

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*



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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.compascares.com](http://www.compascares.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: Ted

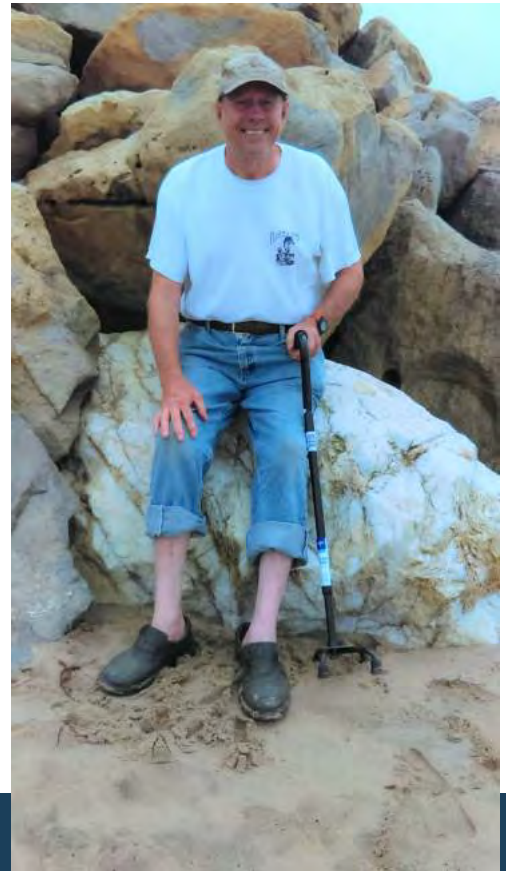
By Nicole Vasicek SLS Manager

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Ted is a warm and compassionate man whom touches the hearts of everyone he meets. His equanimity is what makes Ted so likeable in his community. Ted enjoys going to church every Sunday and square dancing on Friday nights with his beautiful wife, Kathy. Ted gives back to his community almost weekly by donating items he finds around his home in order to help less privileged families, which gives Ted so much joy. Ted is most pleased when he is tinkering in his yard with collectibles and electronics he finds in his community. Ted has been a work horse most of his life. He started working at age 15 and has yet to stop. Ted has held several jobs over his 50+ years in the work force, although the most gratifying career Ted held was at San Jose Unified School District, where he performed building maintenance for over 30 years. With this career, Ted has been able to purchase and pay off his own home.

Upon retiring, Ted began to keep himself busy during the day by gathering recyclable items such as cans and bottles, with the hope of making some pocket money. Before Ted knew it he was up to his roof (literally) with odds-and-ends he would pick up in his local neighborhood. Last year Ted ran into some health concerns and from there decided he could no longer allow himself to continue collecting items. It has been a long term goal of Ted's to accomplish the clean-up and revamp of his yard. Because of Ted's benevolent nature and amazing relationships he has made, he was able to secure help in cleaning up the yard from Campbell Fire Department in October of 2015.

Today Ted's yard is the cleanest it has been in over 10 years, which Ted refers to as one of the biggest accomplishments in his life. With a recent diagnosis of Alzheimer's Ted needs to keep his mind stimulated, therefore Ted is currently looking for volunteer opportunities to further his desire to help people and stay busy during the day. Ted is most interested in local County Hospital. overcome countless nevertheless, Ted will never give up on his goals. Ted has been a long-time Compass consumer and we are so proud of Ted's personal growth and accomplishments!



working at food banks and the There's no doubt Ted has had to hardships in his 72 years of life,

South Bay Independent Living Services (ILS) client Kevin is a very capable 50 year old adult. However, a variety of health issues has him continuing to live with his family in San Jose. Kevin enjoys living with his family. One of Kevin's life objectives is to maintain a healthy lifestyle independently, that includes maintaining his medication regimen, diet and increasing his level of physical exercise.

Kevin will admit that he does not get much exercise. He will walk for exercise, but has been inconsistent and not disciplined enough to maintain an exercise plan on his own. The idea of a structured team sport activity, like Special Olympics or a low cost gym for working out did not interest him. However, it is important for Kevin to exercise because of his health issues that includes elevated cholesterol, gout and mood disorder.



