Compass since 2013 and I am really excited to share some fun facts about him and highlight some great accomplishments that he has achieved.

Just last year around this time, Nicholas graduated from Cal State East Bay with a degree in Psychology. This took a lot of hard work and dedication. While attending school, he also worked at Marshalls where he is coming up to his seventh year of employment with them. Recently Nicholas was promoted to an administrative position. His ultimate goal is to obtain a position in human resources where he can get a better in-depth understanding of the psychology of people. To also achieve a career rather than just a job.

Nicholas loves Mexican food; you can never go wrong with tacos and burritos. He also enjoys good Japanese cuisine. He has a passion for finding new spots to eat and bringing people along for the adventure into the world of good food. Being a food enthusiast is all about exploring the vast world of culinary delights, tasting different cuisines, and understanding the culture and traditions behind various dishes. Nicholas also has no problem getting in the kitchen and whipping up a good meal for himself.

Nicholas is a "sneakerhead." He loves collecting sneakers and sees it as a hobby that combines a passion for fashion, design, and sport. Some collectors focus on rare editions while others might collect only a certain brand of type of shoe. Nicholas really likes the brand Supra and has more than forty pairs.



Another hobby he has is playing video games; racing games are his bread and butter. Racing games are a highly popular genre in the gaming community to both casual gamers and dedicated enthusiasts who crave the thrill of speed and competition. These games can range from highly realistic simulation to more arcade style or a fantastical experience.

Nicholas also likes to read and his current choice of literature is graphic novels, such as Batman and Spider-Man. Graphic novels are a fantastic medium for storytelling, blending rich narratives with dynamic art to bring a larger-than-life character and epic adventures to the page.

In closing, Nicholas is a shining example of dedication and passion. His journey with Compass since 2013 has been filled with remarkable accomplishments and personal interests that inspire us all.



# MEET LARRY

By Ana Ceja, Case Facilitator

Larry's story is one of resilience and determination in the face of unexpected adversity. After experiencing a medical emergency that left him hospitalized and paralyzed from the waist down, Larry's journey with Compass began.

Despite initial doubts from medical professionals about his ability to ever walk again, Larry's unwavering spirit and the support of his community propelled him towards remarkable progress and achievement.

Returning home from the hospital marked the beginning of Larry's determined pursuit to regain mobility in his legs. He has a dream of throwing aside the chair and walking again. With the unwavering support of his resolute staff, compassionate doctors, and loving sister Anne, Larry embarked on a rigorous physical therapy regimen. Together, they formed a collaborative team committed to achieving Larry's goal of walking again. People can witness Larry doing his PT routines every day without vacations.

Within three months of returning home from the hospital, Larry experienced a significant breakthrough in his rehabilitation journey: he regained movement in his feet! This milestone marked the beginning of a remarkable transformation fueled by Larry's unwavering determination and the steadfast support of his Life Guides. By December, Larry achieved

newfound levels of independence, no longer reliant on the Hoyer lift and mastering tasks such as dressing himself. By May 6th, 2024, Larry's progress reached a triumphant peak as he stood up and lifted his foot, symbolizing a monumental step forward in his journey towards forward mobility.

Larry's journey of resilience and determination has not only led to remarkable physical progress but also to a flourishing and fulfilling life. Surrounded by the love and support of his sister, girlfriend, and community, Larry has embraced each day with a contagious smile, finding joy in simple pleasures and meaningful connections. As he continues to pursue his passions and interests, Larry's story is a testament to the resilience of the human spirit and the transformative power of positivity.

Larry's journey with Compass exemplifies the triumph of the human spirit over adversity. Despite facing significant challenges and uncertain prospects, Lawrence's resilience, determination, and the unwavering support of his community have enabled him to defy expectations and make remarkable strides towards recovery and independence. As Lawrence continues his journey, his story serves as an inspiration to us all, reminding us of the power of perseverance and the importance of community in overcoming life's obstacles.





# MEET NATE

By Jeanie Russell, ILS Facilitator

Introducing Nathaniel, our exceptional client in the RCRC region! With a preference for being called Nate, he brings a unique energy and enthusiasm to our community.

Nate's passion for photography shines through his entrepreneurial spirit and active involvement in the photography community. Starting his own photography business is a testament to his creativity and determination. Attending community events like car shows and airport days not only provides him with opportunities to capture unique moments but also promotes his business and expands his network.

Nate's participation in the Willits Photography Club and showcasing his work at local galleries enables him to connect with fellow photographers and art enthusiasts. It's evident that Nate's love for photography goes beyond just capturing images: it's about engaging with his community and sharing his perspective through his lens. His dedication to his craft is admirable and undoubtedly contributes to his success as a photographer.

Serving as the president of People First of Ukiah shows his dedication to advocating for the rights of individuals with disabilities. His involvement in the State Advocacy Conferences highlights his desire to effect change not only locally but also at the state level.



Joining the Regional Advisory Committee demonstrates Nate's willingness to contribute his time and expertise to initiatives that benefit the broader community. His volunteer work at the Willits Chamber

of Commerce further illustrates his proactive approach to supporting local businesses. His expressed interest in exploring additional volunteer opportunities reflects his eagerness to make a positive impact in various areas of his community.

