

Supported
Living
Independent
Living

Summer 2016

COMPASS

Newsletter

www.compasscares.com



We are Celebrating

20 YEARS

of taking care of each other



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COMMUNITY

Shaping individuals into a dynamic group of people and drawing our power from each person's unique's potential.

www.compascare.com



Compass Renaissance

By **Sadie Hess** Founder & CEO

What is Renaissance?

Many of you might have heard the word floating around our agency recently and may wonder what is going on around here? Have we discovered our inner artist? You don't want me to start painting, I promise.

It has come about due to the very, very good news! Some additional funding will be coming our way in August. Finally, after years of asking the California Legislators, Supported Living will see at least a ten percent increase and ILS will see a five percent increase! "Yay" doesn't seem to sum up how happy and relieved we are to see a small increase after years and years of cuts and unfunded mandates.

We do, of course, want to spend that money wisely. We do want to be an agency that's always looking to the creative and inspirational. This is how the word "Renaissance" came to be our word. Some history I may or may not have just I looked up on the internet...;) The Renaissance was a season of enlightenment that took place in Europe in the 14th-17th century. It was an exciting time where new ideas were birthed from old ideas and when people thought of cool ways to do things. Eyeglasses and the printing press were both invented during this period; along with other important things like the flushing toilet and bottled beer!

As we celebrate twenty years as a company, it seems only fitting we would look at our systems and supports. We look to birth new, innovative ways to make a



difference. In our line of work that means taking a look at our people! We want to review how we train, coach, supervise, and support our clients and staff. We are taking on the ambitious project of restructuring to better serve people. We are looking at every position in Supported Living, as well as our software product to communicate more effectively. We will also examine pay configurations to better account for advancement and growth.

There will be much more Renaissance news to come out throughout our year together. We will be sending out videos, holding forums and the age old memo will be released. Please check out, our website and Facebook page for more information. We want our stakeholders to not only know what we are doing, but to be a part of it. If you have any questions or concerns or creative inventions to share, please feel free to contact your Regional Manager.



SLS Feature: Katherine

By Kamesha Spires

SLS Manager



Katherine Brock is an amazing person who has accomplished a lifelong goal this year. I am proud to say that she has been a part of the Compass family for 15 years. During those years, Katherine has lived happily with a roommate she loves and adores. However, Katherine has also dreamed of having her very own apartment. This was not an easy task, but with time, dedication, and patience Katherine was able to accomplish her dream! In February of 2016, Katherine moved into her own one bedroom apartment and is now living the dream she has always wanted. Although it was a challenge for her to transition from living in her previous apartment with her roommate to her own home, she was excited about this new journey in life and all of the responsibilities that come along with it. Katherine has also expressed that she would like to continue to be independent and be more involved in her community. When the question was asked "what would you like people to know about you?" she stated, "I am not a mean old lady". Katherine wants people to get to know her for who she is and be more involved in her community.



Since moving in to her new apartment, Katherine has done just that and jumped right in to getting involved in the local activities in her new building. Katherine enjoys the arts and crafts classes. These are some of her favorite hobbies! She also enjoys bingo and going to the farmers' market once a week in the neighborhood. In addition, Katherine is an

active member of the First Presbyterian Church of Concord, which she attends as often as possible.

I haven't known Katherine for a long time but it has already been a pleasure working with her. She is an amazing person who I value and honor for accomplishing her lifelong

dream and not allowing the problems she faces in life to be a roadblock for her. When I look at Katherine, I see her faith and determination. Often, we take life for granted and focus on things that are of no importance to us; however, when I look at Katherine, I see a great example of someone who values her life and her friendships. She continues to have faith and strive to be the best version of herself each day.

Katherine!



We all know and can relate to the phrase “Life is a rollercoaster. Our clients can especially relate. Trials and tribulations are what show us our true strengths, passions, and motivations. None of this rings more true than with our spotlighted client Ben.

