

COMPASS

2018 EDITION



VOLUME FOURTEEN

COMPASS SUPPORTED LIVING AND INDEPENDENT LIVING



STRONGER THAN CARR

BY SADIE HESS, FOUNDER AND CEO

Do you ever get an assignment you are dreading? I know you all think that I lead the organization, but all good leaders also know how to follow. So, because Mary is in charge of the newsletter, she assigns me articles to write. I, like the good rule follower I am, do what she says (even if I drag my feet a bit...). She assigned me an article on the Carr Fire. Yuck.

The Carr Fire is absolutely a four-letter word in our house: In our temporary rental house that is, because we lost our home in the fire. Sorry if that came out crass: my main coping mechanism is sarcasm. I think I learned it from years of social work.

Many of us experienced a horrific chain of events that unfolded in late July. Many feared that it would take out all of Redding--saw the plumes of smoke and the red sky and wondered what would happen next. It was like a war zone. The smoke was thick as tar and ash were everywhere. People walked around in a daze--both in shock and grief.

At least this is how I understand it went. I was on another continent. I was on a cruise ship when I learned of the fire. I had no smoke. I had no fear for my safety or my family's safety. I watched it all on a TV screen in another country. It was so far removed from me in one way, but so connected to me in every other way. It was a helpless feeling to be so far from not only our personal disaster, but the catastrophe of a whole community we love and cherish.

Our pain quickly became public due to our social media world. Within hours, friends and family knew about our loss. They watched on as we revealed pictures of a charred home. Eric's classmate started a GoFundMe page. We received emails, gifts, cards and encouraging messages from all over. It was the most exposed I have ever felt, but also the most supported. The world seemed to "pull" for us, as we navigated a new difficult reality.

I have tried to sum up this complex tragedy to people who asked. Your home is a precious thing. It holds your legacy and your traditions. We had a beautiful dream home with lots of stuff, but the stuff is not what we grieve. Everything that we truly miss was tied to a memory and a person. It is our Christmas ornaments, our Disney silhouettes, our handwritten wedding vows, and our wedding DVD. It is these tangible things that represent the intangible: love, connection, tradition.

So, I write this article to first say thank you. I better understand how love transfers through people. I felt so loved, cared for and known in this season.

But I also want you to know you don't need to feel bad for us anymore (don't cry for us, Compass??). We still feel blessed beyond our wildest dreams. We have a collection of people who represent the intangible. We will form new memories, new rituals and new connections because more than ever before we know what we treasure. Thank you for being part of my treasury. On a practical note, get yourself a fire safe, know your insurance policies, and upload your pictures to the cloud. That should be said too.

ASK ME ABOUT MY WIG

BY AARON ZINT, PAYROLL COORDINATOR

Have you ever had a really great idea, but the demand of your normal life kept you from making it happen? Join the club. This is a problem not just in our personal lives but in the business realm as well. The book *The 4 Disciplines of Execution (4DX)* was written to solve it. If you work for Compass, you will likely be hearing about the 4DX model and its application. We've already started using it and it actually works! Here is a general overview of the book and its principles.

The number one thing students learn in business school is strategy, and yet, the number one difficulty in business is the execution of that strategy. The reason for this difficulty is simple: the whirlwind. The whirlwind is and are the normal everyday priorities that require your time and attention. The whirlwind is the business functioning. The problem is that trying to execute a strategy, typically a goal of some sort, in the midst of the whirlwind is like trying to thread a needle in a hurricane. It's really hard, if not impossible. To execute great strategy in the midst of the whirlwind, here are four disciplines that will help make it possible:

1. Focus on the Wildly Important Goals (WIGs). Less is more. There are a million great ideas to create goals from. Trying to execute 4 to 10 goals will stretch everyone too thin to be able to be excellent at any of them. If as a team, you choose one or two goals that are wildly important, i.e. those that will make the most impact on your organization, then you can give your full attention to them.

2. Act on Lead Measures. Your WIG must be measurable, or you'll never know if you've met it. For example, a weight loss goal would be losing 10 pounds in 10 weeks. When I'm standing on the scale, I can't magically control what number shows up, i.e. my weight. That is called a Lag Measure because it's essentially lagging behind the actual work that's being done. I can however, control how many calories I consume or how many minutes I work out in a day. These are lead measures because they are measurements that I can lead with or be in control of. A lead measure is a measurement you control that affects the end result. Act on those.

3. Keep a Compelling Scoreboard. People play differently when they are keeping score. Have your team create a scoreboard that is updated frequently (daily or at minimum, weekly) so they can see how they are doing at meeting their goal. You've probably seen fundraising scoreboards like thermometers that are filled higher and higher with a colored marker as money comes in. This is the same idea. It's best if the entire team participates in the creation of the scoreboard so that there is ownership of it. Scoreboards keep people engaged.

