

COMPASS

NO.12

01

We live our value of Freedom: loving people where we find them and encouraging them to grow...

06

A flood of emotion fills your body because of what you just heard and you're not sure you can hold it in...

10

Through brilliantly designed pathways of elimination, the body knows how to systematically take out its own trash...



TABLE OF CONTENTS

- 01 Goodbye Gordon
- 02 Welcome Tony
- 04 SL5 Feature
- 05 IL5 Feature
- 06 Increase Your EQ: Vulnerable Vocab
- Team Members of the Month 07
- Community Out Loud 08
- Throw Out the Trash 10
- Detox Salad 11

Goodbye Gordon



By Sadie Hess, Founder & CEO

I had to go say goodbye to another client yesterday. I really do hate saying goodbye. If I am being entirely honest, I will try to avoid it if I can, but Gordon was with our organization for 16 years. He deserved a proper goodbye.

He came with a world of stories but no real history. When it came time to do his eulogy, we searched and searched for facts about his life prior to Compass. We found very little, unfortunately, so we had to just accept his stories of the circus, loving parents that passed on and his wife in Mexico as fact.

I love that about Compass. We live our value of Freedom: loving people where we find them and encouraging them to grow. Gordon got to come to Compass and not only determine his future, but he got to shape his past. He could share his own version of what his life was like before Compass. He told us exotic stories of a life full of relationships and adventure.

Continued on page 2...



When we came together for his celebration, it was kinda magical. Clients, regional center folks, former and current staff all shared their stories. We laughed and we cried as we discussed a man bound to a wheelchair in his body, but fierce and free in his mind. I think my favorite quote of the day was from a precious angel, Dorothy, who has retired from Compass. She said, "he charmed me into believing I was his favorite person in the world." Ironically, I had always believed I was his favorite. I guess we will never know...

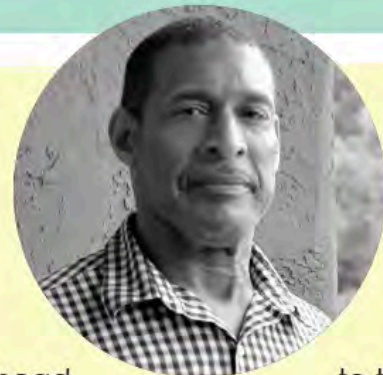
We talked about how he seemed to know the end was coming, speaking more regularly about how much he loved us and knew we were his family. We had the privilege to sit together--various people of diverse shapes, nationalities, abilities and colors-- and call ourselves Gordon's family. He gave us that gift. Gordon was a powerful man who chose his past, his future and his family. I am grateful he chose us.

Your family will miss you, Gordon.

Who's Who

MEET TONY

Tony joined the Compass team this year as the South Bay Regional Manager. Here is your chance to get to know Tony!



Q: Are you a morning person?

I'm definitely a morning person, I get up about 3:00 a.m. read my Bible, then head to the gym before heading off to work. I have been doing this for most of my life. I function much better in the early part of the day!

Q: What is your drink of choice in the mornings? I'm not much of a water person but I am working very hard on drinking more water. I will drink Gatorade or Powerade.

Q: The Social Service industry can be a rollercoaster of fun, spontaneity, unique challenges and growth. At the end of the day, what do you tell yourself to make sure you are getting back on the rollercoaster the next day? The number one thing I ask myself is, Did I make a positive influence on someone's day today. If I can continue to be a positive source when people come in contact with me I feel the day was a success. That may also mean making some difficult decisions that may not show up today but could have an effect somewhere down the road.

Q: What is one thing you can not live with out? The one thing that I feel that I cannot live without in my life is my Faith in God.

Q: If you HAD to pick another career, what would it be and why? I would have like to become an NBA Basketball referee. I enjoy and love basketball. I never had the real skills that it takes to play at that level and being a referee would keep me involved in the game and a part of the excitement of it.

Q: What do you enjoy about living in the San Jose area? I love San Jose and the Bay Area because it has so many places and things to offer. I'm within 30 minutes to the closest beach (Santa Cruz) and San Francisco is a city that I love. The weather is awesome, plus I can go see my favorite basketball team the Golden State Warriors!

