

Taking *the* **LEAD**



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Trinity Services, Inc. is a nonprofit, non-sectarian organization that provides the highest quality person-directed services and supports to people with disabilities and mental illness so that they may flourish and live full and abundant lives. Founded in 1950 as the Trinity School in Joliet, Trinity Services now supports more than 3,500 people in more than 30 communities in Chicago's southwest, northwest and western suburbs; Central Illinois; and Southern Illinois. In addition to a school program, Trinity provides community day services, employment and behavioral health services, and residential options.





Message from the President of the Board

In times of transition, resiliency and strong leadership are needed to ensure a mission stays its course. At Trinity Services, both are in abundance.

In fiscal year 2018, Trinity Services passed the leadership torch from Art Dykstra to Thane Dykstra, Ph.D., as Art announced his retirement after 30 years of serving as the organization's President and CEO.

As we thanked Art for his visionary leadership and tireless commitment to Trinity Services and all of the people who give it a reason for being, we welcomed Thane to take the lead. The transition was smooth, without stutter, because of the qualities of servant leadership that both Art and Thane possess.

Additionally, Tina Fogarty was promoted to the role of Chief Operating Officer. With more than 20 years of leadership experience, she is a vital asset to the organization, helping ensure Trinity's mission to help people flourish is effectively carried out in all it does.

In this fiscal year, Trinity continued to take the lead in helping people with developmental disabilities and mental illnesses. The expansion and establishment of a variety of services and supports ensured Trinity could help more people accomplish their goals and flourish.

In this report, you'll read about the impacts of Trinity's Homeless Support Program, which the organization continued from Lamb's Fold. This program offers permanent supportive housing and rapid rehousing services to people experiencing homelessness in Will, Grundy and Kendall counties. We are proud to continue Lamb's Fold's extraordinary work providing these vital services.

Trinity opened new and expanded current services in a two-story building at the border of New Lenox and Joliet. In this building, the Technology Enhancing Capabilities (TEC) Lab creates new possibilities for people with disabilities by providing assistive technology solutions to everyday challenges they may face. The TEC Lab works to help people become more independent with the use of low- and high-tech devices.

In the same building, Trinity's Medical Clinic has expanded space to continue to offer low-cost, high-quality basic medical services to people supported by Trinity. The Branch: Well-Being

and Enrichment Center has larger, brighter rooms to provide young adults with space to exercise, explore creative talents, learn new skills, and enjoy social time with their peers.

Across town in New Lenox, Trinity opened a clothing store this fiscal year, specifically for the people it supports. New and gently used trendy clothing items line the walls and shelves, and all items are available at very low costs. We are pleased to offer this service to people we support, as buying clothes at malls may be stressful and pricey, and other secondhand stores may not offer style or quality.

In Northlake, Trinity broke ground on a new permanent supportive housing apartment complex for people with disabilities, ensuring more people will have the opportunity to live with greater independence but with reliable access to support they need.

Finally, in Lockport, Trinity unveiled a newly renovated ROXY Special Event Venue. The venue is a support business, open to the public for private event rentals and select public events. It also offers an upscale option for events for people receiving support from Trinity and Trinity staff. We are pleased to broaden our community outreach through the venue.

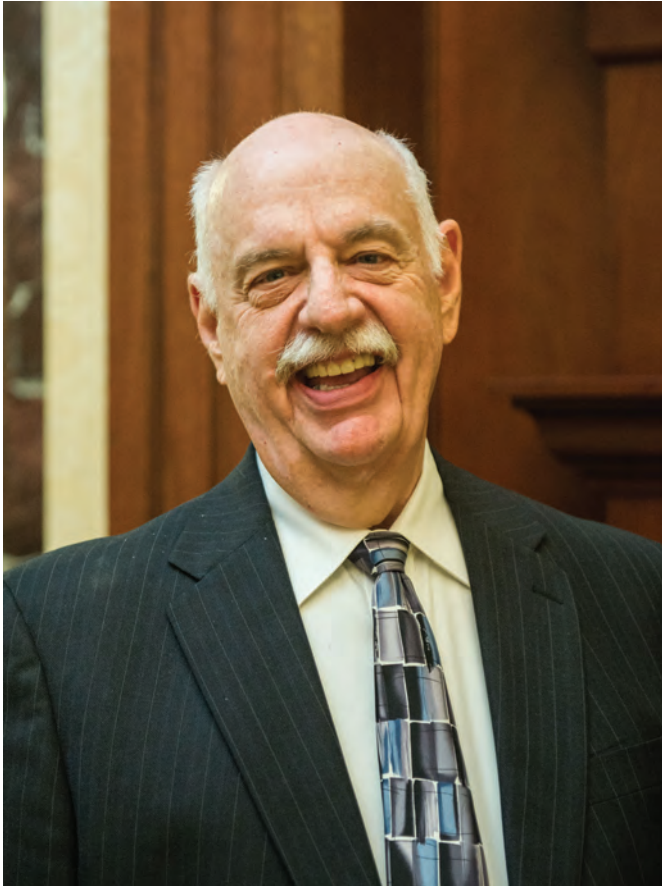
As you'll find in these pages, Trinity truly took the lead this year in all of its endeavors, always striving to provide the highest quality, person-centered services and supports. A culture of servant leadership starts at the top, and Trinity is fortunate to have true servant leaders at the helm, throughout all of its networks and across all of its services.