4. Keep a Cadence of Accountability. People are motivated by accountability. The team should have a short (about 20 minute) weekly "WIG meeting" in which each person makes a commitment to act on a lead measure and then at the next week's meeting reports on last week's commitments. Everyone will then review and update the scoreboard. No whirlwind talk is allowed during this meeting.

Michele Gilbertson and I practiced the 4DX model with her team and saw an 82% decrease in staff-caused QSMed notifications in just one month. This created less stress for the team and helped increase the health, safety and happiness of our clients simultaneously. Putting these four disciplines into practice may not be easy but it is effective. Be on the lookout for 4DX coming to your team in the near future!

WELCOME OUR NEW CLIENTS

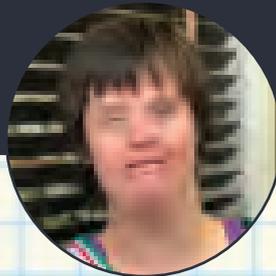
BY JENN MAZZOTTI, SLS SUPERVISOR

We've been growing in the East Bay Area so we thought we'd give a shout out to some of our new SLS clients in the area.



BOBBY

Bobby transferred from ILS to SLS in May. He still enjoys his independence, and has a dream of becoming a police officer one day! He is very well known in the community in Livermore and more than likely if you're in the area you will see him, please say hi!



BRIANNA

Brianna came to Compass this May. She lives in Pinole with her two roommates. She's upbeat, sociable and an energetic lady. Brianna loves listening to music and dancing. Her favorite music artist is Katy Perry. She also enjoys going to the library, going to the gym, and participating in Special Olympics.



MAURISSA

Maurissa came to Compass this May. She enjoys living with her roommates in Pinole. She's an outgoing, enthusiastic and sociable individual. She enjoys being on Facebook, and staying connected to her friends and family. Maurissa loves to advocate for herself and be a voice for the DD community.



JAMIE

Jamie came to Compass in August. This is the first time that Jamie has lives independently. Jamie has transitioned well and really enjoys her roommates. She has recently started to attend a day program to keep her busy during the day. She has shown flexibility when it comes to transitioning to SLS. Jamie is sociable and loves listening to music on her iPad. She also really enjoys Elvis.



JEFF

This is Jeff's first time living independently! He joined in September. He goes to Mission Hope day program twice a week and his favorite movies are E.T and Finding Nemo! He also enjoys going to RADD, church and spending time with his family! When he is home, he enjoys playing on his iPad. He also enjoys community events; so you'll be sure to see him at the next Compass activity!



JOE

Joe came to Compass in June. This is Joe's first time living independently. He has a great support system in his parents. In his free time, Joe enjoys watching WWE, Disney movies, and playing games with staff.



WILLIAM

William is new to Compass, and joined in August. He really enjoys having staff daily to assist him frequent the community. William is an outgoing person who enjoys 80's films along with horror films. William's personality is very enjoyable and this has made him a well-known person in the Bay Area. William has many friends in the community that positively overwhelm him with joy with many greetings throughout his days.



KATHY

Kathy joined Compass from another agency in June that she was with for almost 20 years! She is enjoying the new freedoms that she has such as; paying her own bills and picking out her own groceries. She loves to write poems, emails and even wants to do a newsletter for Compass. She also is very excited about the upcoming Compass retreat - and says she is ready for a vacation!

MONICA



Monica is our newest client, and came on board in September! She attends Creative Growth day program, which allows her to express her artistic abilities daily. She has a very keen liking for bike reflectors. She is blind with prosthetic eyes, and is an incredibly talented artist. Her main form of art involves covering foam shapes with tiny beads and sequins, all threaded by hand onto very tiny pins. Her art work has been sold all around the world.

