

COMPASS

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Supporting Adults with Disabilities since 1996



A Legacy of Belonging

By Sadie Hess, Founder & CEO

Compass - 30 years Strong

There are moments in life when you pause long enough to look back, and you see a thread that's been there all along. A thread of calling, connection, faith and purpose that wove itself into a story larger than anything you knew you were building. It's a remembering - a recognition that the work we do at Compass is not just professional - it's profoundly personal.

Our story didn't begin with a business plan. It began with people. It began with a calling. It began with care. I am reminded the most meaningful stories in life aren't built all at once -they are woven slowly, stitch by stitch, through moments that felt small at the time but turned out to be profound in hindsight. These are the moments, that when you look back, reveal the steady hand of purpose guiding you before you could see your destination.

The Beginnings - Huffmaster Hospitality

My personal story - long before Compass ever took shape - was formed in the moments of my childhood. My childhood was rooted in faith in my little home church in Maxwell. My parents grew up in rural farming towns. They had childhoods in small town schoolhouses, raising chickens, milking cows and helping with farm chores.

My parents have five kids and adopted one and had many that adopted them over the years. They chose to raise me and my siblings in a small town and many days were spent at our little church serving and living in a community.

Part of the reason they stayed in the little town of Maxwell was to be close to the Legacy Huffmaster ranch that had been in

the family for 100 years. Dad loves the ranch, and he has felt called to work on that land and keep the legacy of the Huffmaster Ranch in his family. My parents believe in God, in the value of integrity and the dignity of hard work. I grew up learning that people matter, that compassion can change a life, and that faith can turn anyone into a vessel for extraordinary things.



A Legacy of Belonging

My grandmother, Sadie 'Sally', adopted my dad into her family when he needed a sense of belonging, and with that, after he met mom, got married and started his family, we became hers too. She passed down more than her name to me -she passed down a legacy of making room for others. I carry her conviction in my heart-- family is both inherited and chosen. She taught me that belonging is something you invest in and build.





Grandma Sally and Grandpa Johnson, not true blood but true heart, left my family with the inheritance with which my parents bought their first home. I have her China dishes, and she gave me her wedding ring. Her family was grafted into my family's history, and she treated us like we were hers all along.

Family is not only your blood, but it is who you choose; family is what you grow over the years. That is how I see Compass. We are families that come together, who choose to live life together - we choose to be part of each other's stories and legacy.

This is rooted deeply in my legacy from my parents, Grandma Sadie and Grandpa CED Johnson. What they did for my parents was impart a culture of bringing those who are missing something into a family - wrapping their arms around them and giving them a sense of home and family.

Family as Foundation

I have parents who gave me a sense of feeling known and belonging. Parents who showed up for me and for others, who believed in me. When Compass was young and unsteady, they borrowed against their own home so we could make payroll a couple of times.

My parents have taught me what sacrificial love looks like in real life. Their faith in me has become a grounding truth, the



truth I would return to in seasons when my work felt bigger than my courage.

A Legacy of Showing Up

My parents' sacrifices and my grandparents' openheartedness is woven into the tapestry that makes up Compass. The heart behind the mission has always been that people matter; their stories matter and their belonging matters.

When you build from this place, the work becomes more than work. It becomes something personal, sacred, and lasting. My parents have given me a legacy of showing up, a legacy of belonging. Compass began because we saw a need and showed up; it has endured because we have continued to do so.

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The Dream Keepers

By Jenny Snider & Kira Webster, Marketing & Communications

Dreams are not simply goals waiting to be completed. They are living things—carried, protected, and sometimes passed across generations. Long before dreams are realized, they are kept. Across history, there have always been Dream Keepers: people who tend vision with care, who guard what is fragile, and who remain faithful even when the ending is not yet clear.



At Compass, we come from a long line of this kind of faithfulness. For over thirty years, this work has been carried forward not only through bold ideas or visible milestones, but through quiet, steady presence. Through people who showed up, held space, and believed in possibility even when the path was winding. Dreams did not always unfold as expected—but they were never abandoned.