Thank you for your ongoing support of our mission and for investing your confidence in us.

Sincerely,

Raymond D. McShane
Chairperson of the Board

Trinity celebrates retirement of longtime CEO Art Dykstra, welcomes Thane Dykstra to lead organization



Art's visionary leadership was at the heart of all Trinity provided to the people it served the past 30 years, as well as the number of people it has been able to support. Beyond that, Art created a workplace where employees want to come to work every day, driven by a positive environment in which people care about each other.

Trinity Services, Inc. celebrated two moves that were part of one transition in its administration in December 2017.

Art Dykstra, who served as CEO of Trinity Services for the past 30 years, stepped down to lead the Cherry Hill Consulting Group as its Executive Director. In his place, Thane Dykstra, previous Chief Operating Officer of Trinity Services, was appointed to the position of President and CEO by Trinity's Board of Directors.

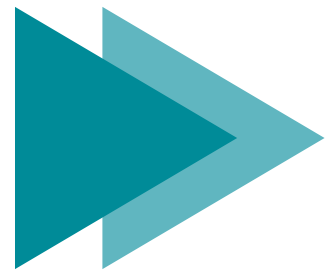
Art joined Trinity as its CEO in 1987, after a 20-year career with the Illinois Department of Mental Health and Developmental Disabilities. When he joined Trinity, the organization consisted of one school and one day program, and employed just 33 staff members.

The impact Art has had on Trinity Services, as well as disability and mental health services in Illinois, is exemplified by how much Trinity has grown during his tenure. Today, Trinity has a large residential program, many Community Day Services, a behavioral health network and more, and it employs more than 1,000 people.

Art's passion for serving others has always been part of his life, and over the years, he has shared it with the world not only through his work at Trinity but through teaching classes at colleges and universities, speaking at conferences around the nation, leading various associations in the disabilities field, and authoring books, journal articles and a blog.

Following his father, Thane joined Trinity Services in 1995, when he became director of Trinity's Behavioral Health Network. As the network's director, Thane led a significant expansion of its services, including the establishment of roughly two dozen homes and apartment buildings in which people who have been diagnosed with a mental illness or who have a dual diagnosis of a mental illness and a developmental disability can receive 24-hour or intermittent support, depending on their needs.





Thane also led efforts establishing three psychosocial rehabilitation programs for the people Trinity serves; the Trinity Counseling Center, which provides individual, family and group counseling services, available to the public; a social club where people Trinity Services supports can enjoy time together; the Illinois Crisis Prevention Network, a collaborative effort between Trinity and The Hope Institute for Children & Families that provides support and consultation services to people who have significant behavioral and medical challenges throughout Illinois; and more.

Thane has served on steering committees for the Illinois Department of Human Services' Division of Mental Health and Division of Developmental Disabilities, as well as the Department of Children and Family Services. He is also a past president of the Illinois Association for Behavior Analysis.

Thane has contributed to professional publications and presented at national conferences on contextual behavioral therapies such as Dialectical Behavior Therapy, Functional Analytic Psychotherapy, and Acceptance and Commitment Therapy. He is especially focused on applying these models to work with people who exhibit challenging behavior.

Thane has a doctorate in clinical psychology from the University of Nevada, Reno.

Thane can be reached at tdykstra@trinityservices.org or (815) 485-6197.

While welcoming Thane to his new position, the Trinity Services community also congratulated Art on his 30 years of visionary service to the organization.

Art plans to pursue his passion for writing, and provide consultation to organizations and other leaders in the nonprofit and business worlds in areas related to organizational culture, person-directed services, leadership and quality improvement as Executive Director of the Cherry Hill Consulting Group. To learn more about the consulting group, visit www.cherryhillconsultinggroup.com.



Of his new role, Thane said he looks forward to being able to preserve the many services and supports that Trinity offers, as well as the values that are central to its culture. He plans to further Trinity's mission of helping people with disabilities and mental illness flourish and live full and abundant lives.

