

Supported  
Living  
Independent  
Living

Summer 2016

# COMPASS

Newsletter

[www.compasscares.com](http://www.compasscares.com)



We are Celebrating

20 YEARS

*of taking care of each other*



- 2 Compass Renaissance
- 3 SLS Feature
- 4 ILS Feature
- 5 Exercise For The Brain
- 6 Staff Feature
- 7 Blast From the Past & Generosity Fund
- 8 My Story
- 9 Expect The Best // Prepare for the Worst
- 10 Power in Purpose

## COMMUNITY

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

[www.compascares.com](http://www.compascares.com)



# Compass Renaissance

By **Sadie Hess** Founder & CEO

2

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: Chris

By Geeia Dexter SLS Manager

Devon loves to go by the name of Chris. Chris and his parents were eager to help Chris live in his own home after living in a group home for 10 years. Chris and his parents found COMPASS in 2012 and have expressed how amazed they are by the growth and changes with him over the following few months.

Chris had many challenges and struggles with past relationships while living in a group home that had affected him on a daily basis. Over the past 6 months, Chris has been working very hard with his Compass team and family on ways to empower him to overcome past negative feelings to help reduce stress and behaviors. Chris has successfully redirected himself on several occasions and practices his self-empowerment tools to be successful with his goals.

Chris is a type 2 diabetic, and struggled many years with high blood sugars due to unhealthy choices with food. During the last year, Chris has challenged himself to gain control over his high sugars, weight and diet. During the last 6 months, Chris has successfully lowered his A1C and currently main-



tains healthy sugar readings daily. Chris enjoys learning how to prepare healthy meals and is now growing his own vegetables in his greenhouse that he and his IHDP staff built. Over the years, Chris has struggled with being overweight; however Chris has also lost over 45 lbs and

enjoys exercising with his staff daily.



Chris voiced to his staff that he would love to help others, as others have always helped him. In 2014, when the city of Weed was devastated by a fire, Chris jumped into help families that lost everything by volunteering through the food pantry each week for 2 months. Chris enjoyed this opportunity so much that he

explored other volunteer opportunities in his community and is now volunteering 3 days a week through his IHDP with Yreka Rescue Ranch, and Copeland Family Farms in Grenada.

Chris recently began receiving supports and connection from one of our own ILS consumer's Jack. Jack and Chris have known each other for years and

have always enjoyed sharing stories and talking about art. Jack, who is also a very talented artist, is enjoying sharing his artistic talents and tools with Chris. Chris enjoys drawing his luxury cruise liner, Freedom Towers, and expresses how much he loves having his buddy Jack to visit with him each week.

Chris loves ships and cruise liners and is so excited about the upcoming COMPASS cruise that he talks about daily with everyone. Chris expressed that he is looking forward to exploring the ship, and visiting Disneyland and Mexico.

Chris would like everyone to know how happy and proud of himself that he is of all the good things that are happening in his life and the goals and dreams that he is conquering.



