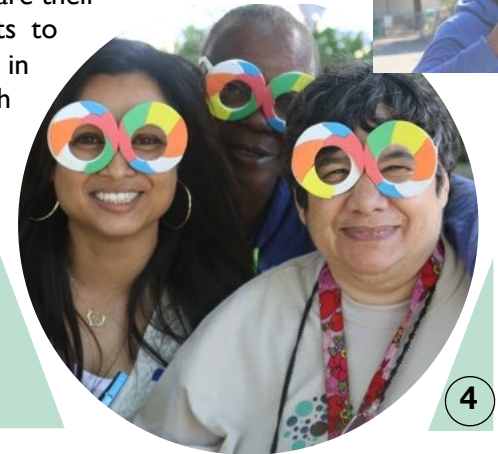


Burgers, Prizes, and Community, Oh MY!

by Lisa Herrera, Case Facilitator



This month Compass held its first Bravo Buck Picnic in San Jose. The San Jose Compass community came out in the dozens with an appetite for food, fun, and friends. The picnic was a special day where admin, staff, and clients from SLS and ILS demonstrated Compass values with every turn. Amongst the large group and excitement, there were familiar faces as well as new ones. A few clients were taking part in their first Compass event. As new experiences go, clients showed great **trust** trying something new. Further, staff broke the ice presenting the **freedom** to share their unique personalities. Clients were bubbling around the prize table to spend their Compass Bravo Bucks. Throughout the year, clients earn Bravo Bucks for working towards their goals. Admin exchanged the Bravo Bucks for prizes and raffle tickets **honoring** their hard work. Some clients had particularly good fortune in winning during the raffle. They decided to share their luck and **generously** gave their extra winning raffle tickets to other clients. The Bravo Buck Picnic brought out the best in the Compass community. Everyone enjoyed the amazing South Bay weather, chowed-down on great food, and shared laughs. The event as a whole shows Compass' **faith** in each other and **excellence**. Anticipation for the next event is already stirring in a growing San Jose Compass community.



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The 2015 South Bay Edition

The COMPASS Newsletter



Onward and Upward

by Sadie Hess, Founder & CEO

What a world we live in. Those of us passionate advocates have been a bit disappointed in the California budget process recently. I will spare you the gory play-by-play details and just hit the highlights. The Lanterman Coalition came together under one message with an impassioned plea to increase funding for services ten percent across the board. We have been frozen for 15 years, while prices have increased over 30%. In essence, our system has lost over a billion dollars by increased costs, additional people needing services and no additional funding. If you want further information about this situation, you can visit <http://www.lantermancoalition.org/research-1.html>. Well, we were not granted any funding. Instead, we were pushed off into a special session with no actual deadline and little hope for a quick resolution. In summary: no guarantees for the next year.

I won't lie. I had a day I was burning up Twitter. OK. A week. I was angry (I actually had the hashtag #PISSSED in many of these tweets). I was disappointed in the system. I wanted the governor and other legislators to know they let us down. I have probably posted over 1,000 tweets about this subject. It felt good to make some noise. I wasn't alone in my voice. I have been really proud of our community's response. We have made trips to the Capital, wrote letters, sent faxes and even visited some legislators personally. We are letting the government know we need funds to keep doing what we are doing.

Today, I met with a Team Leader and it made me present to another truth. She shared how she has grown and found her voice at Compass. She was thanking me for a safe place where she could happen. These are the moments that I live for. The moments I remember how incredible our community can be. This is a truth I landed on: we are a resilient, creative and vibrant community.

Continued on page 2



August 28th-30th
Community Retreat at Woodleaf

September 23rd
East Bay All Hands Meetings

September 24th
South Bay All Hands Meetings

October 22nd
Far North All Hands Meetings

December 3rd
Bay Area Client Christmas Party



“He will go extra miles for clients to achieve their goals and dreams.”

Introducing The Senior Case Facilitator

by Sara Panahi, CFA

It is an honor to have Brian as a Senior Case Facilitator in the San Jose office. Brian demonstrates excellence in leadership by how he represents Compass and clients the serves. His dedication to clients and colleagues are beyond measure. His eagerness, patience and



Onward and Upward continued

We will not adopt a mentality of poverty and desperation. We will continue to thrive regardless of what the government does. I don't know how, but we will. I remember a year we were not going to be paid because the CA government could not agree on the budget. It got down to days and we weren't going to get paid. I was scared. My team rallied and I had a group of people volunteering to stay with clients regardless of a paycheck. We were going to do what we had to do to do. This is my team and this is how we respond to adversity.