Tina Fogarty appointed Chief Operating Officer



In her role as COO, Fogarty will work alongside Dykstra and all members of the Trinity Services team to ensure the organization is effectively carrying out its mission of helping people with developmental disabilities and mental illness flourish and live full and abundant lives.

As Trinity welcomed a new CEO, it also welcomed a new Chief Operating Officer – Tina Fogarty.

Fogarty joined Trinity Services in 2016 as the Director of Specialized Residential Services and quickly became a valued member of the executive leadership team. She was appointed to the position of COO by President and CEO Thane Dykstra, Ph.D.

Fogarty has more than 25 years of experience in the human services field, 22 of which were spent at Neumann Family Services. As Neumann’s Vice President of Programs and Services, Fogarty worked to develop, implement and lead a wide range of residential, adult learning, employment, clinical and case management programs.

Fogarty has extensive experience working with people who have a dual diagnosis of a developmental disability and a mental illness. She also served young adults with a dual diagnosis who were transitioning to community-integrated living arrangements, also known as group homes, after receiving services by the Illinois Department of Children and Family Services.

Since coming to Trinity Services, Fogarty’s vast knowledge base in the fields of developmental disabilities and mental illness, as well as her strong leadership skills have greatly benefited the organization.

“Tina has quickly become a valued member of the executive team, and her interpersonal style and personality have perfectly matched Trinity’s organizational culture,” Dykstra said.

Fogarty has a bachelor’s degree in psychology from North Central College and a master’s degree in gerontology from Roosevelt University.

Fogarty can be reached at (815) 485-6197 or tfogarty@trinityservices.org.



Trinity celebrates 10 years of providing services, supports in Mascoutah, Illinois

In 2017, Trinity Services marked its 10th year of providing services and supports to people with developmental disabilities in the Mascoutah, Illinois, and surrounding Southwest Illinois communities.

Ten years ago, a group of dedicated parents who sought better services for their children with developmental disabilities approached Art Dykstra, Trinity's CEO at the time. They petitioned for Trinity Services to expand to the area, pledging that they would provide their own assistance to Trinity in any way they could.

From there, the Abundant Living For All Foundation, or ALFA, was created. To this day, those parents continue to deliver on their promise.

ALFA is composed of volunteers who are family members or friends of people with developmental disabilities. The nonprofit partnered with Trinity to launch residential services and Community Day Services in St. Clair County in 2007.

ALFA volunteers tirelessly work to raise funds for the men and women who Trinity supports in Southwest Illinois, and give countless hours of hands-on assistance, helping people

become immersed in the arts, horticulture, cooking, sports, academics and leisure activities.

One of the most unique aspects of life at Trinity Services Southwest is access to the expansive, 42-acre Trinity Gardens & Farmstead. Aside from offering a robust, year-round agenda of plant care and harvesting, the beautiful land features a hiking trail and plenty of spots to relax outdoors.

This space is open to members of the public multiple times of the year for ALFA fundraisers, including the Red Berries & Bluegrass Festival in the spring and Oktoberfest in the fall.

Adults served by Trinity Services Southwest also regularly exercise their artistic abilities, regularly enjoying a music program and also creating barn art and other one-of-a-kind pieces that are sold at craft fairs.

Each day, these men and women are supported to do what they love, explore new things and simply be themselves with the help of dedicated Trinity staff members and ALFA volunteers.

For more information about Trinity Services Southwest and ALFA, visit www.alfafoundation.info.

The 42-acre Trinity Gardens & Farmstead provides people with education, recreation, beautiful flowers, and delicious fruits and vegetables.



Homeless Support Program helps people in Will, Grundy, Kendall counties achieve self-sufficiency

On a given night in Illinois, roughly 11,000 people – nearly 2 percent of the state’s population – experience homelessness, according to data from the United States Interagency Council on Homelessness.

Of these people, nearly 2,000 have a mental illness, and almost 1,800 are victims of domestic violence, according to the U.S. Department of Housing and Urban Development’s (HUD) 2017 Continuum of Care Homeless Assistance Programs Homeless Populations and Subpopulations report for Illinois.

At Trinity Services, the Homeless Support Program works to help people and families who are experiencing homelessness obtain access to the recovery supports they need in order to reach independence. The program serves people in Will, Grundy and Kendall counties.

The program has been part of Trinity since mid-2017, when Trinity became the successor provider of programs that were part of Lamb’s Fold Center for Women and Children.

It primarily offers two types of services – permanent supportive housing and rapid rehousing.