ILS FEATURE

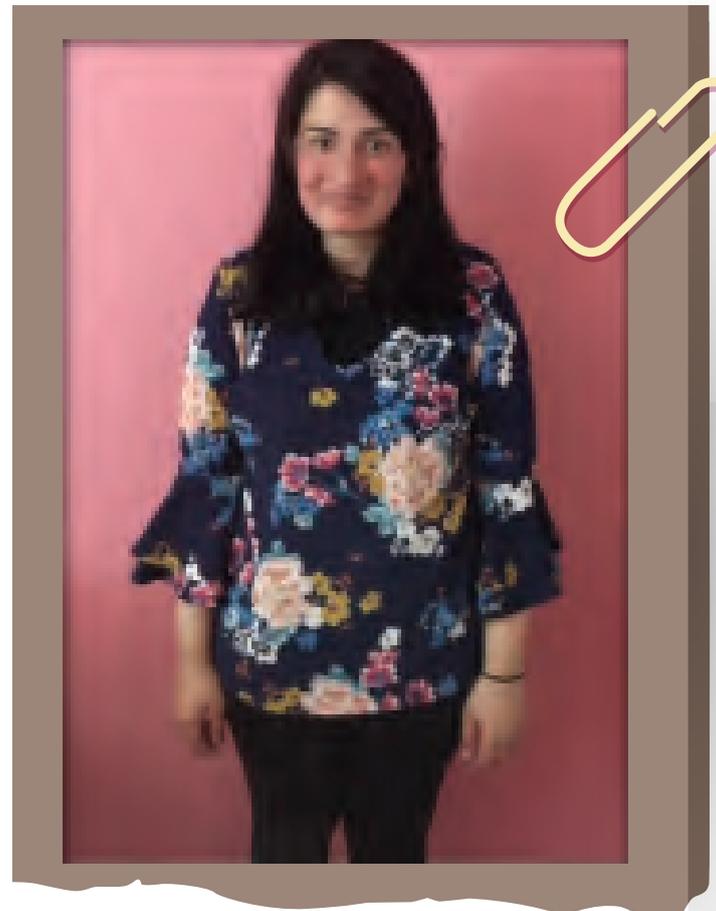
BY SHANNON LAIRD, ILSM

MEET JESSICA

Jessica is a shy but talented young lady. She has been with Compass since June 2018 and with only being with us for a short period of time she has accomplished so much! She Lives in Fremont with her family, however, her parents built a full functioning two bedroom house for her behind their home complete with its own address.

Jessica is very soft spoken and can be extremely shy at times. She loves fashion and beauty. She has someone that comes to her home twice a week and gives her lessons on how to apply make-up. Another passion of Jessica's, is singing as well as creating you-tube videos online talking about fashion, music and other topics that come to mind. She sometimes goes to her local radio station in her hometown and makes announcements over the radio. Jessica has recently stated that she wanted to take voice lessons to strengthen her voice so she feels confident when speaking and singing.

Her ILS coach is Irene. They have a wonderful relationship together and always have a great time. Jessica has learned to cook many meals since beginning ILS with Compass. Prior to working with Irene, Jessica had never cooked. Now she can make several dishes. She has even gotten a part-time job working on an assembly line packaging school lunches for the district.



JESSICA HAS LEARNED TO COOK MANY MEALS SINCE BEGINNING ILS WITH COMPASS. PRIOR TO WORKING WITH IRENE, JESSICA HAD NEVER COOKED.

She has passed her probation and is now a permanent employee there.

Aside from all that she does, she has a passion for radio and at times has been able to do some celebrity phone interviews.



**THREE LOST
GAMES LATER,
WHICH MADE 7
GAMES LOST, SHE
TOLD ME, "YOU
CAN GO NOW AND
LICK YOUR
WOUNDS
ELSEWHERE."**



MEET FRANCIS
SLS FEATURE
BY JULIE DIEMER, CASE FACILITATOR

It is my absolute privilege to introduce you to Frances. Frances has been in SLS now for 2 months. Frances is 82 years young and living her life to the fullest. Frances grew up in San Luis Obispo in Southern, California. She still has a sister and a cousin that lives there that she stays in contact with. She was raised by the nuns of the Catholic Church when she was a child. She said that the nuns were harsh but very fair. She had a special love for her Mother Superior at the school.

If I were to describe Frances in several words, they would be: feisty, funny, caring, sweet and loving. She loves playing jokes on her friends, and loves to make people laugh. She has an incredible sense of humor that is very contagious. She cares very much for her friends. She has a few friends that live in the same apartment complex that she checks on daily.

Frances has a heart for helping babies that need to stay warm. She makes little tie blankets out of fleece and then gives them to either the NICU or ships them overseas.

A typical day for Frances looks like going out and "snooping" which in her words means running errands and having fun. Frances is very independent and often wants to do things for herself. She is a very good card player and her favorite game that she plays at least 20 hands a day is "Rummy." If you ever play with her, she will win! If you come to her house, you will be playing several hands of Rummy. Normal home visits look like her telling me to "sit, and deal 'em." Once, after she won multiple hands, I asked her if we could do something else because I was tired of losing. She told me, "not yet." Three lost games later, which made 7 games lost, she told me, "You can go now and lick your wounds elsewhere." Frances also enjoys watching the ID channel with all of the crime shows. She enjoys the retired life and likes to relax at times too.

Whenever you get the amazing opportunity to meet Frances, you will not be disappointed! You will walk away laughing and shaking your head at her feistiness. Frances is an absolute treat to have as part of the Compass family.

ILS FEATURE

BY TIFFANY FARRIOR, ILSM

MEET WAKANDA
(STEPHANIE)



Definition of Wakanda; Possesses Magical Powers

Stephanie relocated to Shasta County from Eureka a little over a year ago. She was introduced to ILS services in July of 2017. Since her involvement with Compass, she has been inspired to set one goal after another. Currently, a student at Shasta College, Ms. Hayden is receiving a 4.0 GPA in the College to Career Program that she enrolled into Spring of this year! She is currently entered in the Agriculture and Grounds Keeping certificate program. Stephanie is chipping away at what it is going to take to be her own, "Boss Lady". Yes, that is correct, she would like to own her own landscaping company!