Ben came on board with Compass in October 2014 after having moved into his first home independently in the Brentwood area. He was very excited to have his own domain, as he had spent a good deal of time living in residential placements with multiple roommates and housemates. He was especially looking forward to being able to have his extensive video collection all in one place, and keep them displayed out in the front room for all to see. In 2015, Ben moved to Concord and continued to live independently while utilizing ILS instruction. In early 2016, with his rent set to increase past what he would be able to accommodate into his budget, Ben decided to move back into his parent's home temporarily while he finds a more affordable place to live. Although he misses having his own space, he is grateful that his family is able to help him out.

Over the last year Ben has made some major progress on some of his goals through hard work and dedication. Throughout his life Ben has struggled with his weight. Together with his family, Ben made the decision to have a surgical procedure completed to assist with his weight loss. Before surgery even began, Ben worked hard to lose weight and improve his health so that his procedure would be approved. Since undergoing



the procedure, Ben has been working diligently to eat healthy meal options and protein shakes. He also jumps at opportunities to walk out in the community, and to go visit friends. Ben is proud to let everyone know that so far, he has lost over 140 pounds!

Whenever someone has the pleasure of meeting Ben, they will notice that he is friendly, outgoing, and has many different interests. He certainly likes to keep busy. Recently Ben applied for and accepted a position traveling to local stores to demonstrate products and give out samples of food items. He enjoyed getting to interact and entertain people and decided that though it wasn't the position he wanted to stay in, he will be looking for a new job that incorporates the things he enjoys the most. He also wants to start his own business in the near future.

Ben has big dreams for his future and has been working with his Independent Life Coach to work towards his dreams. In the next year his main focus is to continue to lose weight through healthy diet, exercise, and obtain his driver's license. In the near future he would also like to go back to school and study theatre and start a business creating healthy comfort food.

We are all so proud of Ben for handling all the changes, ups and downs, and continuing to have fun while pursuing his dreams!



ILS Feature: Ben

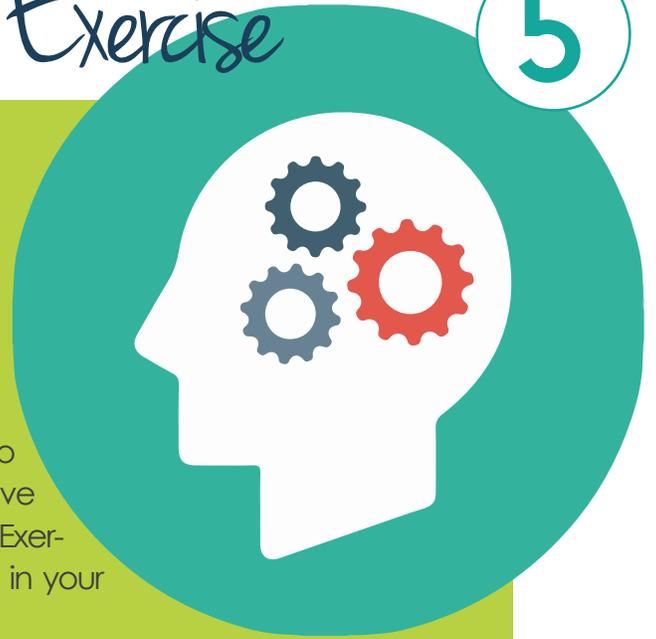
By **Alicia Woodworth** ILS Manager



Brain & Body Exercise

5

By Jamie Daniel
Nurse Specialist



You have likely heard many physical benefits of exercise ranging from strengthening your body to preventing disease. Did you know it also helps your brain?

Physical activity has been proven by multiple studies to reduce fatigue, increase relaxation and energy, improve alertness, help with concentration and even your sleep. Exercise also increases production of "feel-good chemicals" in your body and reduces "stress chemicals."

You may be thinking, "I am so busy. How am I supposed to exercise?"

A great strategy is to combine two things together. Need to catch up with a friend? Go on a walk. Waiting in line? Try 20 calf-raises. Brushing your teeth? Practice balancing on one leg. Stopped at a red light? Take some deep breaths. Waiting for the microwave? Do some squats. Every little bit adds up! Even 5 minutes of aerobic movement has been shown to decrease anxiety.