Dreams often ask something different of us than execution alone. Sometimes they invite strategy, structure, and steady building. Other times, they ask for patience, surrender, and trust. Joseph in the Bible dreamed of leadership, but his dream

unfolded through seasons he could never have planned. Florence Nightingale carried compassion into places where systems did not yet exist—and the full reach of her impact extended far beyond what she could see. Their dreams were not rushed into being; they were kept through faithfulness.

This is the sacred work we continue today. At Compass, we are not merely implementers of dreams—we are their stewards. We walk alongside clients as they discover and reclaim what matters to them. We hold dreams gently during seasons of uncertainty. We protect dignity, possibility, and hope when they feel most vulnerable. Sometimes the dream becomes visible through action—a caregiver arriving, a promise fulfilled, a life supported with care. And sometimes the dream does its work quietly, shaping hearts, restoring trust, or reminding someone of their worth.

Not all dreams are meant to arrive in the form we imagine. Some dreams exist to awaken our creativity, to rekindle our passion, or to remind us of the light we carry. In the eyes of heaven, authors exist who never write books. Leaders lead without titles. Dream Keepers keep faith without applause.

To be a Dream Keeper is to live in the tension between effort and surrender. To act with intention while allowing mystery. To believe that what we carry today may bloom in another season, through another person, in ways we may never witness. This is not lesser work—it is holy work.

So we keep dreaming. We keep tending what has been entrusted to us. Not because every dream must be realized to matter, but because dreams themselves matter. They shape who we are, how we serve, and how love moves through the world—quietly, faithfully, and across generations.

CFS FEATURE

Meet Emily

By Josh Flom, CFS Program Manager

We're excited to take a moment to celebrate one of our incredible clients in the Coordinated Family Support (CFS) program: Emily, from Fort Bragg. Her journey with Compass has been nothing short of inspiring, and we're thrilled to honor the transformation that's taken place since she and her family joined us in January 2025.

Emily comes from a large family—she has nine siblings—and when we first met the Peterson family, they were facing an incredibly difficult situation. There was serious concern that the siblings would be separated and placed in different housing situations or group homes across the state. The fear of a split was very real, and even the possibility of Emily being moved four hours away from her loved ones was on the table.

At that time, Emily had been labeled as “behavioral” or “challenging,” often exhibiting physical aggression such as hitting, scratching, and even biting. But as we know, labels don't tell the whole story—and they certainly don't define a person. Through the steady guidance, consistent advocacy, and compassionate persistence of her Compass team, Emily's story began to change.

Thanks to an extraordinary collaboration between the CFS and SLS teams, and a deep commitment to person-centered support, Emily not only avoided being separated from her siblings—she stayed close to home and is now thriving in ways many thought might never be possible. Her progress is a powerful reminder of what can happen when we lead with hope, compassion, and belief in our clients' potential.

Today, Emily is living her best life surrounded by family, and the challenges of her past are no longer the defining headline of her story. This transformation wouldn't have been possible without the unwavering dedication of our SLS team, who poured their hearts into ensuring her dreams—and her family—stayed intact.

To the whole Compass crew supporting the Peterson family: thank you. This is the impact of coordinated, compassionate care—and this is what makes Compass who we are.



SLS FEATURE

Meet Chris

By Ashley Correia, Case Facilitator

I would like to highlight Chris, our amazing client in the RCEB region. Chris has been with Compass since 2016. He is very funny, friendly, and naturally curious. He has a strong interest in learning about a variety of topics, especially history. Whether he is reading about past civilizations or asking thoughtful questions, Chris engages with new information wholeheartedly. He also enjoys collecting unique items, particularly coins, and takes pride in choosing pieces that reflect his interests.

Along with his love of learning, Chris is a dedicated athlete. He currently plays on the Special Olympics basketball team, where his enthusiasm and teamwork make him a valued member. January 2026 will mark twelve years of Chris participating in Special Olympics basketball, an impressive milestone that highlights his long-standing commitment to the sport.

He continues to work hard at improving his skills, supporting his teammates, and staying active. One of his goals is to help his team win the gold in the Special Olympics, a dream he pursues with focus and excitement.