Jamie at the College to Career Program was quoted saying, "Stephanie is so determined, dependable and eager to set and meet her goals"!

Stephanie is also a proud single mom of a teenage son. That might be where she acquired her passion for football. She currently has a collection of 13 football jerseys! She proudly wears her jerseys in hopes to engage in a football conversation with anyone who loves the game.



"STEPHANIE'S HEART IS HUGE, SHE IS KIND WITH A WITTY PERSONALITY, AND IS LOVED BY SO MANY OTHERS."

You won't see much of Stephanie out in the community when the Green Bay Packers are playing, (that's her favorite team); however, you might hear her cheering her team on!

She's is determined to manage her own money this year, and with the support of ILS, we know she'll will be a success! Stephanie is actively involved with, "Women on the Move", actually she's one of the first members! She embraces the friendships she has made with other Compass family members, and is often found providing advice and instruction when accessing community resources, with her Compass friends. Stephanie's heart is huge, she is kind with a witty personality, and is loved by so many others.

Stephanie has such a strength of purpose, she inspires all of us. She indeed, "possesses magical powers".



"TOM IS KNOWN BY EVERYONE HE MEETS TO BE A SELFLESS, KIND-HEARTED MAN AND FAR FROM SELFISH. HOWEVER, TOM HAD TO BRAVELY LEARN THAT IT IS NOT SELFISH TO DO WHAT IS BEST FOR HIMSELF. SLOWLY, TOM BECAME MORE OF A WARRIOR THAN A WORRIER."

Many people view stress as a socially acceptable ailment. Stress can contribute to an array of mental hardship. For some people, however, it is less acceptable to openly discuss their internal struggles. One form of stress is experienced by millions of people: Anxiety. Thomas (Tom) has dealt with anxiety throughout his entire life. He explains anxiety as something that "makes you worry about everything and interrupts your sleep." Tom has always been aware of how difficult it can be to share his anxious thoughts with others. "If they're not going through it, they think you should just be able to calm down and relax but the more you try to relax, the more you think about it and people just don't understand that."

At times, Tom's anxiety has grown to be intolerable. Medication, counseling, and trying to ignore these feelings can seem useless when anxiety takes over. In May this was the case for Tom. Tom held on to every hopeful thought and phrase that brought comfort, but still found no relief from his anxieties. Tom found himself distracted from his everyday activities including his work at ACCESS Day Program and even sleep. The intensity of his anxiety became a prison for his mind. To focus on anything besides fears was impossible. Tom grew exhausted from the strength he expelled during this time. Several emergency visits to the hospital reminded Tom that the only exit out of his struggle was going to be through the anxiety. No shortcut was available to him. Tom's biggest struggle to find relief was allowing himself to focus on his health. Tom is known by everyone he meets to be a selfless, kind-hearted man, and far from selfish. However, Tom had to bravely learn that it is not selfish to do what is best for himself. Slowly, Tom became more of a warrior than a worrier. He increased his church attendance and became more comfortable with openly discussing how he feels inside. This openness led to close relationships that helped Tom cope with the thoughts in his mind. As his circle of support discussed advice for Tom, he began to closely identify with the idea of taking days one at a time. "If you just take it one day at a time, you're not worried about one year or five years down the road. You can manage anxiety better when you don't look too far forward."

Today, Tom is celebrating almost four consecutive months of effectively coping with anxiety. Though it remains a daily struggle, Tom is confident that his coping and vulnerability to allow others to help him will continue to serve his anxiety well.

