Summer | 2026 Volume 43

COMPASS

DREAMS. DIRECTION. DESTINY.



MEET: Michael

30 YEARS OF IMPACT
Where we started, how far we've come

CLIENT STORIES
Tanner, Susan, Arnav, and Nico's journeys

COMPASSCON 2026
Inside our Renaissance Celebration

FROM THE CEO

30 YEARS OF COMPASS:

CELEBRATING THE JOURNEY TOGETHER

Compass is turning 30, and it's wild to think we've been doing this for three decades. This month we're celebrating together while dreaming about what's ahead.



I'm a little embarrassed by how big we're celebrating. Compass Con was completely off the hook, Renaissance theme and all. But I am deeply grateful and humbled by every moment that has made up Compass.

It's been quite a journey, filled at times with loss and worry, but also joy and vision. I never imagined, as a 23 year old starting Compass, that it would grow into what we know today.

I'm grateful for clients who have been with us since the beginning, and we honor those we've lost along the way too. So many field and administrative staff have given 10, 15, even 20 plus years to this mission we all share.

We laughed, played, and reflected together at Compass Con. It felt like 30 years of grit, hope, and big dreams coming together. And we're celebrating all year long, so keep an eye out.

You'll also notice this newsletter has a brand new look. It felt like the right moment for a refresh, something as fresh and exciting as this next chapter. We hope you love it as much as we do.

This isn't just my celebration. It belongs to all of us. Whether you've been here 30 years or 30 days, you matter deeply, and the best is still ahead.

Sadie Hess
FOUNDER AND CEO

DREAM OF TRAVEL

At 80, Michael had stayed in a hotel twice in his life. Then CompassCon gave him a trip he never imagined possible.



A DREAM *Fulfilled*

By Lindsey Domreis, Senior Case Facilitator

Tears welled in Michael Woods' eyes as he stepped into the hotel lobby. At 80 years old, this wasn't just another trip. It was an experience he had never imagined for himself.

Before CompassCon, Michael had only stayed in a hotel twice, both times at a Motel 6 in Redding. Traveling had never felt like something he'd get to do. As he took in the beautiful hotel and the energy of CompassCon, he couldn't contain his emotions, crying tears of joy and gratitude.

Michael embraced every moment with curiosity and enthusiasm, from the activities to the people around him. He was amazed by the kindness of everyone he met and the quality of the accommodations.

What made it even more meaningful was what happened after he came home. Michael eagerly shared stories with anyone who would listen, proudly recounting his trip and talking about how wonderful the hotel had been. Michael reminds us that dreams don't have an age limit.

CompassCon wasn't just a trip. It was a dream fulfilled, creating memories he still cherishes and shares with others.



MICHAEL AND "SIR BROSEPH" SHARE A PICTURE-PERFECT COMPASSCON MOMENT

Photo courtesy of the CompassCon production team

"DREAMS DON'T HAVE AN AGE LIMIT.



STILL SUSAN, STILL SMILING

By Austin Malone, Case Facilitator

Since 2018, Susan has brought her kind heart, goofy humor, and outgoing spirit to everyone at Compass. Her days move fast. Mornings often start at IHOP with eggs benedict and easy conversation with her favorite waitress, then it's out into the world, browsing stores, always curious about what's new. Her staff, Alycia and Avis, have built a bond with her that only deepens with time.

Family anchors her. Her grandson Thomas and daughter Julie live with her, while daughter Jamie visits often from Pleasanton. Susan shows up for every Compass event she can, Valentine's Soiree and May Day among her favorites, and this year alone she's taken two cruises, including seventeen days in Hawaii with Alycia, full of tropical drinks and memories neither will forget.

In 2025, a stroke changed things. Susan has spent every day since proving her own resilience. On the harder days, her family and staff remind her who she is: a wonderful mother, and entirely one of a kind.

The world is better with Susan in it, smiling, joking, fully herself.

> DREAMS DON'T HAVE AN AGE LIMIT.

TANNER'S TURNING POINT



By Donaca Anderson, CFS Facilitator

Tanner's journey has been one of growth and quiet perseverance. When he started with Compass, independence and community felt distant. Step by step, that dream became reality.

In just seven months, Tanner has transformed. He's working towards his driver's license, landed a job with FedEx, and is starting a paid internship in auto mechanics. He's learned to cook healthy meals and is discovering what healthy relationships look like.

Last November, Tanner's family worried about his isolation. He rarely left his recliner. With support from his CFS team, that changed. Now he hikes, tries new foods, and spends time with friends he's made through Compass. His next goal: moving out on his own within four years.

Tanner's story is proof that growth is worth celebrating, and every dream deserves the chance to flourish.

Nico: Then & Now

NICO MOVES THROUGH THE WORLD WITH COMPASSION AND RESILIENCE.



By Georgiann McNab, ILS Facilitator

Nico moves through the world with compassion and resilience, drawn to animals, time outdoors, and causes that matter, mental health, creativity, self-expression.