# ILS Feature: Jack

Employment  
can be hard

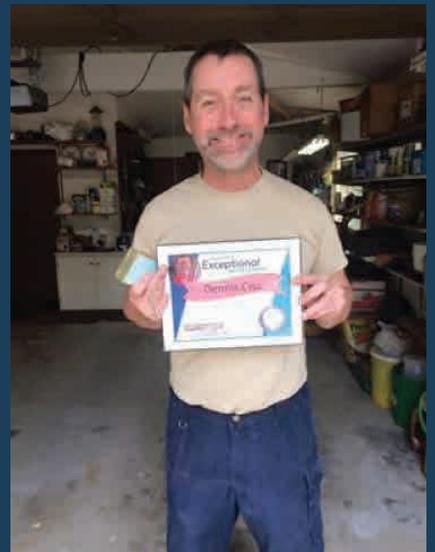
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to find. Excellent employment is something of myth these days. Add in the fact you have an intellectual disability, and well your options are slim to none. Now, imagine a world where employers notice you in the community and offer you a job. I know, I'm crazy, right? But, think about it. You are out with your client in the community and someone comes up to interact with them in such a way where you think "We have to hire him!" Their tenderness, compassion, and ability to connect is just so remarkable, you think, I have to have this man on my team. Compass, LLC is that kind of company and Jack is that kind of man. For years at every event in Siskiyou, Jack, an ILS client, has gone out of his way to interact and connect with an SLS client, Chris, here in Siskiyou. They talk for hours and you can see Chris' face beam with excitement that he has found a companion, a friend, and a mentor. We have thought for some time, how do we find a staff like Jack that will be able to connect so deeply with Chris? The answer was simple...we hire Jack! They say the greatest test of your ability to be a Life Coach is to work your way out of a job. I have to admit the day my client became my co-worker was just as rewarding.

I know we aren't supposed to have favorites. But, I have forty clients and forty favorites. I could tell you at least ten things I admire about each and every one of my clients. But, we all go through seasons in life where one person stands out to us and resonates with us the most. Recently, I went through a trying season in my life, one that I am very blessed to say is over. However, during that season, my hero was a man that I am honored to have on my caseload.

Dennis is as self-proclaimed as he is politically incorrect. He has lived with his mother his entire life, and until recently couldn't cook a meal that didn't involve microwave. ILS entered Dennis' life to help prepare him for the day when his mother would no longer be around, and he would need to take complete care of himself. It should be a nice easy transition we all thought, until his mother's health declined and her breast cancer advanced. Due to his mother's need for assisted living, the house he resided in for many years was going to be sold. Where did that leave Dennis? It left him hurt, scared, and pressured to make decisions he didn't quite know if he was ready to make.

When you want to bring out a client's resilience, you assign them an instructor that models it perfectly. Jill and Dennis fit together like a lock and key, and together they partnered to watch Dennis do something he was told his entire life he could not do. He got a job in the community and moved into his very own home. He now cooks, cleans and advocates for his needs at work. It's still an adjustment for Dennis, but he is learning new skills every week. There are many things I admire about Dennis, but his ability to make rock bottom the solid foundation from which to rebuild is his life made me want to do the same.



# ILS Feature: Dennis

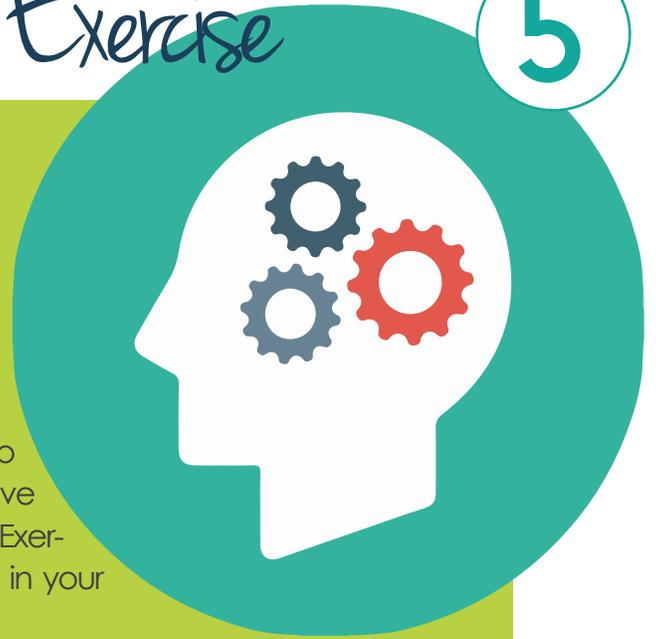
By Cassandra Sales ILS Manager



# 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

## Something you may not know about me:

My favorite Disney character is Tinkerbell. We all need a little faith, trust and pixie dust.

