



Upcoming Events



- 11.7 Far North Region PROM
- 12.2 East Bay Staff Christmas Party
- 12.3 Bay Area Client Christmas Party
- 12.7 San Jose Staff Christmas Party
- 12.14 Far North Staff Christmas Party
- 12.18 Far North Client Christmas Party



Looking for a job? Or know somebody who is?

We are currently looking for caregivers in the Bay Area (Alameda, Contra Costa, and Santa Clara) as well as the Far North region (Tehama, Shasta, and Siskiyou counties).

Apply on our website: www.compasscares.com or give us a call at 530.242.8580



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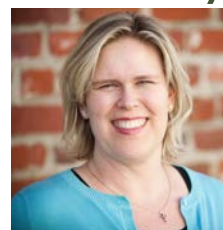


THE COMPASS NEWSLETTER



This is my Fight Song

By Sadie Hess, Founder & CEO



Does anyone else have an anthem song? An anthem song is one you play full blast on your car stereo and sing along not minding if you look like a fool to other motorists. One where when you hear it on the radio, you instinctively turn it up and feel a surge of energy and emotion. You connect with every word as you sing it over and over, never tiring of the lyrics or the sentiment.

I have many, many anthem songs. I seem to pick a song of the season. When I married Eric, the song was "This Kiss" by Faith Hill. If you have a moment and want a glimpse into my courtship with Eric, look up "This Kiss" by Faith Hill on YouTube. While writing this blog, I played this song and was magically transported back to a dreamy eyed, love struck young woman. I instantly connect with the words that speak of a kiss that brings down a woman's defenses and dares her to fall deeply, madly in love. Music has this effect on me. It emboldens, transports, and inspires me.

Well my current anthem has a bit of a different flavor. It is Rachel Platten's "Fight Song." I connect to every syllable of this song. One section say this:

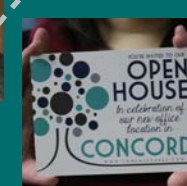
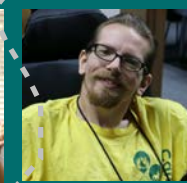
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"There is a fire burning in my bones. I still believe. I believe in what we are doing here. I believe in our clients. I believe in our mission. I believe in you."

-Sadie

Compass in Concord

By Mary Luft, Marketing Asst.



Have you heard the good news?? Compass now has an office in Concord and we are beyond excited about it! We recently hosted an Open House for clients and staff in the Bay at our new office location. We'll take any chance we can get to throw a party! 🥳

As many of you know, we have been serving clients in the Concord area for some time. So we aren't new to the Concord area by any means, but having an office there opens up many possibilities for us. The thing we are most excited about it is the accessibility that it provides for our clients and staff in the area. It is you that makes it possible for us to expand so we thank you! If you are in the Concord area any time soon, we'd love for you stop by and check out our new digs! I wonder where we will go next...



This is My Fight Song (continued)

"In too deep
Say I'm in too deep (in too deep)
And it's been two years
I miss my home
But there's a fire burning in my bones
Still believe
Yeah, I still believe"

Anyone wondering about my commitment level to our Compass mission should be interested to learn Eric and I recently sold our family home in the Bay Area to provide the funds to pay out our lawsuit and to provide a cushion in light of the overtime ruling. We are all in. We have taken every chip we have and pushed it to the center of the table. Yes, I miss my home, but there is a fire burning in my bones. I still believe. I believe in what we are doing here. I believe in our clients. I believe in our mission. I believe in you. I am willing to bet my house on our success. Another section says:

"My power's turned on
Starting right now I'll be strong
I'll play my fight song
And I don't really care if nobody else believes
'Cause I've still got a lot of fight left in me
A lot of fight left in me
Like a small boat
On the ocean
Sending big waves
Into motion
Like how a single word
Can make a heart open
I might only have one match
But I can make an explosion"

Due to the overtime ruling (if you want to see a blog on this check out our website), sick time leave, and two minimum wage increases, we are a small boat on the ocean. The odds are not in our favor as the legislators still deny the severity of our situation and do not increase our funding to appropriate levels. It is the most trying season we have ever encountered in our twenty years. But, like the song says, I have a lot of fight left in me. I believe that we are making a tremendous difference in our world. We are using our one match to make an explosion of difference in people's lives.

So, the next time you are in the car, when you hear "The Fight Song", you can turn it up loud, sing along and know that Compass will fight. We will more than fight; we will win over this season. We will figure out how to provide an excellent service while paying new costs. We will continue to grow and see others grow as a result of our service. Our power is turned on and we will be strong because this is our fight song.



"The bravest journeys are never taken alone."

-Disney's Brave

Can I tell you something true? Two can accomplish more than twice as much as one. It is a great mystery, I know, but it's true! I see it all the time in the Compass Community. I see it when people are patient and bring out the best in each other. I see it in creative solutions to situations that once looked daunting. I see it in the braveness that gets sparked in someone when they know they are not alone and embark on a new adventure. For many of us, that new adventure was the Compass Community Retreat at Woodleaf Retreat Center. Our theme "Brave" was all too fitting.

It was impressive to see. Some brave souls ventured the ropes course, even though they were afraid of heights. Some danced on stage with reckless abandon. Some learned ASL. Some sang karaoke (really well, I might add). Some painted for the first time in a long time and reconnected to an old passion. Some challenged their bodies in the great outdoors despite the threat of a little rain.