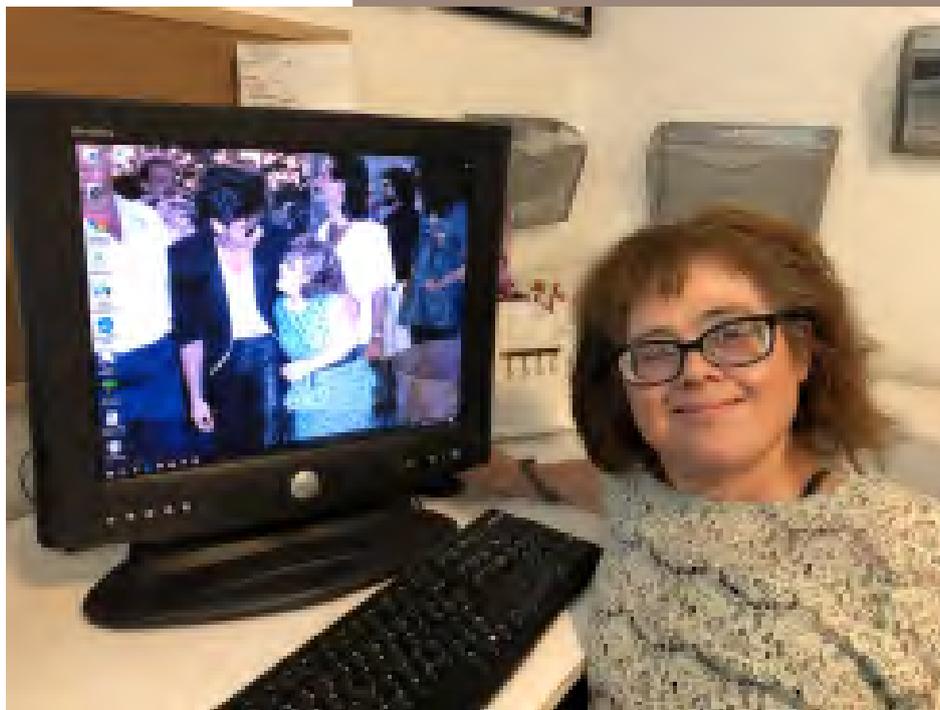
ILS FEATURE

BY ANNA LEVINE-BEARD, ILSM

MEET COLLEEN



I'd like to introduce you to one of our amazing ILS clients, Colleen. Colleen is a vibrant, fun, funny, independent woman who brightens the day of many people who meet her. She is one of the most generous people I have ever met. I've never heard her complain about her physical limitations. When Colleen describes some of the challenges she has overcome in her life, I'm impressed at how far she has come. We are lucky to have her as part of the Compass family.



Colleen has a great sense of humor and loves to tease. Whenever I misplace a paper, or am looking for my keys, she will say "Ok, Dory!", suggesting that I am the Disney character who is a bit forgetful! She has long had an interest in stand-up comedy and would love to help other people with Down Syndrome- especially children- overcome shyness with joke-telling.

Colleen once showed me some records from when she was first entering school. She was being assessed for entering kindergarten. The man writing the assessment said that Colleen was playful as he asked her many questions, teasing him by pretending to answer a question incorrectly,

“COLLEEN IS EAGER TO SHARE HER KNOWLEDGE WITH OTHERS AND IS INTERESTED IN CREATING A PEER MENTORSHIP PROGRAM WITH OUR OTHER CLIENTS.”

then saying the correct answer with a playful look in her eye. She then announced, "Now it's my turn to ask you questions!" I had to laugh, as this showed Colleen's personality perfectly.

Colleen is very insightful, and loves researching her favorite subjects, including mental health care. Colleen used to be on the advisory board of San Andreas Regional Center. She is eager to share her knowledge with others and is interested in creating a peer mentorship program with other clients. If you are a client who would like some advice on navigating the challenges of living on your own, please reach out to me, I can help you get in touch with her.

When Colleen was in high school, she got to meet John Stamos, who was at that time starring on General Hospital. The background picture on her computer is from that meeting. Some things that bring Colleen joy in life include her next-door neighbor's dog Joey, spending time with her best friend Judi, watching TV shows with John Stamos in them and planning new ways to rearrange and beautify her living space.

DEAF CULTURE

BY MELANIE ANDERSON, TRAINING MANAGER

Did you know that sign language is not the same in all places of the world? No one form of sign language is universal. Different sign languages are used in different countries or regions. For example, British Sign Language (BSL) is a different language from ASL, and Americans who know ASL may not understand BSL. There are perhaps three hundred sign languages in use around the world today.

Events like Deaf Awareness Day and International Day of Sign give greater attention to Deaf culture and the achievements of Deaf people, highlighted in a positive way. This focus also increases solidarity and connection among Deaf people and their supporters and provides an opportunity to stimulate greater efforts to promote the rights of Deaf people.

When I was in college, I took a few American Sign Language classes and ended up getting a job at a group home where all the clients were Deaf or Deaf and Blind. Most of the staff working at the facility were Deaf and I will never forget my very first day. I knocked on the door and stood there waiting for more than 10 minutes. I checked my notes to see if I was there at the right time and I was. I stepped back from the door and noticed a small sign above the doorbell instructing visitors to please use the doorbell. It occurred to me that if everyone was Deaf, they would not hear my knock on the door but I then wondered what difference it would make if I rang the doorbell. I soon learned the doorbell was connected to a light that flashed to alert everyone that someone was at the door. When the door opened, a very nice man opened the door and I said "hello". He immediately pointed to his ear and started signing wildly at me. I was so scared and in a moment, I forgot everything I had learned in my sign classes. Luckily, he figured it out for the both of us and took my hand, literally, and helped me survive my first day in a completely Deaf environment.