Nate's passion for photography and involvement in his community truly make him stand out. He is not only talented, but also dedicated to making a difference and being an active member of society. His involvement in various organizations and volunteering efforts showcase his commitment to personal growth and contributing positively to his surroundings. It's wonderful to see him so dedicated to both his personal interests and making a difference in the world around him.

It's clear that Nate's drive and determination will continue to propel him forward, both in his photography business and his community involvement. With his talents and enthusiasm, there is no doubt he will continue to make a significant impact. We are privileged to have Nate as part of our Compass family, and we look forward to supporting him in achieving his goals and aspirations!

# MEET JOHNNIE

By Rochelle DeWeerd, Regional Manager Assistant

Meet Johnnie, a remarkable individual who has shown incredible growth and resilience since joining Compass in July 2023. Prior to his arrival, Johnnie had never lived on his own or cared for himself independently. Today, he not only resides in his own apartment but also manages tasks like laundry, housework, and packing lunches for work.



One of Johnnie's most significant milestones has been starting his first job ever. He has embraced this opportunity with enthusiasm and is excelling in his role. In a few months, he will celebrate one year with his current job, a testament to his dedication and hard work.

Johnnie's journey with Compass has been about more than just independence and employment. He has had the chance to experience many firsts, from visiting Turtle Bay to enjoying a live theater performance and even having a birthday party for the very first time.

These experiences have enriched his life and helped him become an active member of our community.

None of this would have been possible without the fantastic support team that surrounds Johnnie. Johnnie's story is a testament to the transformative power of support, opportunity, and determination. He is truly thriving in our community, and we can't wait to see what the future holds for him.

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independence



# MEET EVELYN

By Brittanie Foster, ILS Supervisor

If you live in Redding, Evelyn needs no introduction. She has been the smile behind the coffee cart at the regional center for years. She flashes the biggest smile to anyone that passes through those doors from service coordinators to clients and freight delivery people! No matter what the season, Evelyn has the whole lobby decorated. She spends days gathering decorations just to put a smile on your face. She dresses in Christmas sweaters, Halloween costumes and seasonal appropriate jewelry. This year, ILS was so happy to play a big part in Evelyn achieving a goal she's had for sometime.

Miss Evelyn is a prime example of living in the moment and enjoying the things that truly matter to her. Aside from being a hardworking employee, a devoted mother and wife, she also finds joy in gardening. She plants anything from flowers to vegetables.

Each year she tries to make a bigger garden than the year before, but as the years go on, it often becomes harder for her to maintain everything on her own. This year, with the help of her Life Coach, Jennifer, and her husband, Jason, they were able to completely rejuvenate her backyard and get it ready for the biggest gardening space she has ever had. Her goal is to have 120 different plants and veggies this year! There are many things to love about Miss Evelyn

including her outgoing, silly sense of humor. But my favorite thing is by nature, she is a teacher. She loves to sit down and show you exactly what she is doing every step of the way so other people can learn from all her trial and errors over the years! She strongly believes in the motto, "Tell me and I'll forget. Teach me and I'll remember. Involve me and I'll Learn!"

With that philosophy in mind, she has decided in the next few months, she is going to be hosting a gardening class for beginners as she wants other people to fall in love with gardening as much as she has! I cannot wait to see how her garden turns out this year, and how many new clients find a new passion for gardening. Life is short- always remember to stop and smell the roses!





# MEET MICHAEL

By Cindy Garcia, Case Facilitator

Meet Michael! He is a lively 74-year-old conversationalist who has brought a touch of joy to the South Bay region of Compass since joining us in 2022! Despite being legally blind, Michael's optimism and determination have made him a beloved member of our Compass community. Over the past year, with the excellent support of his team, he's not just improved his health but also his happiness and self-assurance.

Since his arrival at Compass, Michael has cultivated a strong support network and has learned to advocate for his needs more effectively. One of his major goals upon joining Compass was to modify his power chair to aid in navigating it while blind. Through bold determination, he worked together with his team to integrate sensors onto his wheelchair, showcasing his resilience in tackling challenges directly.

And here's the kicker—Michael is not your average senior; he's a radio enthusiast! With 2 amateur radio certifications under his belt, he's always tuned into the latest frequencies or tinkering away with radios as his favorite hobby. His love for all things radio adds an extra layer of charm to his already vibrant personality!

Looking forward, Michael has a big dream ahead that he's been diligently pursuing. His goal is to explore the amazing city of London by the end of 2025, with plans to visit iconic sites like the Tower of London and indulge in afternoon tea. Michael is already imagining the thought of himself in an adorable tea room enjoying fresh tea, scones, clotted cream with jam and other delicious treats. His enthusiasm is noticeable, reflecting the deep meaning this journey holds for him, living life to his fullest!