Q: What is a favorite movie of yours and why? My favorite movie is all of the "Fast and Furious" series of movies! I love the action, fast cars, and exciting places they go!

Q: Why did you pick this field to work in? Like most people in this field I like helping other people. I want to help others learn how to help themselves.

Q: What would others be surprised to learn about you? Probably that I don't have a large family. I am an only child, my mother and father were only children as well!

Q: What are you looking forward to as you step into the role of Regional Manager in San Jose? I look forward to learning about Compass and all of the wonderful things they do to help people in ILS/SLS as well as the staff. As Regional Manager I look forward to being an important part of bringing my skills and experience in this field to others.

SLS Feature

DAVID



By: **Melanie Anderson**
Interim RM
Manager

I have thoroughly enjoyed my time supporting the team in the South Bay and I am honored to contribute to the newsletter as I transition into a different role at Compass. I wanted to share a story that demonstrates the sheer beauty and awesomeness of Supported Living. While there are many to choose from, one story in particular has moved me.

David Loewenstein is full of life. He is strong, spunky, intelligent, direct and quite stubborn. These qualities have enabled David to overcome obstacle after obstacle in his life. I am hoping and praying these traits will continue to carry him through as he is currently facing significant medical challenges. The first time I met David, he was actually not very happy and even though he couldn't wait to report to me his concerns, he invited me into his home and extended hospitality first. We exchanged several minutes of social pleasantries, getting to know one another a bit. Then he let me have it. Though his delivery may not have been the most tactful, his argument and concerns were valid, well thought out and he made perfect sense. We connected that day. Even though it was difficult and he was angry, David valued the concept of connection. He was genuine, straight forward and courageous enough to be vulnerable that day and allowed me to be the same.

David is fiercely independent. He has only been receiving other services for about 3-4 years when he became qualified for Regional Center services and became connected with Compass. David was deprived of oxygen at birth and his family was informed that he would never walk. At two and a half years old, he began his life-long trend of defying the odds and proving everyone wrong, by walking. David has always been very social and motivated to connect with others. He was an avid bowler, coached basketball and joined as many groups as he could. Most incredible is his 31 year career working for the San Francisco Giants baseball organization. David's Step-Father helped him get the job but David's desire, work ethic and charisma secured him not only a career but a permanent home in the Giants organization's heart. Before Compass started serving David, he lived and worked on his own, and was driving himself where he needed to go. Aging changes all of us and David has needed more help in as the years progressed.

David lives in a retirement community where he has many friends and has organized many social events, including a movie night. David is quite generous and enjoys sharing life with others. Many years ago, David organized a bowl-a-thon to raise money for others in need. David has a typical relationship with his sister, Gail, in that they love each other without end but can also say things to each other that no one else could. David's Mother and Father are 90 and 91 years old and they continue to be in awe of what he has accomplished. Gail shared with me her admiration of David's ability to overcome challenges throughout his life, his social connectivity and generosity and that he is one of the most intelligent people she knows. Throughout David's life, Gail has been a constant advocate, supporter, and, when needed, a necessary thorn in his side. It has been hard to see David's health needs become so complex and she just wants David to live the life he wants and deserves. Gail was reminiscing about the good times with David and she recalled fondly the many years David dressed up as Santa Claus because of the joy it brought him bringing the kids presents.

David began having medical issues in his late twenties and he has had seventeen surgeries as a result of Crohn's Disease. Among other medical needs, David developed Diabetes which has taken a difficult toll on his body leading recently to the need for dialysis. David has cheated death multiple times in his life and he continues the fight to live. Over the last few months, David has been in and out of hospitals, skilled nursing facilities and countless medical offices and as I write this he is fighting to return to his home and his dog, Nolan, whom he adores.

As proof of David's spunk, though he may not admit it, he recently chose not to settle for facility food meeting his dietary needs and instead called and had a pizza delivered. David's resolve to

Left: David Selfie
Middle: David and his mother, Rita.
Bottom: David, wearing glasses, his older sister Gail and their older brother Bobbi who died tragically in 1972.



Independence. What does it mean? It means different things to different people. For some people, it means going out and eating ice cream every morning. For others, it means holding down a job, or just lying in bed all day.