I ended up working with clients who were Deaf in various positions and capacities over the next 17 years and I'm not exaggerating when I say that it changed my life and made me a better communicator and a better person. I had a lot of misconceptions about people who were Deaf and what communication was. I thought I would share a few interesting things I learned and a few suggestions for interacting with people who are Deaf. It is important to share this disclaimer: these are my perspectives and because I am hearing and not Deaf, it is very important that you investigate on your own and whenever possible, get your information directly from someone who is Deaf.

Deafness is about a lot more than not being able to hear. It is about a vibrant and strong culture. The connection within this community is unlike anything I've ever witnessed anywhere else.

Deaf people are amazing problem solvers. Deaf people also tend to be highly visual and keen observers. This intense observation can sometimes be misunderstood as displeasure. I remember being at a hair salon with a Deaf friend who was having her hair done. The stylist kept asking me if she was upset and not liking what he was doing because of the intense look on her face. But she was merely taking everything in through her eyes since words were not available to her. She actually loved the cut and style.

Deaf people tend to be very direct and somewhat blunt communicators. Things that are often considered private in the hearing world are readily discussed in the Deaf world. Topics such as money, bodily functions, your weight, personal information, who you know, criticisms and emotion. Being connected with the Deaf community definitely helped me to toughen up and take things a little less personally and realize that sometimes people just make observations and call it as they see it.

Non-verbal communication, especially facial expressions, is just as critical to the conversation as the signs are and is considered to be part of ASL (American Sign Language) grammar.

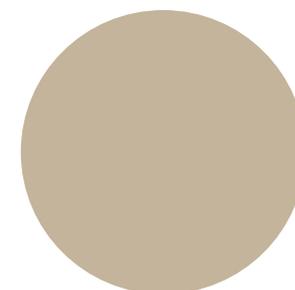
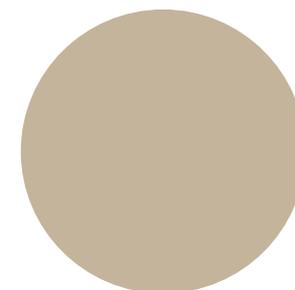
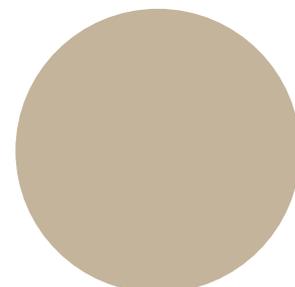
Technology is a critical piece in Deaf communities and Deaf people tend to be very tech savvy as a result. Deaf people were face timing way before it was a mainstream thing.



"BEING CONNECTED WITH THE DEAF COMMUNITY DEFINATELY HELPED ME TO TOUGHEN UP AND TAKE THINGS A LITTLE LESS PERSONALLY AND REALIZE THAT SOMETIMES PEOPLE JUST MAKE OBSERVATIONS AND CALL IT AS THEY SEE IT."

Make a connection. Learn sign language. When you are communicating with Deaf people, face them directly and make eye contact. Do not assume they can read your lips as many Deaf people do not. Make sure you have the person's attention before you start communicating. You can get their attention by waving your hand, tapping their shoulder or arm, banging on the table or flickering the lights. You can always grab a piece of paper or your phone and type out your question or comment. Just give it a try. Your genuine interest to communicate will make up for any inability.

There are a lot of resources available including Center's on Deafness, sign language classes, websites and foundations. America's Next Top Model winner, Nyle DiMarco, has a foundation and is very outspoken about the importance of equal access to language and communication. And he's easy on the eyes!



WARNING: IMMUNE SYSTEM THREAT AHEAD

BY SHERI WITTMER, ILS MANAGER AND HEALTH COACH

After a summer of historic wildfires in our beloved state, we have all experienced a rather nasty assault on our immune systems. Even in mid-September, toxic smoke continues to rest heavily on our towns, bringing with it, not only tree and vegetation ash but also microscopic particles of burned homes and all their contents. We may never know the degree of toxicity to which we've all been exposed in just a few short months. Now, as we are moving away from summer and desperately longing for those cooler, rainy months, we must prepare ourselves for the next immune threat. Cold and Flu Season.

How exactly do we get sick? We can catch a cold or flu by simply breathing in the germs from a sick person's sneeze or cough. Then again, those pesky germs can be hiding out on doorknobs, shopping carts, towels, or tabletops. Without thinking, we touch our faces and the virus finds a new home in our nasal passages or throats. Even placing our cell phones down on surfaces newly contaminated by cold or flu germs can put us at risk of getting sick. Recent research tells us that cell phones are dirtier than most toilet seats. We can't insulate ourselves from our germ-infested world but we can take some preventative measures to give our bodies a fighting chance to stay healthy. When the immune system is strong, it has in its arsenal the weapons to put up a pretty vigorous fight.