One of the best ways to change a habit is to start small and be consistent. If you say you will start running 6 miles every day at 6am, you may never want to get out of bed! Instead, set a specific time and walk 5 minutes every day. When you walk 5 minutes, congratulate yourself! If you happen to do any more, that's great. However, you only have to do 5 minutes. After three weeks when you are walking regularly, try increasing your length of time, distance or speed slightly or take 2 walks a day. Remember, the goal is to be consistent! Don't minimize what you are doing, because you are being active and helping your brain to be less stressed. There are some great free exercise apps you can download to track your progress. If you don't like to walk, then try picking something you love such as biking, gardening, weight lifting or yoga and enjoy the many benefits of more movement.



HEALTH TIPS FROM THE NURSE

Change a habit by *starting small* and *being consistent*. Start with walking 5 minutes!

Team Member 6 of the month

February
Angie



"Find a way or make a way."

Community is my favorite Compass value. No matter who you are, and no matter what your ability, we all benefit from being a part of a community where we are accepted and believed in.

Advice for staff: Give it time while settling in and developing your rhythm.

Advice for staff:

Have patience and listen to the client and make sure you do your job well.

"Your work is going to fill a large part of your life. The only way to be totally successful is to do what you believe is great work and the only way to do great work is to love what you do."

Something you may not know about me:

I am silly!



Melody March

"Never give up"

Something you may not know about me:

I have 7 grandchildren

Estella
April



The best value is generosity. I like to make people happy and will always do my best to help them in any situation. It is a rewarding feeling knowing you made a difference in their life.

Advice for staff: Do your best no matter what the situation is.

Advice for staff:

When you are at work, that's all you should be thinking about. If you're distracted with talking on the phone or watching tv or whatever it may be, you aren't focused on your client.

Trustworthiness is my favorite value. If you trust the people you work with and they trust you, everything falls into place.

"Be patient. It will all come around."

Katherine May



BLAST

FROM THE

PAST

7



2006



CHECK OUT THIS BLAST FROM THE PAST! THIS IS THE BRAVO BUCK EVENT FROM 2006. DO YOU SEE ANY FAMILAR FACES?

COMPASS GENEROSITY FUND

This year, as part of Compass' Taking Care of Each Other Initiative, we have a "Generosity Fund" for our staff and clients. We wanted to give YOU an opportunity to be generous and take care of one another.

Get creative and do something kind for someone in our community! Your request will go before the generosity committee for approval or denial.

Questions? Contact Mary at mluff@compasscares.com.

2014 is the year of **TAKING CARE OF EACH OTHER!** We wanted to give you a method to be as taking to others.

Is there an event you have been wanting to take your client to? Do you want to throw a party for your team? Do you want to deliver flowers to a different community member every month?

For 2014, Compass has a generosity fund that can provide you with money to do those kinds of things.

So, how does it work?
You must fill out the form below. Your request will go before the generosity committee to be approved or denied. The generosity funds are limited, so it is possible not all requests can be granted. If your request is granted, you will need to submit receipts to verify how the money was spent.

SUBMISSION CRITERIA:
CREATIVE: Your idea is well thought out and innovative
MAXIMUM BENEFIT: Every dollar will be used wisely
VALUES: Your idea lines up with Compass values

NAME _____ DATE _____

What are you requesting money for:

Who will this benefit and how?

AMOUNT REQUESTED _____ NEED BY: _____

Phone # _____ Email _____

Turn your requests in to your local office or submit to Mary Luff at mluff@compasscares.com.



Find the Generosity Fund Request form on our website or at your local office. <http://www.compasscares.com/generosity-request-form-2/>



My Story

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By Jessica Noble
Writer and CSS

Thinking outside the box has always been in my DNA, and being in situations where I had to make my own way encouraged this even more. I finished my Masters in Special Education because I wanted to help students with special needs to find a way to reach their educational goals so successfully that it would motivate them to reach high and achieve their lifelong goals. At the same time, it saddened me to see that once they graduated from high school, the care available for them enabled them to function, but not live or achieve goals. It made me wish that I could be a part of the leadership of an organization that did more than just provide for the basic needs of people with disabilities, an organization that valued who each person was and helped them to go after what they wished for and dreamed about.