The dictionary defines independence as "freedom from the influence, aid, support or control of others." Our client Curtis, sees it as something different.

Curtis has been with Compass for a little over 3 years. Everyone who knows Curtis, knows him for his positive outlook, friendly demeanor, and his big bright smiles. Curtis came to Compass to learn how to make his own path in the world. And, with the help of his outstanding staff members Shelby and Magali, Curtis is doing just that. Curtis gets himself up at 7am every morning (except Wednesdays) and gets ready for work. Due to his hard work and commitment to being independent, Curtis has improved his performance at his job tremendously over the last year. His supervisor reported at his annual meeting that Curtis' productivity has gone up over twenty percent and his attendance rate had gone up as well. Curtis had been meeting his goals, and then some!

Every day after work, he goes to the gym to work out as part of his routine. Sometimes, he'll have staff take him but more recently, he has been getting himself there using public transportation. I once asked him why he sometimes goes places without staff and he responded "Sometimes, I just like to get myself around. It makes me feel good."

SLS Feature

CURTIS



By: **Keith Mitchell**
Case Facilitator
Concord



Over the last few months, Curtis has learned how to write out his own checks, and pay his bills on time. He has also begun to search independently for a new place to live with his significant other. My team and I are overjoyed when we see how much Curtis has grown, and when we hear him talk about how excited he is to grow even more as an independent person. To Curtis, independence is more than personal freedom, it is the freedom to do and accomplish. We feel lucky to witness his journey and his triumphs.



return to his home inspires me and others who have witnessed his incredible strength and perseverance. He brought together an amazing group of professionals to support him, many of whom can't get over how amazing he is. I want to acknowledge some of the many people who have provided support to David in his journey. Thank you Gail Evanari, Laura Sanchez, Rocky Langaa, Sergio Sanchez, Conrado Bacungan, Jamie Daniel, San Andreas Regional Center, Nolan the Humane Society Wonder Mutt, Joseph Ramos, and the whole Compass team. I am asking for your thoughts and prayers, not only for David's health, but for his family and support team to have the courage to support him in continuing to live the life he has worked so hard for and is so proud of. David, thank you for letting me be a small part of your world and reminding me of the power of perseverance and the beauty of Supported Living.

***Sometime shortly after this article was written, David L. passed away. David left a mark on the Compass community. He will be greatly missed.*

ILS Feature

COLLEEN



By: **Ray Robles**, ILS Manager
& **Elaine** (Colleen's Mom)

In this issue of the Compass Newsletter, we spotlight South Bay ILS client Colleen. Guest reporter, Colleen's mom Elaine, provides us with a family's perspective:

In October, 2016, Mr. Robles met with Colleen, Colleen's dad and me to assess Colleen's eligibility for ILS services with Compass. It was an in-depth assessment and Mr. Robles had many wonderful suggestions that would improve Colleen's quality of life.

Mr. Robles was then able to match Colleen with a spectacular Independent Living Services Coach, Anna. Anna has been helping Colleen in many areas that includes learning more about mental health issues by going to the library every week and checking out books that are of interest to Colleen. Mr. Robles had suggested College of Adaptive Arts (a San Andreas Regional Center funded service) for continuing education. Anna has helped Colleen navigate the system and she now has taken a Spanish class and is currently enrolled in a joke telling class. Stand-up comedy has always been an interest of hers.

Anna has also been able to assist Colleen with medical appointments and is a strong advocate for her to stay healthy, both mentally and physically. Anna readily communicates any concerns to Colleen's father or me.

Another very important area where Anna is helping is with Colleen's living situation. Colleen has lived independently in an apartment for over twenty years.

Currently there are significant issues with her housemate. Anna has gone to several meetings with Colleen to attempt mediation. This issue is not resolved, but the care and support of Anna's caring and informed support is a tremendous benefit to Colleen.

Colleen, her parents and her five sisters are very grateful for the support provided by Compass Independent Living Services.



ILS Feature

ERICA



By: **Alicia Woodworth**
ILS Manager

One of the favorite parts of my job is meeting clients at the start of services, and getting to see them grow in their independence. Our clients work hard during each of their appointments, pursuing their goals by working on everyday life skills and identifying the productive, positive choices that will lead them toward their dreams. I have enjoyed seeing our clients grow and have the honor to highlight one of our clients here.