**HOW
EXACTLY
DO WE
GET
SICK??**



12 WAYS TO PARTNER WITH YOUR IMMUNE SYSTEM

CELL PHONE CLEANER

INGREDIENTS

- 70% Isopropyl Alcohol
- Bottled water
- Small spray bottle
- Lint free cloth

How To:

Fill spray cloth once or twice then rub down phone, taking extra care around buttons and cracks.

1. WASH YOUR HANDS OFTEN, ESPECIALLY AFTER BEING OUT IN PUBLIC OR AROUND SICK PEOPLE.
2. AVOID TOUCHING YOUR FACE.
3. USE DISINFECTANT WIPES ON YOUR SHOPPING CART.
4. EAT FRESH FRUITS AND VEGETABLES EVERY DAY. THE MORE THE BETTER.
5. EAT PROBIOTIC-RICH FOODS, SUCH AS YOGURT, SAUERKRAUT, KOMBUCHA, KIMCHI.
6. REDUCE THE AMOUNT OF SUGAR YOU CONSUME. SUGAR IS PROVEN TO SUPPRESS IMMUNE FUNCTION.
7. GET ADEQUATE SLEEP AND REST.
8. STAY ACTIVE (MOVING HELPS THE LYMPHATIC SYSTEM TO DRAIN WASTE FROM THE BODY)
9. DRINK WATER TO STAY HYDRATED. (BODY WEIGHT DIVIDED BY 2 IN OUNCES)
10. TAKE VITAMIN SUPPLEMENTS DAILY (VITAMIN C, VITAMIN D, ZINC PER BOTTLE OR PHYSICIAN'S RECOMMENDATION)
11. FIND REASONS TO LAUGH (LAUGHTER IS A GREAT IMMUNE SYSTEM BOOSTER)
12. CLEAN YOUR CELL PHONE WITH A MICROFIBER CLOTH DAILY AND THIS DIY CLEANER ONCE A WEEK.

Chances are good that many of us will come down with a cold or flu this season, but purposefully bolstering the immune system can lessen the severity and length of these ailments. And if you do get sick, be kind to yourself by taking the time to rest and eat nourishing foods. Be assured; your body knows what to do when you give it what it needs. Now bring on the rainy season!

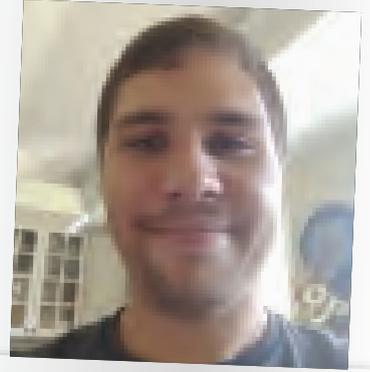
TEAM MEMBERS
OF THE MONTH

OUR ROCK STAR STAFF ARE GIVING
SOME ADVICE AND SHARING THE
SUPER POWER THEY WISH THEY HAD!

MATTHEW
APRIL

Advice: Know your client and make it fun for them to do activities.

Super Power: Ability to control water



GLADYS
MAY

Advice: Have a positive attitude towards your job as this is critical to helping your clients to be comfortable with you and trust you.

Super Power: I wish I had the power to make people's sufferings and pain go away.



FRANCISCO
JUNE

Advice: Be on time, be respectful, interact with your clients, and treat them as you want to be treated.

Super Power: I'd like to have the power to heal disabilities to free people of the challenges they may face in life.



PEGGY
JULY

Advice: Be positive at all time; "give" what you would like to "receive".

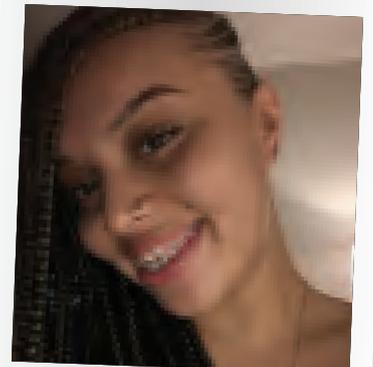
Super Power: I would like to have a pair of healing hands to relieve the pain of the humans and creatures in the earth.



TATIANA

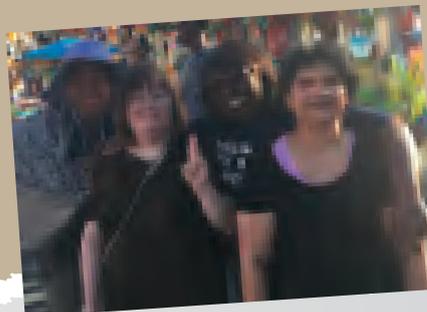
Advice: Be patient and don't take things personal. Everyone has bad days, even our clients.

Super Power: Being able to read minds.



#EVERYDAYCOMPASS

We love how active and fun our community is! Can you guess the story behind each of these pictures? Check out our Facebook page to get the details!