Chris's passion extends across all his interests. He remains devoted to the activities he enjoys and consistently finds ways to stay involved and growing. Whether he is diving into a new historical topic, adding to his coin collection, or practicing basketball, Chris gives each pursuit his full attention. His dedication is reflected not only in the progress he makes, but also in the enjoyment he gets from each activity.

Chris is a wonderful example of someone who stays engaged and excited to explore the world around him. Those who know him can see how much he values learning, discovering new interests, and investing in the things that matter most to him. We are proud to recognize Chris and celebrate the determination, curiosity, and commitment he brings to everything he does.





ILS FEATURE

Meet Philip

By Shannon Laird, ILS Facilitator

I would like to introduce you to our smart and sporty client Philip! He has been with Compass since July 2024. If you are looking for an adventure this is the guy that you want to be around, you will not be disappointed. Philip lives with his mother in the east bay he has been on a journey to find a day program that will accept him part time, so he is able to live his life to the fullest and continue with going after his dreams.

Philip is the kind of person who's always up for a game, whether it's rolling a bocce ball across the lawn on a sunny afternoon or gliding across the ice at the local rink. When the weather's right, you can usually find him on the golf course, taking unhurried swings and soaking in the fresh air



Philip earned 4th place playing golf in the special Olympics. And if there's a pickleball match happening nearby, there's no doubt they'll jump in—competitive enough to make it fun, but laid-back enough to keep everyone laughing.

Fun Fact about Philip, He plays the snare drum which dates back to the medieval and Renaissance days. He also plays the Kalimba. The kalimba is a small African thumb piano that produces soft, melodic tones when its metal tines are

plucked. Based on traditional instruments like the mbira, it has a wooden body that helps amplify its gentle sound. Its simplicity and calming tone have made it popular around the world.

Philip favorite foods are carbs. He loves the comforting warmth of fresh-baked breads and the simple satisfaction of a perfectly cooked bowl of rice. But nothing compares to the joy he finds in pizza. It's more than food for him; it's an experience, a small bit of heaven each time he takes a bite. Among all the places he's tried, one spot has completely won him over: the delightfully named "Pizza My Heart," a place he holds as dearly as the pizza itself.

Philip enjoys the company of others, creating genuine conversations. He has a natural warmth that draws people in, making even strangers feel the need to engage. He is able to chat about anything and carry-on great conversations. So if you see Philip at an event make sure to stop and say hi!



SLS FEATURE

Meet Sherri

By Crystal Anderson, Senior Case Facilitator



For the last six years, Sherri has been a shining part of the Compass community, known for her warm smile, contagious laugh, and the joyful energy she brings everywhere she goes.

A true social butterfly, Sherri, thrives on connection. One of her biggest dreams has always been to grow her circle of support, and through dedication, courage, and her naturally outgoing spirit, she has accomplished exactly that. Today, Sherri is surrounded by people who care that she can depend on, a roommate she loves, and a growing network of friends who admire her bright, loving heart. She also has a wonderful team of staff that she trusts, who celebrate her and encourage her dreams and growth.

Another major milestone in her journey has been joining a day program where she feels welcomed, engaged, and inspired. This accomplishment has opened doors for Sherri to build routine, confidence, and meaningful friendships. Alongside that, she found a church that instantly felt like home. Her faith community has become one of the most important parts of her life, and she has become deeply involved in serving others. Every Wednesday, Sherri leads the children's ministries, a role she cherishes. Working with the kids brings out her silly, fun, and nurturing side, and she takes pride in guiding them with kindness and enthusiasm. Sherri is very involved in her church and is always looking for more ways to serve.

As Sherri celebrates how far she has come, she continues to dream forward. She hopes to find a job that connects her even more with her community, and she is determined to pursue opportunities that allow her to grow, contribute, and shine. Another empowering goal she is working toward is not being conserved, which is an important step toward greater independence and self-advocacy. Sherri's progress in this area reflects her tremendous personal growth and her ongoing commitment to discovering what more is possible.

With her joyful spirit, huge heart, and unstoppable determination, Sherri is a beautiful example of what can be achieved when someone believes in themselves, doesn't give up, and is surrounded by people who believe in them, too. Her journey continues, and she meets every new challenge with courage, hope, and that unforgettable smile.