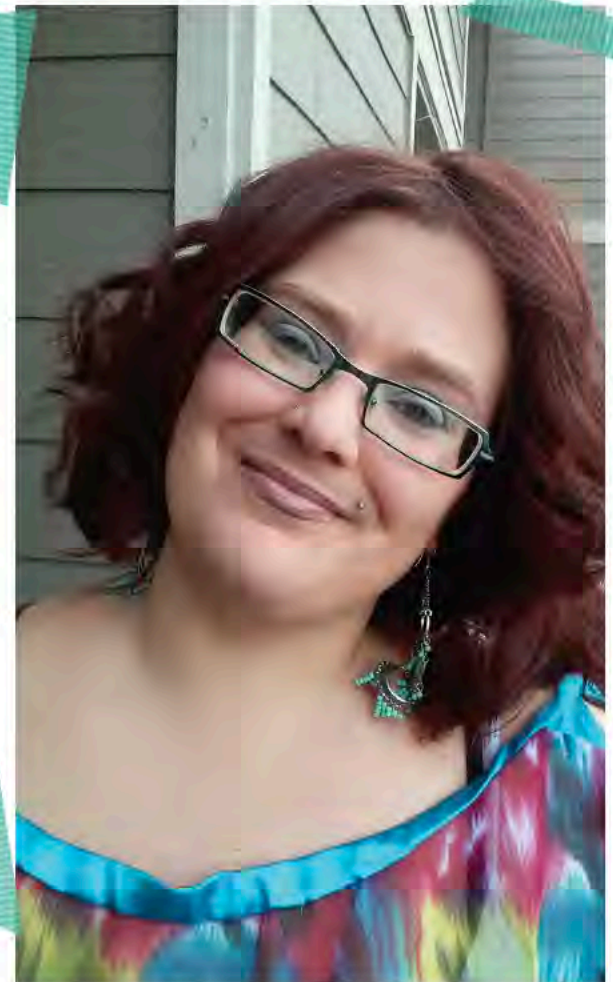
Erica has been working with Compass since 2015. At the time Erica was exiting an unfortunate situation, and was looking for a fresh start and an opportunity to spread her wings. She had already made great strides in her independent living skills and knew she was an incredibly capable woman. She had lived independently and been out in the workforce for years. Erica and her circle of support were excited to work alongside Compass to help launch her into her new adventure.

Over the last year and a half Erica has been working with Compass, she has gone through many positive and challenging experiences; most of all, she has faced all of them with strength and grace. Shortly after moving to her new apartment home, she needed to find a new roommate. She also had trouble getting all of her resources transferred into her new home area. Working hard independently, and with the support of her Independent Life Coach, Erica found someone she already had a positive relationship with to move in with her.

Additionally, after working diligently for a year, all of her resources and services were finally established in her new home. Each time Erica has encountered a challenge, she has portrayed persistence and perseverance to overcome the difficulties she encounters, and has prevailed every time.

Erica has worked with several coaches at Compass and they all have the same thing to say: she is an absolute pleasure to work with! Erica has a huge heart, loves caring for people, and shares her kindness with everyone she encounters. She is excellent at advocating for her needs and reaching out to those important to her when she has questions or concerns. She loves expressing her creativity and fun through decorating her house, painting her nails, and doing her makeup. You'll also never see a speck of dust in her home, as she loves to keep her house sparkling clean and organized. Erica is a hard worker and is looking forward to sharing her inherent gifts with others as she searches for a job where she will get to work with people.

Everyone at Compass is so proud of how far Erica has come. We congratulate her on all she has accomplished and feel honored to have been able to walk alongside her on her incredible journey!



Increase Your EQ:

VULNERABLE VO CAB



By: **Aaron Zint**
Payroll
Coordinator

A flood of emotion fills your body because of what you just heard and you're not sure you can hold it in. Will it explode out of your hands, feet, mouth, an eye twitch or will you shove it all down into the recesses of your soul? As discussed in our previous article, Emotional Intelligence is the idea that when you experience this surge of feelings, be it intense or subtle, happy or angry, you will know what is happening in you and how to properly manage yourself in the midst of it. And beyond managing yourself, Emotional Intelligence suggests that you can properly respond to someone else's emotions because you actually understand them.