**THIS WOULD
BE MY LAST
DITCH EFFORT.
I WAS DONE.**

Thirteen years down the road found me in Northern California because I had a sense it was time for me to move up here. Budget cuts had ended a supervisory position I had held at a college five years earlier, so I had been spending my time since then turning in dozens of applications and resumes for full-time work, especially in Special Education. I continued turning in applications after I came to Redding, but to no avail; so I worked as many extra hours at my 10 hours a week job as possible. I still wished I could help people reach their goals and fulfill their destinies; but this was feeling less and less likely. A presentation was what first brought me to the Compass office. I was a little weepy while giving the presentation because the atmosphere felt very familiar, and I wanted to stay be apart of whatever they were doing. With my zeal for job hunting gone, I filled out an application for a staff position there only because I had a little experience, and I don't like ignoring life's nudges. This would be my last ditch effort. I was done.

About five months later, I started working with my first client. As we live day to day, participate in events, and go on retreats, I am constantly exhilarated that I am a part of this company of people who are devoted to helping clients live instead of merely being cared for. Compass has a focus on everyone from clients, to staff and admin, to voicing dreams and goals, and then accomplishing them. There is also a freedom to learn and grow and try new things without those negative comments that follow less successful ventures. I am excited to see where the adventure will take us next.



Expect The Best

Prepare for the worst
Emergency Preparedness

By: Anita Lavulo
Team Builder

Why it's important to stay prepared! Now, we all know the importance of creating an emergency plan for your home. But how many of us have created one? How many of us have one? And how many emergency plans in America are collecting dust and spiders as we speak? According to US Dept. of Homeland Security:

"... nearly 60 percent of American adults have not practiced what to do in a disaster by participating in a disaster drill or preparedness exercise at work, school, or home in the past year. Further, only 39 percent of respondents have developed an emergency plan and discussed it with their household. This is despite the fact that 80 percent of Americans live in counties that have been hit with a weather-related disaster since 2007..." Sixty Percent of Americans Not Practicing for Disaster: FEMA urges everyone to prepare by participating in National PrepareAthon! Day on April 30, Dept. of Homeland Security, 2015.



Now I know the whole emergency thing isn't the first topic that pops in everyone's head; but it should be! Anything can happen while you're on shift with your client.

There could be a fire, a flood, a hurricane, a break in, an earthquake, and the list goes on! Even if you have done everything in your power to prevent a fire, the resident living in the apartment below your client could have left the stove on, and there goes the whole apartment complex! Everyone's on fire!

Using the fire example, the question isn't: Who left the stove on? The question is: What have you and your client practiced to prepare for this emergency?



Now for those who have completed the Foundations Training, you should be well aware of the EAP (Emergency Assistance Plan) that is in the client's home log. If you haven't read your client's EAP yet; **NO NEED TO WORRY**, simply read it on your next shift! The EAP is definitely in the home to be read and practiced with the client. It's not only for your client's safety, but it's also for your safety. Keep in mind that your safety is just as important as the safety of your client!

PRACTICE PUTS BRAINS IN YOUR MUSCLES.

Do you want to be sure you and your client are as prepared as can be? Here's a few tips from Compass that may sound familiar!

- 1) Make, and maintain, a TO-GO Bag! Pack emergency items like a first-aid kit, phone numbers, flash light, radio, juice boxes etc... and keep it as up to date as possible. (example, no expired creams or medications)
- 2) Plan escape routes for each disaster known to mankind! It's better to be safe than sorry! Make sure you know all the escape routes possible from each room, window, roof, garage, basement, car etc...
- 3) Lastly, Practice! Practice! And Practice! Plan to at least practice each drill monthly. They don't practice fire drills in schools to give the kids an afternoon off. Those drills actually have a purpose; just like there's a purpose for the EAP plan in the client's home.