ILS FEATURE

Meet Nathan

By Brittanie Foster, ILS Facilitator

Dreams are at the heart of everything we do as an organization. They are the driving force behind our mission and the reason we show up every day. Beyond our daily responsibilities, shopping, cleaning, attending medical appointments, our deeper purpose is to walk beside our clients as they discover their own strengths, recognize their own potential, and pursue the personal dreams that make life meaningful. We believe that every person deserves the chance to imagine a brighter future and to have the support needed to achieve it.

Today, we are honored to introduce you to someone who embodies that spirit of perseverance and hope: Nathan.

Nathan is a young man who has always held a powerful dream close to his heart, the dream of one day living on his own. For years, life seemed to place barriers in his path. Plans changed, doors closed, and progress sometimes felt slow. But despite every obstacle, Nathan never stopped believing in himself. He never let go of the vision of having a place he could proudly call home. His determination, resilience, and optimism carried him forward even when the world seemed to push back.

And then came Compass, a place where dreams are brought to life. With the support of his life coach and all the effort he put in himself, Nathan has officially moved into his first home, independent from his family. This accomplishment is so much more than a move, it is a milestone, a long-awaited moment that Nathan cherishes deeply. Each day, he proudly says, "I live in my own place, can you believe it!" Those words represent years of perseverance and the fulfillment of a promise he once made to himself.

Nathan has embraced his independence with joy and excitement.

He made his room, his own. Making it a true reflection of who he is. He has reconnected with an old friend (who happens to live in the same place!) And with every passing day, he continues to gain confidence as he navigates life on his own. He frequently surprises himself with how capable, and independent he has become.

Nathan currently resides in RHF housing, a perfect first step that has given him a safe and supportive foundation. But his dreams don't stop here, this is only the beginning. Nathan hopes that one day he will move into an apartment entirely on his own, continuing to build the life he has always imagined.



Dreams. They guide our work. They inspire our efforts. They shape the way we walk beside people and through successes and challenges, through growth and uncertainty, through every moment that makes their journey uniquely theirs. And the greatest reward of all is standing with them at the finish line, witnessing the dreams they once whispered become the reality they now live.

SLS FEATURE

Meet Gary

By Maraya Villarreal, Senior Case Facilitator

When Gary joined Compass in October 2023, he brought with him a light that was impossible to miss. Kind, joyful, and full of jokes, he quickly became someone who could brighten any room. At the time, Gary lived mostly independently, receiving just 35 hours of SLS support each week. He was capable, content, and excited about pursuing lifelong dreams—especially the dream of returning to Disneyland.



In November 2024, that dream came true when Gary joined a Compass group trip to Disneyland. He hadn't been there since the 1960s with his dad and was thrilled to go back. But what was meant to be a magical experience quickly took a turn. Gary became seriously ill, spending the second day of the trip in the ER. The team wasn't sure if he could even make the trip home.

Once stable enough to travel, he returned home—but things got worse. Two weeks later, staff had to call 911. Gary spent the next eight weeks in the hospital, facing dialysis, grueling physical therapy, the emotional toll of the holidays, and even a skin cancer diagnosis. For someone who had lived so independently, the shift was heartbreaking. His joyful spark faded.

But this is when Gary's support system stepped in. Compass staff visited, advocated, encouraged. His medical team rallied around him. His family stayed close. And slowly, Gary began to fight his way back—regaining strength, confidence, and hope.

When Gary was finally discharged, he returned home with 24-hour SLS support—a massive shift from the life he knew. But instead of resisting, Gary leaned in. He kept his medical appointments. He gave his all in therapy. He chose optimism. And he discovered something beautiful: he enjoyed having a full team beside him. He laughed again, built relationships, and started reclaiming pieces of himself.

Exactly one year later, Gary returned to Disneyland—this time stronger and steadier. With his LG3 Chrysta by his side, he soaked in the magic, rode the rides, and promised (with a Gary-style grin) to avoid any hospital visits this time.

Gary's story is a powerful reminder of what's possible when community, courage, and compassion meet. Dreamers don't give up. They rebuild, they rise—and sometimes, they find their way back to the very place where their story paused... ready to begin again.