Some of you put yourself out there and made a new friend. Some of you slept on a rocky top bunk (sorry about that, lady on the bottom bunk!) Some of you responded to the alter call at the chapel service. Two of you even got engaged! Congrats to you two!



Everyone at Compass has a bravery story of their own. So many fears were faced. It is hard to put in to words, but there really was a spirit of freedom about the campus. People were free to be exactly who they are and it looked like a smile. There is something priceless about being a part of something much bigger than yourself. Being a part of the Compass family is one of those things. I couldn't ask for a better, brighter bunch of people to spend a weekend with, let alone do life with every day. Kudos to you, brave warriors!

Being a Part of a Brave Community

By Laura Jean Harris, Team Builder



SLS FEATURE: GARY

By Jenn Mazzotti, Senior CF

Gary has been a cherished member of the Compass family since early 2010. He is a loving, caring, gentle, intelligent, and humorous man. My first thought when I think of Gary, is his sense of humor. You may find your interaction with Gary consists of many jokes. One of which is "I got your nose" (you must always give him his nose back, but he doesn't mind getting yours!) He might also tell you that you're a "turkey" but this is all out of love and definitely shows Gary's playful nature that is such a joy for anyone that gets the opportunity to interact with him.

Gary has a very welcoming and friendly personality. He will always invite you into his home by stating, "You again?" He looks forward to his monthly visits from his CF and nurse; however he isn't afraid to tell you when your time in his space is up. He will simply put out his hand to shake yours and tell you "ok, bye"-until next month!

Gary also loves learning about new people. He will ask many questions, but his favorite is, "when's your birthday?" He will then find it on one of his many calendars hanging up in his apartment and point to it.

Out of the 7 values at Compass, Gary enjoys the value of 'community' the most.

Most weekends, you'll find him window shopping at his favorite store, Target. He also enjoys attending church, going to community dances, and listening to his beloved country music on the record player in his room. Gary always looks forward to the holidays and getting to spend quality time with any of his 6 sisters (and their pets). He is fond of all animals, but especially dogs. If you see Gary, show him a picture of your dog and he will always remember! He also attends the Compass events, including the Bravo Buck event, holiday parties and even the Compass yearly community retreat, where this year, he relished in the opportunity to "dunk" an admin in our dunk tank event! Thanks, Gary!

Gary has attended RES SUCCESS day program for many years, and enjoys working at the student store and playing bingo. He has many peers that he has built connections with over time and every day when he leaves he tells them all "bye" and calls them by their name.

Gary loves living independently in his own home in the community and loves meeting new people. He appreciates being a part of the Compass family and the support he receives from the SLS department. Chances are you will see Gary at the next Compass event, so don't be afraid to say hi, and maybe even play a game of "got your nose" - just don't forget to give it right back!

"I got your nose!"



AMY LEE HAYNES:

The Seasoned Coach Spicing it up in the East Bay

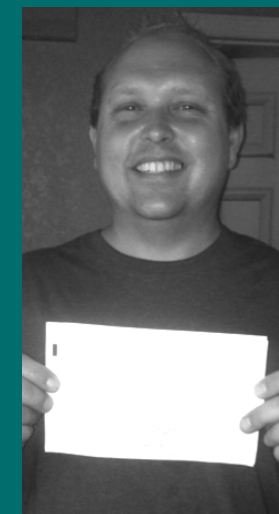
By Alicia Woodworth
ILS Manager



As a manager, one of my tasks is to cultivate, foster, and encourage the amazing members of my team as they coach our clients toward their destinies. I believe all my team members are natural-born leaders, as they are tasked with needing to be their own self-managers to ensure all the important aspects of the job get taken care of. And now I have the opportunity to highlight one of my leaders; my veteran coach who has been helping clients reach their dreams for longer than anyone else in the East Bay ILS Department.

Amy Lee Haynes started with Compass in 2014. During that time she has assisted at least 13 different clients all over the Fremont/Union City/Hayward area with moving toward their goals and dreams. Amy has some amazing qualities that help her to be an effective coach for her clients and a mentor for other staff. She makes a point to find creative solutions to the bumps and barriers on the road to learning a new skill or achieving a goal. For example, when one of her clients was having some trouble allocating her money to her various needs, Amy and the client devised a plan to use her favorite purse to strategically place money in the different pockets, labeling each pocket for a different type of expense. This client was able to have her money last an entire month and beyond with the system they devised together!

Another standout quality is Amy's radiating positivity. When she may have clients feeling down about themselves or their situations, she displays not only empathy but an uncanny ability to help her clients find the silver lining or redirect to more positive thoughts.



Recently, Amy was able to celebrate a very special success with her client Doug. Doug's dream since he was sixteen years old was to obtain his driver's license and increase his independence in the area of travel. Amy and Doug worked hard for months at studying all of the safety rules and traffic laws, and Doug knew them like the back of his hand! Unfortunately, he also found the written test to be very difficult. Amy and Doug worked together to sign up for an accommodated test where Doug could answer the questions aloud. And we are all proud to acknowledge Doug as he passed his test for his learner's permit in August!

Dreaming is an important piece of what makes Compass unique; we want our clients and our staff to have dreams and follow them. Amy recently accomplished her dream of marrying her best friend and partner in life, and is very excited to continue her life journey with her new husband. The next dream she is tackling is to learn how to play guitar. As always, Amy also checks in with her clients to encourage them to pursue their dreams.

Amy continues to use her experience, leadership, and amazing personality to rock ILS in the East Bay. Compass surely appreciates having Amy as the team veteran!