Overall... Stay Prepared! Stay Alert! And most importantly, Stay Safe!



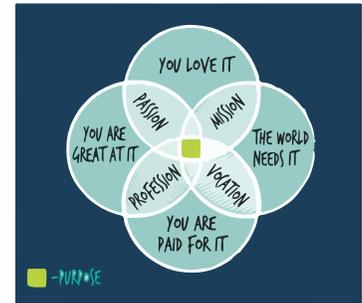
POWER in Purpose

By Mary Luft Marketing Assistant

Compass has been in business for 20 years this August! Wow! Celebrating such a milestone often times looks like reflection. However, this article isn't really about reflection, but more so on the value of pursuing purpose. You see Compass as we know it today, is not the Compass from 1996. So how did 1996 Compass become 2016 Compass? To some it up in one word: PURPOSE.

Have you ever heard of a mission statement? I hadn't either until I came to Compass. If you're curious, check out Compass' mission statement below. A mission statement is a tool to help you clarify your goals, convictions and ideally your purpose. It provides the backbone for your business to build off of. At the end of the day, your choices, actions and work should be reflective of the purpose (mission statement) you believe in.

Now you may be asking yourself, "How is all this mission statement talk relative to me? I don't own a business and I may not plan to." Great question. I'll give you two reasons. Number one: If you are a client, staff member or family member of Compass you have been grafted into it's purpose. There's no way of getting around that. By choosing Compass, you choose it's purpose. Luckily for you, Compass' mission statement is awesome. Number Two: Mission statements are not just for businesses. You can have a mission statement for your own life! It's true, I promise. In fact, I would encourage you to spend time reflecting on your own purposes and consider creating a mission statement.



What are you pursuing today that will create a life for you 20 years from now that you will love? Knowing your purpose is not just about knowing what you are going to do with the rest of your life. Purpose is also a matter of knowing who you want to be. How do you want people to experience you? Figuring out what you are going to do with the rest of your life can be overwhelming, but deciding who you want to be is easy. Start there. Do you want to be compassionate? Do you want to be generous? Do you want to make people laugh? Do you want to be a positive person? Figure

1 Write down 3 words that you want people to describe you as 6 months from now.

2 For each of those words, create 2 action steps. If you want people to know you as generous, figure out ways that you can be generous in the next 6 months. Be specific. An action plan needs to require you to take action.

3 Tell a friend your words and action steps and ask them to keep you accountable. You are more likely to do them if you have someone that can support you.

out those things, and then make sure the path you are on makes it possible for you to be those things. You don't have to have your whole life figured out to still be living out your purpose. So where to begin? Here to the left are 3 simple action steps to get the purpose conversation rolling. Like I said, figuring out the rest of your life can be overwhelming.

Focus on who you want to be. My experiences so far have shown me that focusing on who I want to be leads me to what I want to do.

COMPASS MISSION STATEMENT: *Compass' first 7 year vision is to improve its systems and increase its size in California, adding 5 offices, so that it becomes the industry leader in terms of quality of care, staff development and client growth.*



August 9th

South Bay
Bravo Buck Event
3:30pm-5:30pm
Kirkwood Park

RSVP AT YOUR LOCAL OFFICE

August 11th

East Bay
Bravo Buck Event

3:30pm-5:30pm
Concord Community Park

RSVP AT YOUR LOCAL OFFICE

OCTOBER

15th-22nd

California Coastal
Cruise



Staff All Hands Meeting

San Jose
September 8th
10am or 4pm

Pleasanton
September 7th
10am
Concord
2:30pm

DECEMBER

November 30th

South Bay
Staff Christmas Party
LOCATION: TBD

December 1st

Bay Client
Christmas Party
The Vine

December 2nd

East Bay Staff
Christmas Party
LOCATION: TBD



Hiring Seminars

Know someone that would make a great staff member at Compass? Invite them to one of our hiring seminars!

Concord July 18th at 10am San Jose July 20th at 10am
Concord/Pleasanton/San Jose
September 23rd at 10am

August 10th

Bay Area Spiritual Event
Details coming!



Compass

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