ILS FEATURE

Meet Mary

By Terrah Starling, ILS Facilitator

Mary. A gentle, soft-spoken girl with a kind heart and a love for getting lost in a good book. She also happens to really enjoy rollercoasters too!

It is exciting to celebrate and share her first success story here at Compass! Mary recently reached a personal milestone she's been working toward which is learning how to cook safely and confidently in her own kitchen. With encouragement, patience, and hands-on guidance from her Life Coach, Linda, Mary, has grown her skills, and her confidence, one scrumptious step at a time.

From the start of her journey here with Compass, Mary shared that she wanted to feel more independent when preparing her own meals. She enjoyed being in the kitchen but wasn't always sure how to use appliances or follow recipes. Together, she and her life coach created a plan to build her skills gradually. Their first focus was safety, making sure Mary felt comfortable with essential kitchen practices such as proper handwashing, safe food handling and avoiding common hazards.

Linda also introduced Mary to the safe use of the stove, oven, microwave, and knives. They practiced identifying when surfaces were hot, how to handle sharp tools correctly, and what steps to take in case of an emergency. With each session, Mary became a little more confident.

As her comfort grew, Mary began preparing simple meals. She learned how to wash and chop vegetables, measure ingredients, set timers, and clean up her workspace. Mary especially enjoyed practicing safe knife skills and using potholders, small steps that made a big difference in helping her feel more capable.

One of Mary's proudest accomplishments is mastering her favorite recipe: chicken and vegetable stir-fry. She now prepares it with minimal reminders, remembering each safety step she practiced. Linda shared how inspiring it has been to watch Mary take the lead during their cooking sessions and how proud she is of Mary's progress.

Mary's success in the kitchen has boosted her independence and given her a renewed sense of confidence. She's already looking ahead to her next goal learning how to bake healthy muffins. With her enthusiasm and Linda's supportive coaching, we can't wait to see what Mary accomplishes next!



SLS FEATURE

Meet Darryl

By Brenda Huffman, Case Facilitator

Darryl is always proud to wear his Compass swag, but most of all, he's proud to be part of our Compass Family. He takes great pride in his tribe and goes out of his way to remember all our names—staff and clients alike. His energy is warm and magnetic, and he's always quick to share his appreciation with a beautiful, genuine smile. You can feel his joy from across the room.

Darryl is truly one of the happiest people on this earth, and we are incredibly lucky to spend time with him and witness the joy he brings wherever he goes.

Whenever you see Darryl out in town, the first thing he'll do is point out his Compass gear and show it off proudly. If you're wearing Compass swag too? Even better. His excitement is contagious. It's just one of the reasons I chose him to be our happiest representative—because Darryl doesn't just have good days, he creates them for the people around him. His positivity is unwavering, and he makes our world lighter and brighter. Thank you, Darryl, for representing Compass with your whole heart.

Darryl is also full of dreams and curiosity. He loves to travel and explore new places. This Christmas, he plans to visit his brother on the East Coast—another dream come true. He's

always looking forward to the next adventure. Whether it's traveling, dancing, or meeting new people, Darryl's sense of wonder never fades. He especially enjoys church, spending time with animals and children, and rarely misses a day at his weekday program, where he's beloved by everyone.



He also loves to attend events of any kind—parties, community gatherings, celebrations—you name it. When people meet Darryl, it's obvious how much joy he brings just by being himself. He rarely has a bad day. On December 12th, Darryl will be attending the RCRC Christmas party, where he will be honored with an award as the "Most Joyful Client Representative of Compass." He also enjoys visiting his parents once a month and treasures his time at their home. Darryl's spirit is a gift to everyone who knows him.

Darryl takes pride in his tribe...

ILS FEATURE

Meet Ernesto

By Vanessa Hogan, ILS Supervisor

If you've ever walked into the Willits Grocery Outlet, you've probably already met Ernesto because it's nearly impossible to miss the joy, humor, and pure life he brings into any room. After almost a decade of greeting customers, joking with families, and starring in beloved local commercials, Ernesto has become nothing short of a hometown celebrity. He's not just part of the store—he is the vibe. In fact, the store proudly uses a cartoon version of his face as their profile picture, a small but fitting tribute to the energy he brings every single day.