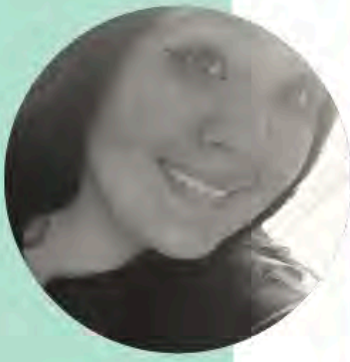
So how do we get there? How do we increase our emotional quotient (EQ) so that we can masterfully manage ourselves and effectively respond to others? Interestingly enough, it begins with your vocabulary. Studies suggest that the reason we can't recall memories prior to a certain age, even though the development of our brains should allow for it, is because we don't have the language to describe those events. Similarly, you can't understand your emotions without having the language to describe them. So the first step in increasing your EQ is increasing your emotional vocabulary. The four basic emotions you need to grasp are mad, glad, sad and egad! "Egad" means fear, but this way it all rhymes.

Once you've mastered acknowledging those four at play in your daily life, expand your vocabulary by Googling "Feeling Wheel". The feeling wheel picture gives you dozens of emotional words to choose from. Sometimes the word "Sad" just doesn't quite nail what's going on in you. If you explore it a bit more you might find that you are feeling ashamed, stupid, remorseful, guilty, lonely or hopeless. Not only do those emotions bring more life and depth to the basic emotion of "Sad," but they require a deeper level of vulnerability.

And this is the second step to increasing your EQ: vulnerability. Being vulnerable with safe people will give you the space to use your newly found emotional vocabulary. If I learn to speak another language, but don't ever practice with other people, I'm sure to lose it. A crucial part to practicing vulnerability is taking full ownership for what you are feeling. No one can "make" you feel anything. "You make me so mad," is not vulnerable. "I feel hurt," is massively vulnerable as long as it's true. Feel it, recognize it, own it and tell someone safe.

It's simple, but not easy. Vulnerably practice your new feeling vocabulary and you will get closer to becoming an emotional Einstein.

SOUTH BAY TEAM



**CINDY
MARCH**

Favorite Compass Value

Freedom, because every client needs to feel like they are in control with whatever they wish.

Advice for Staff:

Have LOTS of patience.

Favorite Quote:

If you want some thing you've never had, you have to do something you've never done -unknown

Interesting Fact:

One thing that is surprising about me would be is that I am VERY good at Call of duty. Like one on one or online, I would pretty much destroy anyone.



**LORETA
MAY**

Shout out to Margie for being selected for the month of July!



**SYLVIA
APRIL**

Favorite Compass Value

Faith: The reason it is my favorite is because I believe that we should trust and be confident that with our help our clients can reach their goals. Having faith that even with certain restrains (disabilities) our clients are capable of achieving dreams as everybody else.

Advice for Staff:

Try to do your best every day. Be positive all the time even when it seems there is no reason to be positive. Our clients need to see happy and friendly faces every day. Be at work willing to help and assist clients with your best attitude.

Favorite Quote:

"It always seems impossible until it's done" (Nelson Mandela)

Interesting Fact:

I am a grown women but I am afraid of rides. That is the reason I don't usually go to amusement parks.

Favorite Compass Value

Faith and excellence: First, have faith in God that He'll always guide you in everything you do. Second, have faith in yourself that you're doing the job the right way. Excellence: Keep improving your skills. It's just normal to make mistakes sometimes but we learn from them. Don't be disappointed if you make mistakes but rather do something to make it better the next time until you will be able to excel in your field.

Advice for Staff:

Be cool, love your work and always give your best into it. Love your clients and treat them like they are your family.

Favorite Quote:

Don't Be in a hurry, walk slowly and you'll get there in time.

Nickname:

Malou

Team Member of the Month

Team Member of the Month

EAST BAY TEAM



**JOANNE
MARCH**

Favorite Compass Value

Trust. I am a very trusting person and I like that I can talk to anybody about anything.

Advice for Staff:

Be patient. If you don't have patience, you can't do this job.