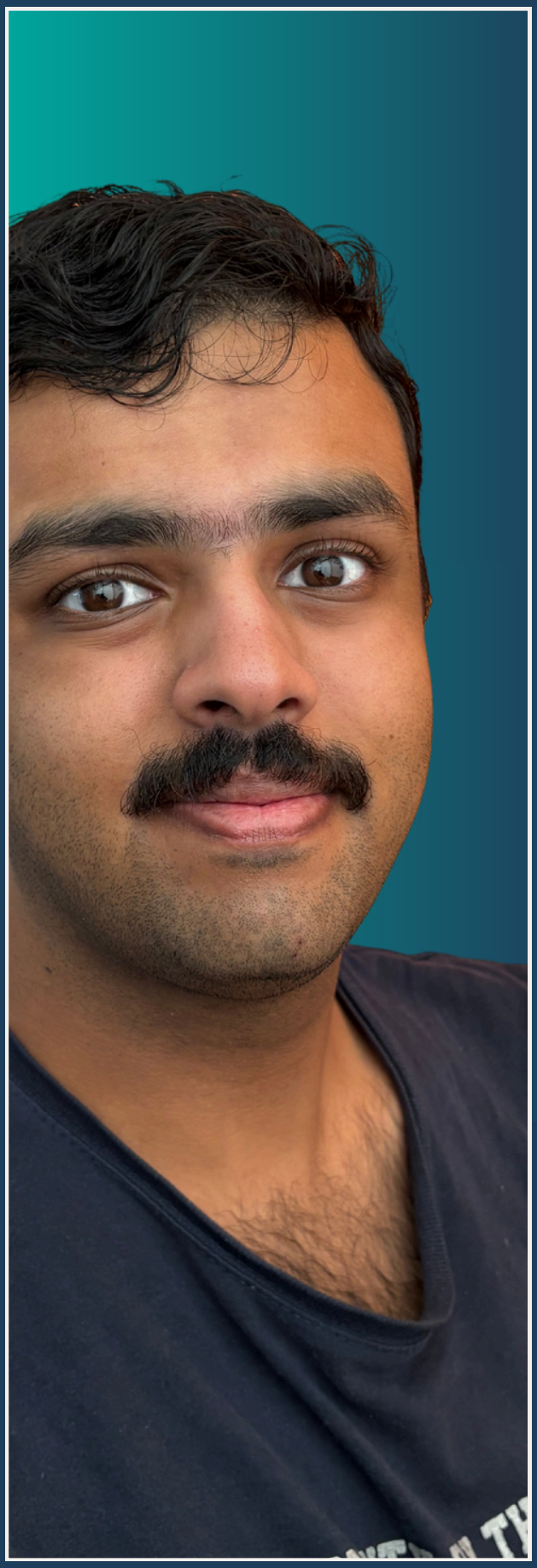
They work every day at communicating their needs, setting healthy boundaries, and growing into who they want to be.

In the fall of 2025, Nico was unhoused, grieving the recent loss of their dog, and working hard toward stability. Even in that grief, they kept advocating for themselves, navigating every resource available.

By early 2026, Nico was touring apartments. They applied, got approved, and within a couple weeks were fully moved in.

These days, Nico fills their new home with audiobooks, jigsaw puzzles, and decorations they've picked out themselves. They pet sit for friends, show up to social gatherings, and are hoping to make it back to a regional Burning Man event this year, something they haven't done in years.

Nico's year has been remarkable, and the ILS team is honored to walk this road with them.



ARNAV NEVER GIVES UP

By Terrah Starling, ILS Facilitator

Arnav never gives up. Every week, he dedicates two sessions to studying for his permit test, chasing his goal of becoming a driver. The worry of failing is always there, but it never stops him. Tired or frustrated, he keeps showing up.

He brings that same determination to staying healthy. Arnav loves his sweet treats as much as anyone, but he understands balance, making exercise a priority through walks, activities, and whatever keeps him moving.

Over the past year, Arnav has also stepped further into his community. He attends every event he can, building confidence and friendships one outing at a time.

What makes Arnav special is his perseverance. Whether he's studying for his permit, working out, or meeting new people, he shows up with full effort and a positive attitude, and there's no doubt he'll keep achieving great things.

CELEBRATING 30 YEARS

30 YEARS OF IMPACT



1996	2026
• 12 clients	• 873 clients
• 12 staff	• 1,040 staff
• 1 city **Redding**	• 12 cities **Across 7 Regions**



STILL WITH US SINCE THE BEGINNING

BJ – 30 yrs

Steve – 30 yrs

Cathy Jo – 26 yrs

Karen & Rodney – 25 yrs

Jamie – 25 yrs

Jenelle – 22 yrs

Daniel, James & Richard U. – 25 yrs

Richard – 23 yrs

Ryan – 20 yrs

Nicole – 25 yrs

In their own words

Watch "30 Years of Compass" on YouTube.

"You are my second family."

COMPASSCON HIGHLIGHTS





















STAY *Connected*



"The best is still ahead of us"

- Sadie Hess,
Founder and CEO

NEWS & UPDATES

Don't miss out on exciting updates, inspiring stories, and important news from our Compass community.

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Be the first to know what's ahead.

VISIT US ONLINE

Catch the freshest features updated regularly. Read anytime, anywhere. There is so much more to discover!

EXPLORE ONLINE

Stories that inspire. Community that connects.