Cari February



**Excellence** is my favorite value. I feel it encompasses all of the values into one. I have an investment with our clients and I try to find new ideas for clients to grow without roadblocks of self-limiting opinions and excuses.

**Advice for staff:** ILS is challenging. Learning to manage your own schedule, shifting things around all the time, managing reports, working directing with clients, building relationships and building trust is a lot in the beginning. God gives us grace. **Give yourself grace.** There will be plenty of trials. Make every moment count and learn from every interaction with staff, clients, admin and stakeholders. **It takes 6 months to feel confident in what you are doing.**

## Advice for staff:

Build a relationship with your client. Show them they

matter and you care about them. Never make promises you can't keep and treat them like family. Every day will not be sunshine and roses but remember they are human too and may need your guidance to get through the dark times. Be patient and kind with them.

**My favorite Compass value is trustworthiness.** Without trust from our clients and team what do we really have? We are being trust with people's lives. Our clients and team members need to be able to trust that we will be there and have their backs even in the hard times.



"A person who feels appreciated always does more than what is expected."

Dawn  
March

"Enjoy the little things in life, for one day you'll look back and realize they were big things."

-Kurt Vonnegut

Dee  
April



**Faith** is my favorite Compass value because without it I would not have believed in myself or taken the steps to apply at Compass.

**Advice for staff:** Not one client is the same as another. The saying is true, "If you've met one person with Autism, you've met one person with Autism."

## Something you may not know about me:

I have a 27 year old son who is developmentally delayed. He is my inspiration for being in this line of work.

## Something you may not know about me:

I love archery, hunting and camping!

**Freedom** is my favorite Compass value because our clients deserve the same freedom as everyone else!

**Advice for staff:** Always treat others with the same respect as you expect in return.

"You only live once, have no regrets, love and smile until your last breath!"

May  
Heather



# BLAST

# FROM THE

# PAST

# 7



CHECK OUT THIS BLAST FROM THE PAST! THIS IS THE BRAVO BUCK EVENT FROM 2007. DO YOU SEE ANY FAMILIAR 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](mailto:mluff@compasscares.com).

2016 is the year of **TAKING CARE OF EACH OTHER!** We wanted to give you a method to take care of others by taking care of each other.

If there is 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 patient? Do you want to help a community member every month?

For 2016, 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 fund is limited, so if it is not approved, the generosity fund is 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](mailto: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

8

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!**



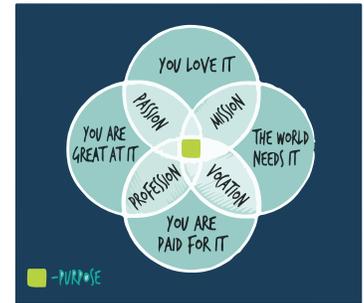
# POWER in Purpose

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.*



**JULY 15th**  
**Bravo Buck Event**  
4:30pm-6:30pm  
Shasta Bowling Lanes  
RSVP AT YOUR LOCAL OFFICE

**July 29th** **Spiritual Event**  
Details coming!



**SEPTEMBER 9th**  
**Siskiyou Lip Sync Battle**

**Staff All Hands Meeting** **Anderson**  
**September 29th**  
9:30am, 1:30pm or 4:30pm



**OCTOBER**  
**15th-22nd**  
California Coastal Cruise



**PROM**  
*Grease*  
Tickets will go on sale in October.  
**NOVEMBER 4th**

# DECEMBER

**December 9th**  
Staff Christmas Party  
**The Gaia Hotel**

**December 12th**  
Siskiyou Client Christmas Party

**December 16th**  
Redding Client Christmas Party  
**The Stirring**

**December**  
Tehama Client Christmas Party  
**To be determined**



## Hiring Seminars

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

### Redding

July 12th at 6pm

### Siskiyou

September 13th at 6pm

### Tehama

November 8th at 6pm



## Compass

475 Knollcrest Dr.  
Redding, CA 96002



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