We are a spirited, bold, innovative group of people not solely “dependent” on the government. We will not stand with our hand out looking for a crumb. We will proudly tell them who we are and how we deserve to be heard. And if they don't do anything about it when they hear us, that is on them. But they will hear us—not from desperation but from confidence and faith.

If they choose to do nothing, we will not be broken or lost. Don't get me wrong. We would love a budget increase, and believe we deserve one, but I refuse to see the government as our only provision and hope. We will find our own way. Now, I am not absolutely sure what this will look like, but I am confident we will find answers. We will discover ways to cut costs and increase revenues. We will take any lemons given us and find a way to make lemonade and share it with the whole community. My belief in our strength and resilience comes from the Lord and the people at Compass.

compassion for the community show through his generosity. Clients have continuously expressed their respect and trust towards him. His positive attitude, encouragement and support make all of the difference.

Among all these professional qualities, Brian is still down to earth and will converse with others in regards to their interests, well-being and the latest sport events. He will go the extra mile for clients to achieve their goals and dreams. He has countless valuable characteristics including humor and an understanding of others feelings and needs. His ability to jump in and balance the challenges is admirable and inspiring.

The South Bay team is incredibly excited and looking forward to continued work with Brian and shared enjoyable moments with him at Compass. His enthusiasm and willingness as a leader enables the Compass family to work at a higher efficiency level and facilitates strategic planning for the future.



SLS FEATURE: Ryan

by Brian Malicdem, SCF



Ryan has been a beloved member of the COMPASS community for over 5 years. He is an easy going guy and while shy at first, he quickly opens up to everyone after getting to know them. Ryan enjoys art, movies, music, and working with his staff. Ryan has worked hard to live in his own apartment and has become a strong self-advocate for his medical and dietary needs. Ryan is an active young man who is skilled in many sports including bowling, tennis, badminton, football, and basketball. He also enjoys spending time with his family and plans yearly summer trips to visit them in Hong Kong and Ohio. If you were to ask Ryan of his ideal trip, he would respond (with a BIG SMILE) “Las Vegas.”

Ryan embodies all of the Compass values but the one value that he displays most ardently is community. Ryan works together with his staff to ensure that his needs and care are all properly met. As of this year, Ryan has become more interested in the COMPASS community and started to attend COMPASS events. He enjoys hanging out with his peers, and is saving up to attend the COMPASS Community Retreat. Ryan also shows the COMPASS value of Faith because he works hard at all of his goals. He desires to see his dreams come true and the philosophy “nothing is impossible” is helping him do so.

He also loves expressing Generosity by helping out the COMPASS admin team clean the office, shred paper, and providing entertainment. Ryan's biggest dream is to work with famous rapper Rick Ross to make a song. Ryan loves music and when at home, you will often find him dancing and singing along to his favorite artist. He is working with his staff to see if they can contact Rick Ross in order to make a song together. So, if you run into this aspiring artist, please be sure to address him by his self-proclaimed rap name “Rapper King Boss Ryan.”

ILS FEATURE: Amber

by Ramon Robles, ILS Manager



In this issue, our Independent Living Services consumer spotlight shines upon Amber. Amber moved from Fremont to the South Bay last year. Her Independent Living

Services transitioned from the Compass East Bay Office to the South Bay office upon her relocation. She lives in a one bedroom apartment with her boyfriend. Living independently, away from home, has been a dream of Amber's for a long time. She loves living in her home with her boyfriend and is excited about the arrival of their first child in December 2015.

Amber is a fiercely independent young lady. She still maintains ties to the East Bay, regularly helping her mother in Fremont by babysitting her younger siblings. She also has a part time job working with a Fremont school district. She is a member of their Nutrition Services, working as a Child Nutrition Sub. Every week she is called to work, at any given school on any given day, that needs a staff to help with their school nutrition program. This means Amber is well versed with the train service and public transit buses that get her to and from different locations in Fremont from her home in Sunnyvale.

Preparing for the baby occupies much of Amber's time and thinking nowadays. She understands the importance of proper pre-natal care and is glad for the support she receives from her ILS Life Coach to attend her appointments and follow doctors' instructions. Amber hopes and dreams to get married to her boyfriend after their baby is born. She wants to move into a larger apartment. Amber appreciates being part of the Compass family and the training and support she receives from the ILS department.