What makes Ernesto unforgettable is his signature “carding system,” a playful way he interacts with his community. If you're doing something silly or need to step up your manners, you might receive one of his joking-but-serious red cards. Make him laugh or do something kind, and he'll flash you a green card with pride. And if you're somewhere in the middle? Well that's a yellow card moment. His humor has become a Willits tradition, and the community loves him for it.

But Ernesto's impact goes far beyond the store. In his personal time, he takes responsibility seriously, regularly patrolling his neighborhood with his radio and even helping neighbors take out their trash on collection day. His heart for others



shows up in big ways and small ones, every single week. His commitment to health has also become one of his defining strengths. Ernesto prioritizes exercise and takes long nature walks at least twice a week. This dedication has led to significant improvements in his wellbeing and has even strengthened his work performance especially as a shopper and in his fast-paced store environment.

Recently with Compass, Ernesto has brought that same enthusiasm, humor, and leadership to our community. He motivates clients, uplifts staff, and reminds all of us that joy is not just a feeling it's a choice and a practice.



SLS FEATURE

Meet James

By Melissa Garcia, Case Facilitator

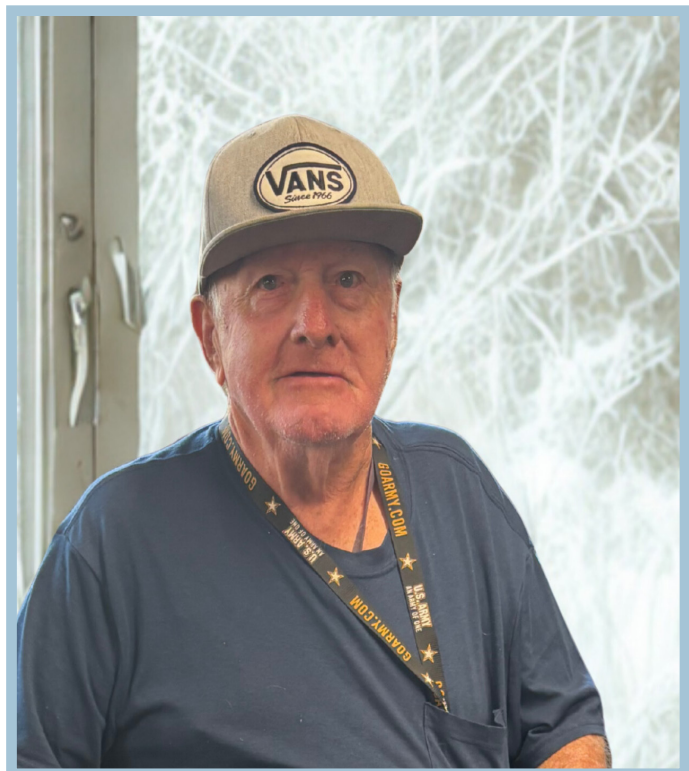
Meet James! Since joining Compass in January, James has been on a roll! Literally, thanks to his brand-new mobility scooter! From day one, James has brought an uplifting energy to our supported living community, and his natural warmth and big sense of humor has made him a fast favorite among staff and other Compass clients. James has embraced change with his trademark humor and tenacity. His new staff have been delighted to get to know him and support his goals.

One thing everyone quickly learns about James is that he's incredibly social. Whether he's sharing a laugh, delivering gifts to friends, or checking in on how someone's day is going, James loves to socialize. James welcomed a new roommate this year and the two became fast friends. His social circle extends far beyond his home too, James is active in his church and has a wide network of friends throughout the community. His connections are a big part of his life, and they continue to grow as he does.

This fall, James reached an exciting personal milestone that showed not only his determination, but also the strength of his community relationships. For many months James had dreamed of purchasing a new mobility scooter that would give him greater independence and a chance to explore his favorite places with ease. Instead of letting the goal feel out of reach, James got to work. He saved money redeemed from collecting and recycling bottles and cans, and his efforts inspired others in his community to get involved. Several local businesses partnered with him, setting aside their recycling so James could add to his growing fund.