TEAM MEMBERS
OF THE MONTH

OUR ROCK STAR STAFF ARE GIVING
SOME ADVICE AND SHARING THE
SUPER POWER THEY WISH THEY HAD!

EMILY
MAY

Advice: Communicate with your team. It is the key to have things run smoothly.

Super Power: Ability to pause time.

SANDIE
JUNE

Advice: Have patience with all your clients and staff.

Super Power: take everyone's pain away.

CONCETTA
JULY

Advice: Give yourself grace and trust in your ability to be great.

Super Power: Precognition: the ability to see the future.

ASHLEY
JULY

Advice: If you need help or training don't hesitate to reach out, we call ourselves a team for a reason. Asking questions when you're not sure helps your clients get the best support possible.

Super Power: The ability to talk to animals.

SAMANTHA
AUGUST

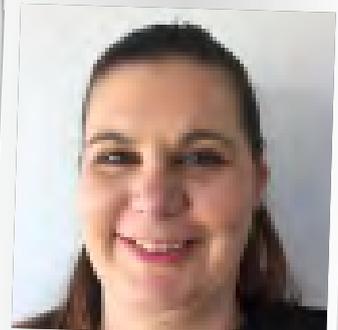
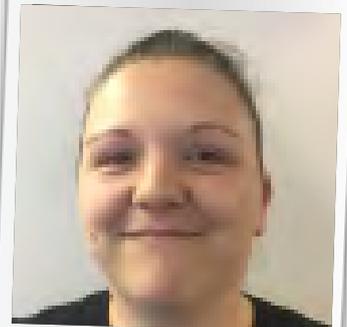
Advice: Go in with a positive attitude with a smile on your face and roll with it.

Super Power: Ability to hear people's thoughts

JAMES
AUGUST

Advice: Pay attention to your client, be present and follow through with what you say you're going to do. You will gain their trust, and when you gain their trust they will be more likely to accept your advice and less likely to have behaviors. Then you can better help them stay healthy, happy and safe.

Super Power: I would like to have ALL OF THEM.



REBECCA
PRO OF THE
QUARTER

Advice: Start every shift as a new day with a positive attitude, don't let a hard day define your day. Always have healthy boundaries. It keeps you and your client safe and helps to alleviate any confusion or hurt feelings later on.

Super Power: Healing: the ability to take away somebody's ailment or heartache.



ERIKA
COACH OF THE
QUARTER

Advice: Be ready for a daily adventure. Expect the unexpected. Have fun and get creative. Always have hand sanitizer in your car.

Super Power: The ability to visit heaven on a regular basis to visit my mom and dad.



#EVERYDAYCOMPASS



We love how active and fun our community is! Can you guess the story behind each of these pictures? Check out our Facebook page to get the details!



6 MYTHS ABOUT EPILEPSY

Epilepsy is a disorder of the brain that causes seizures. Seizures caused by epilepsy are not caused by another underlying illness. People experience epileptic seizures in many different ways and some people also have other medical conditions in addition to epilepsy. For centuries there have been misconceptions about what to do when a person has an epileptic seizure. Here are some of those common misconceptions (in quotes) and the truth about them.

1. "When someone is having a seizure they might swallow their tongue so it is important to put something in their mouth." This is a huge misconception! Putting something into the mouth of a person having a seizure could cause worse problems. It could break teeth, puncture gums, or even break the person's jaw. The proper thing to do when a person is having a seizure is to gently roll them to one side and put something soft under their head to protect them from injury.

2. "Someone who is having a seizure should be restrained." Restraint should never be used on a person having a seizure. A seizure cannot be stopped and it will run its course. The best thing to do is simple first aid to prevent injury.

3. "Epilepsy is contagious." Epilepsy is a brain disorder and is not contagious. It cannot be transferred from one person to the next.

4. "People with seizures always drop to the floor and shake violently." Not all seizures will look the same. While epilepsy is different in different people, there are certain characteristics in each individual and much of the time, the same things will happen during each episode. The behavior of a person having a seizure is unlikely to cause harm to those around them and it is important for others to take care that the person doesn't hurt themselves.

5. "People who have seizures are also intellectually disabled." This is not true! There are many people who have seizures who do not have intellectual disabilities. While some people who do have intellectual disabilities also have epilepsy, they are not one and the same and one does not necessarily cause the other.

6. "An ambulance should be called every time a person has a seizure." Most seizures are brief and stop by themselves. They are not usually life threatening, and don't usually require an ambulance to be called. First aid should be given in order to keep the person safe.



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2018 RETREAT REMINISCING

WE HAD SO MUCH FUN TOGETHER AT WOODLEAF CAMP. TWO HUNDRED AND THIRTY THREE OF US TRAVELED TO CHALLENGE, CA AND MADE LIFELONG MEMORIES. THANK YOU TO EVERYONE THAT WAS A PART OF THIS BEAUTIFUL ADVENTURE.