With the help of his ILS Life Coach, Kevin developed an exercise plan. Since he prefers walking over other exercise options, they began by investigating parks and hiking trails in the community to walk/hike for exercise.

With the help and motivation of his ILS Life Coach Shirley Reyes, Kevin began walking and hiking and then incorporated bicycle rides into his routine. He started his walks at

Vasona Park in Los Gatos and is able to complete a 3 to 4 mile walk in 4 hours. He also enjoys hiking the Los Gatos Trail and Silver Creek Trail. Kevin completes bike rides with his Life Coach from Silver Creek Trail to Santa Teresa, a 23 mile bike ride!

Through his journey of weight loss and improved health and wellness, Kevin has had his share of struggles and experienced discouragement. However, with family and Life Coach support, he has been able to overcome many barriers. Kevin even works out at the gym now, and continues his walks and hikes on favorite trails in the Silicon Valley. Kevin's next objective is to go hiking at Mount Hamilton.



# ILS Feature: Kevin

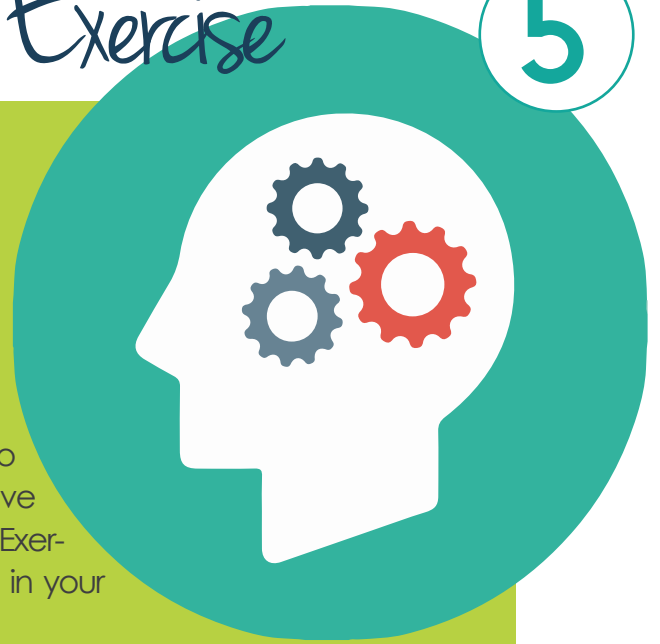
By **Ray Robles** ILS Manager



# Brain & Body Exercise

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**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



Devota

"There's not a single star that's out of place, there's nothing broken He can't remake..."

-Jason Gray's 'Sparrows'

February

**Nickname: Dee-Dee or Misty!**

**Generosity** is my favorite value because that's how we take care of each other with our time and/or resources!

Advice for staff:

Never stop asking questions! Ask your client and your team!

Advice for staff:

Always be ready for anything! Not only are you a caregiver but you are a protector out in the community. You always look out for the interest of your client.

**Something you may not know about me:**

I work on a ranch in Fresno, CA with my godfather in the summer.



Charles  
March

"It's not how much we give but how much love we put into giving."

Mother Theresa

**Nickname: Chas**

**Faith** and **excellence** are my favorite Compass values. It's about faith in God and ourselves, and envisioning how clients can grow in new ways in their personal development.

Advice for staff:

Work at your very best level. Consider clients as part of the family and love them with utmost patience and understanding.

"There is not competition in Destiny. You can be the best that you can be, when you are not competing with anyone."

May  
Conrado



# BLAST

# FROM THE

# PAST

# 7

# 2010



CHECK OUT THIS BLAST FROM THE PAST! THIS IS A SAN JOSE DANCE EVENT FROM 2010. 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](mailto:mluff@compasscares.com).

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

Is there an event you have been wanting to take your client to? 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](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

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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!**

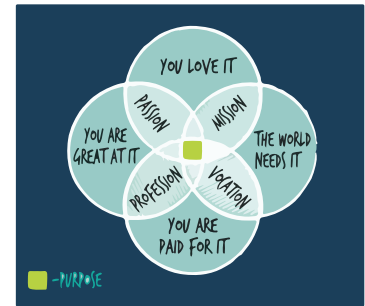


# POWER in Purpose

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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