Month by month, bag by bag, James' savings grew. His dedication never wavered, and neither did the encouragement he received from friends, neighbors, and supporters. Finally, in early November, James reached his goal and proudly purchased his brand-new scooter. The smile on his face said it all, this was more than a purchase. It was a proud achievement earned through perseverance, teamwork, and community spirit.

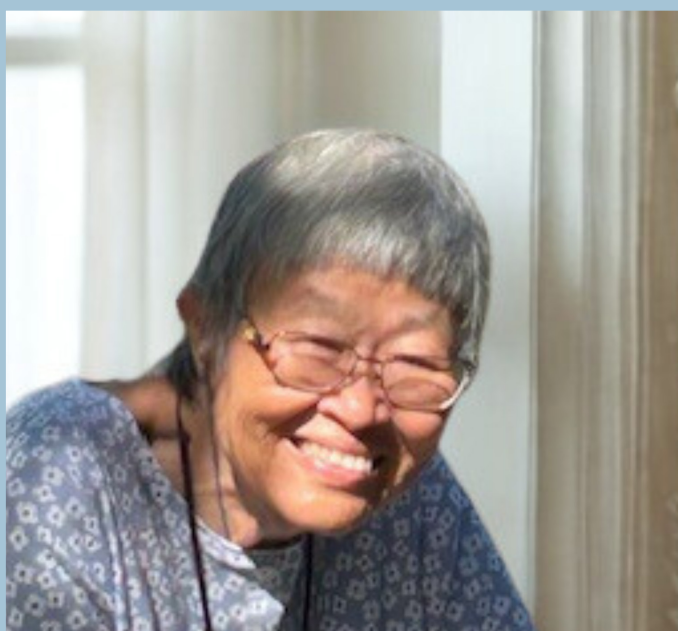
Today, you can often spot James out and about, cruising with confidence and spreading joy wherever he goes. We're proud of all he has accomplished in such a short time and excited to see what goals he'll set next. Keep on rolling James!



ILS FEATURE

Meet Linda

By Michelle Elliott-Kile, ILS Facilitator



Linda's journey this year has been guided by her own goals, passions, and determination. By centering her choices on what she values, Linda demonstrates how perseverance and positivity can transform uncertainty into fulfillment. In May, she joined the Compass family, hoping to gain support in achieving her goals and dreams with the support of an ILS life coach.

At the beginning of the year, Linda faced many unknowns. Recovering from hip surgery, she wondered how much she would be able to participate in the activities she loves. Living alone in her apartment, Linda has always been a social butterfly, eager to connect with others and attend community events. Yet, with transportation challenges and the need for rehabilitation, her goals of making new friends and enjoying outings seemed daunting.

Through determination, exercise, and a positive attitude, Linda steadily regained her independence. Using her walker

for stability, she can now walk longer distances and embrace experiences that bring her joy. Her journey is a testament to resilience and the power of community.

This year, Linda's adventurous spirit has taken her to many Compass events. At the Folsom Zoo, she delighted in seeing the baby giraffe—her favorite animal. She explored Bishop Farms, walking through the sunflower patch and riding the tractor-pulled hayride. At the ACRC Giving Groove Gala holiday party, Linda contributed a homemade ornament for the exchange and brought a gift for a child, embodying the spirit of generosity.

Her love of gardening has also flourished. Linda enjoyed picnics at the McKinley Park Rose Garden and the California State Capitol Rose Garden, savoring the beauty of the blooms. Determined, she planted her own garden, tending to the vegetables with care. Her harvest included tomatoes, zucchini, beans, and basil—a rewarding reminder of her patience and dedication.

Adding to her accomplishments, Linda joined her church choir and will be singing in the Christmas performance, sharing her voice and joy with her community. What makes Linda's story remarkable is not just the places she has visited, but the courage it took to get there. She has proven that with hard work and optimism, limitations can be overcome.

Linda's journey reflects the heart of our Community of Dreamers: embracing challenges, celebrating victories, and finding joy in connection. As winter settles in, Linda's story reminds us all that dreams are not defined by obstacles, but by the determination to keep moving forward.



Moments & Memories



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