Favorite Quote:

It will all work out.

Interesting Fact:

My first job was in retail.

Nickname:

My first name is actually Katherine but my mother didn't call me that because my brother couldn't say it.



**DANNY
MAY**

Bay Area Beach Day 2017



Favorite Compass Value

Community. I really like how clients and staff create a sense of community within their homes as well as with other clients that live near them. Some of our clients don't have the support of their family, so it's really awesome to see staff and clients supporting each other.

Advice for Staff:

Always have open communication with your team and supervisors so that we can support each other when things arise.

Favorite Quote:

Happiness does not depend on outward things, but only the way you see them.

- Leo Tolstoy

Interesting Fact:

I love Pokémon Go

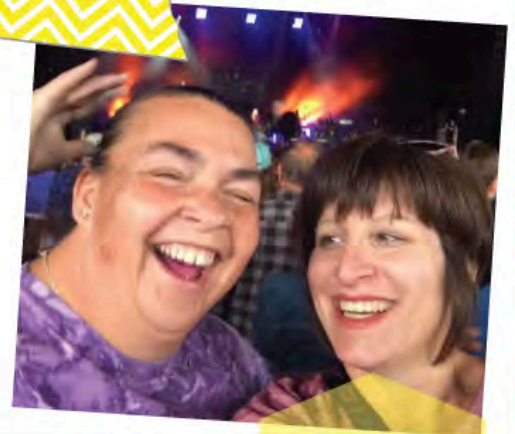
Nickname: Big Red

Shout out to Jarlyn and Suzanna for being selected for April and June Team Members of the Month!

COMMUNITY



Siskiyou Strong challenges the local Community Center Warriors to a Basketball game!



Ella and Cari attending a concert. A dream come true!

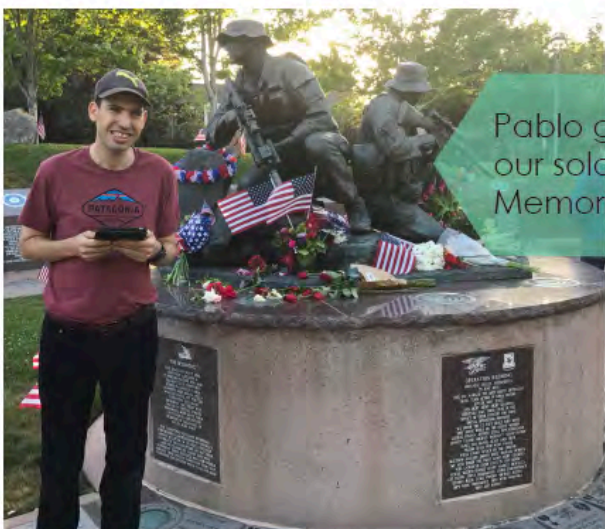


Team Ulibari out for a night of fun and dancing at a local community dance.



Jessica, Soniya and Pablo are representing Compass at a job fair.

#COMPASSCARES



Pablo giving honor to our soldiers over Memorial Day Weekend.



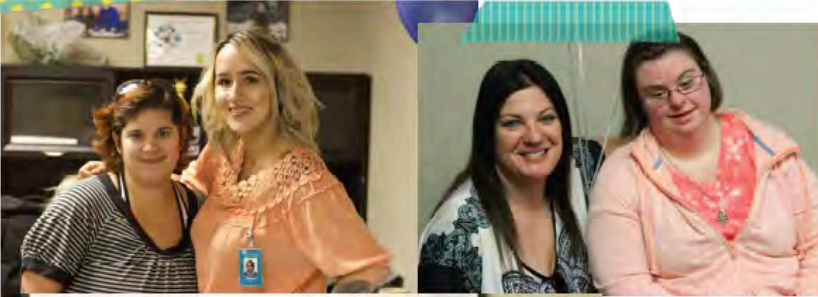
Lisa and Nancy having fun after the Redding Bravo Buck Event!



Our Red Bluff crew at the Cinco de Mayo Festival

OUT LOUD

"If you want to go quickly, go alone. If you want to go far go together."



In May we celebrated the opening of our new Yreka office!



In March we celebrated the opening of our new Red Bluff office!