Despite a minor delay due to health concerns, prompting him to reschedule for the following year, Michael remains undiscouraged. He's partnered with his team to outline a step-by-step path towards reaching his dream. Despite the hurdles faced this year, his determination is fascinating. Michael team persists with steady grit, eager on turning his dream into a reality soon. With his positive outlook and persistence, there's

every reason to believe that Michael will achieve his goal and create cherished memories in London's fascinating city.

If you happen to bump into Michael, don't hesitate to ask him about his dream goal, he will love to tell you all his hopes and dreams! We are so proud to have Michael on our Compass team and look forward to partnering with him in achieving all his dreams!

# MEET ANDREW

By Shannon Laird, ILS Facilitator

I would like to introduce to you one of our newest members of the ILS team, his name is Andrew. He has been with Compass only a couple of months and has been working with his ILS coach Terrah on a few goals.

One of his favorite things to work on is cooking. At first, he was hesitant and did not think that he would enjoy cooking, however he has found a new passion for cooking, he enjoys looking up recipes that he would like to try with the oversight of his life coach Terrah.

He makes wonderful meals for his family. Mondays he cooks a dinner meal and Fridays he bakes a dessert, which is one of his favorite things to bake. Some of the things that Andrew has made are Creamy chicken sausage Orzo, easy cheesy baked tortellini, no bake Oreo cheesecake, and spinach stuffed chicken, if he could make a dessert both nights, he would love that. I have to say, his dishes look pretty amazing, and he is really proud of what he creates.

Some fun facts about Andrew include bike riding. He goes on rides 3-4 times a week and rides 2-3 hours at a time! Bike riding can be an excellent form of self-care! It combines physical activity with the enjoyment of being outdoors, which can have numerous benefits for your well-being. This is a fantastic way that helps him with clarity, clearing his mind and keeping his energy flowing.

Andrew also enjoys playing video games, some of his favorites include Gotham nights and Horizon zero down. Video gaming offers a dynamic and interactive form of entertainment that can be tailored to his

taste and interest, making for a great hobby. Not to mention a few favorite shows of his are Yu-gi-oh which is a popular Japanese anime cartoon that has many characters and spin off's taking you into a world of challenges and battles. Andrew also likes the Power Rangers, this long-time running show started in 1993 and is still capturing the interest of people to this day.

Andrew works part time at wing stop and attends Evergreen Valley College pursuing a degree in business administration. His plan for the future is to eventually transfer to San Jose State University where he can continue going after his dream. He will have the opportunity to join groups, utilize the career center and get help with guidance to his career path, become more social and make lifelong friends.



# Sunshiny Days

Spending time in the sun can be a wonderful form of self-care, helping to boost your mood and recharge your energy. ☀️

See how Compass staff enjoy the sunshine and practice self-care through outdoor activities.

Watching the  
sunrise,  
drininking coffee  
-Wilson F.



Walking in the  
Redwoods  
- Jeanie R.

Reading in my  
hammock  
- Lindsey D.



Lazy day  
at the river  
-Tonya T.

Watching my  
kids play w/  
water balloons  
-Ana C.

Drinking  
homemade  
lemonade  
on my porch  
-Darla L.

BBQ'ing  
poolside  
-McKenzie B.

Walks and  
reading on  
the porch  
-Mary F.

Walking by  
the water  
- Debbie D.

Looking at  
the birds  
in the trees  
-Jodi M.



I meditate & pray - Maria B.

I go for a run - Ronnie D.

I eat healthy food - Dennis F.

I go to the gym - Rachel R.

I practice gratitude - Parwiza P.

I have a couple of cups of coffee - Sharon K.

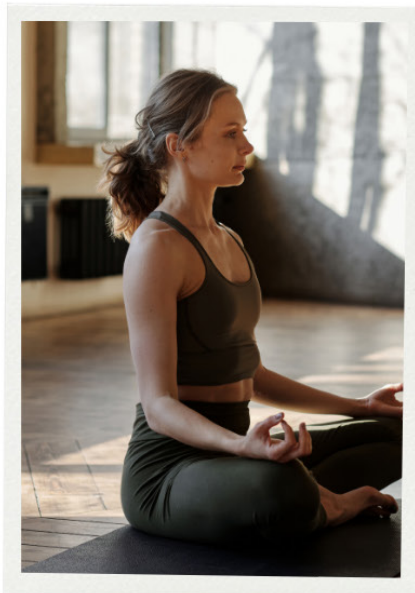
I listen to my body & rest - Diane B.

I get a massage - Melissa M.

I soak in a bath - Tabitha S.

# Self-Care Ways

As caregivers, we do a great job of taking care of others—here's how we take care of ourselves! Whether it's a walk in the park, a beach day, or simply soaking up some rays, our team knows the importance of self-care to stay refreshed and energized.



I do yoga  
- Kirsten K.



I beautify my garden  
- Jodi M.



# COMMUNITY CANVAS



Summer is here, and we're having a fantastic time at Compass! Our clients have been celebrating the festive "Christmas in the Pines" theme at Camp Carrville, bringing holiday cheer to the summer season. We've also enjoyed a lively talent show, showcasing the incredible skills and creativity of our clients. Be sure to check out more photos on our Facebook page.



## Our Summer