UPCOMING EVENTS

Be part of something bigger than yourself!

BAY

Santa Clara, Contra Costa and Alameda Counties.

FAR NORTH

Tehama, Shasta and Siskiyou Counties.

Hiring Seminar (San Jose): September 14th, 10am
Hiring Seminar (East Bay): September 21st, 10am

All Hands Meeting
 Pleasanton: October 24th, San Jose: October 25th
 or Concord: October 26th

San Jose Staff X-MAS Party: December 5th
Bay Area Client X-MAS Party: December 6th
Easy Bay Staff X-MAS Party: December 7th

All Hands Meeting: October 4th

Staff Christmas Party: December 18th

Tehama, Shasta and Siskiyou Client Christmas Party/Dance: December 15th

For more information on events, contact your local office.

Take out the



By Sheri Wittmer, ILS Manager & Nutrition Specialist

The human body is one of the most complex and fascinating designs in all the world. With no planning on our part, a multitude of processes are taking place inside us throughout the day and night to cleanse and renew our organs. Wouldn't we love it if our homes cleaned themselves while we slept? Through brilliantly designed pathways of elimination, the body knows how to systematically take out its own trash. Treat it lovingly, and this living, breathing machine will reward us with vibrant health. However, when the trash load becomes too burdensome and the body cannot dump it fast enough, the result is oftentimes sickness.

There's plenty of talk out there about doing a "cleanse" or going on a "detox" diet, and there's some validity to them. Not everyone is up for a week of juicing or drinks made with lemon juice and cayenne pepper. What is far more manageable on a daily basis is simply removing many things that burden the body's ability to cleanse and heal itself. Why not slow down the conveyor belt of toxic trash going into the body and give it a chance to do what it does best? Heal and restore itself.

Let's talk about what goes into the body. Each cell of our body is primarily made up of the food we eat and the quality of water we drink. Why is it then that we we make dietary choices that are known to be damaging to our cells? Think of it this way. If you were building a bridge capable of handling heavy loads, would you choose concrete or Lego blocks? The body is made up of billions of cells or building blocks. Each cell has a certain shelf life before it's replaced with a new one. That's the good news. We can start right here today building a new body cell by cell. By intentionally choosing nourishing foods over those laden with chemicals, we can be off to a great start to better health.

7 Practical Tips to Impliment Today

1. Add vegetables to your diet each day. The darker the better. (spinach, kale, broccoli, parsley)
2. Add fruit to your daily diet. (apples, berries, grapefruit, lemons are perfect for diabetics)
3. Start your day with warm lemon water. Lemons are particularly good for detoxing the body.
4. Try adding some greens to a fruit smoothie.
5. Switch out some of your coffee consumption with green tea.
6. Drink this much water per day- half your body weight in ounces. (example; 200 lbs.=100 ounces of water per day)
7. Make this amazing recipe. Promise, you won't regret it!

TRASH

"Why not slow down the conveyor belt of toxic trash going into the body and give it a chance to do what it does best? Heal and restore itself."

Detox Salad

INGREDIENTS:

- 2 cups cauliflower
- 2 cups broccoli
- 1 cup red cabbage, roughly chopped
- 1 cup carrots, roughly chopped
- 1-1/2 cups fresh parley
- 2 celery stalks
- 1/2 cup almonds
- 1/2 cup sunflower seeds
- 1/3 cup organic raisins or Craisins

DIRECTIONS:

Either chop the ingredients using a good sharp knife, or toss them individually in a food processor and quickly process until they're finely chopped.

Add all of the salad ingredients to a large bowl and toss with the vinaigrette.

FOR THE VINAIGRETTE

Place the ingredients for the vinaigrette in a jar with a lid. Place the lid on the jar and shake the ingredients. Or place all of the ingredients in a small bowl and whisk to incorporate well. Best if refrigerated for up to an hour before use.

FOR THE VINAIGRETTE

- 3 Tbsp olive oil
- 1/2 cup lemon juice
- 1 tablespoon gresh giner, peeped and grated
- 2 tablespoons clover honey
- 1/2 teaspoon sea salt

Make this recipe and post a picture on the Compass Facebook page! Use #HealthyCOMPASS. First 5 people get a Compass T-Shirt!