Permanent supportive housing helps people who were chronically homeless, and who have disabilities and/or a mental illness, secure stable homes in which they can receive any supports they need, including counseling, assistance with budgeting and other independent living skills, as well as advocacy services.

Trinity’s Homeless Support Program serves roughly 20 people through permanent supportive housing. The majority of residents are mothers and their children who were previously served by Lamb’s Fold.

Rapid rehousing helps people living on the streets, in their cars or in emergency shelters overcome immediate obstacles to housing. For example, if a person is unable to afford a security deposit and first month’s rent but would be able to afford both given a month to save money, rapid rehousing can help the person get through that month until he or she can independently afford to

move on to his or her own home. These services are available for a person for up to 24 months.

People who are referred to Trinity’s Homeless Support Program have entered their information into the Will County Continuum of Care’s Homeless Management Information System (HMIS), which collects information about how long a person has been homeless, if the person has children, if the person has a disability and more in order to evaluate need. The Continuum of Care serves Will, Grundy and Kendall counties.

Based on the information entered into the HMIS, people are connected with services at an organization with an opening in one of the three counties.

Most of the time, Trinity’s Homeless Support Program receives clients from local emergency housing shelters, according to Sandy Metroz, director of the program. Before receiving rapid rehousing, a person must have been homeless for at least 24 hours.

Sometimes, when people contact Metroz for help, they are living in a hotel or staying at a friend’s apartment. Unfortunately, in these circumstances, Metroz must refer people to shelters first before they can be eligible to receive permanent supportive housing or rapid rehousing services. To help people meet eligibility requirements, Metroz and her team assist people who are not yet in the HMIS with registering their information in the system.

In addition to housing, the program offers a comprehensive set of services to its clients, including food, clothing, counseling, transportation assistance, advocacy services, life skills classes, educational and vocational opportunities, tutoring and case management.

Programs are segmented into an assessment phase, for the identification of strengths and goals; an intensive case-management phase, for resource linkage and progress monitoring; and a transition phase, for a person to move toward self-sufficiency and receive follow-up services.

"We make sure that when they are able to move forward, they can," Metroz said. "I enjoy when clients are making progress and moving forward with their lives."

Metroz recalled a client she worked with who was a victim of domestic violence and subsequently developed an addiction to alcohol, which caused her to lose her job and home.

Metroz and her team helped the woman get counseling, become sober and begin working again.

"I still get texts from her now saying how good she and her kids are doing," Metroz said. "That one sticks out to me, because she

went through a lot. We make sure people can move forward when they've made up their minds to make the move."

Trinity's Homeless Support Program accepts donations of food, clothing and furniture. It also seeks landlords and property managers who would be willing to rent to clients.

For more information about the Homeless Support Program, contact Metroz at (815) 727-0995 or smetroz@trinityservices.org.

Homelessness in Illinois



are family households



are chronically homeless

(federally defined as homeless for a year or more or as having at least four episodes of homelessness in the past three years)



are veterans



are unaccompanied young adults ages 18-25



**From the United States Interagency Council on Homelessness' 2017 Homeless Statistics by State*

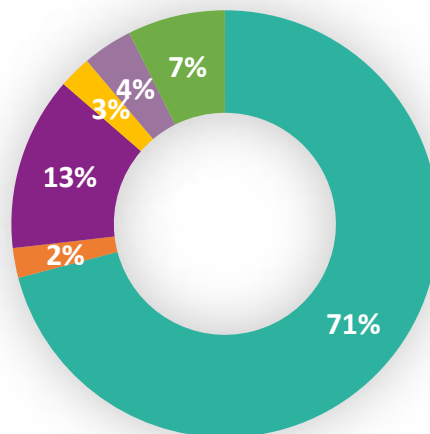
Financial Review

Revenue

	2018	2017
Tuition	852,985	961,260
Fees for Service	50,497,140	51,170,755
Grants	2,468,220	2,123,449
Contributions	13,751	15,177
United Way	141,505	137,567
Investment	205,193	103,211
Store Sales	583,112	546,162
Miscellaneous	6,836	2,446
Total Revenue	\$54,768,742	\$55,060,027

Expenditures

Salaries & Related Personnel Expenses	37,997,935	37,868,218
Consumable Supplies	1,209,379	1,410,320
Occupancy	7,059,250	7,591,064
Transportation	1,318,367	1,320,312
Depreciation	2,026,830	2,038,336
Management and General	3,963,363	3,748,964
Total Expenditures	\$53,575,124	\$53,977,214
Increases in Net Assets	\$1,193,618	\$1,082,813



- Salaries & Related Personnel Expenses
- Consumable Supplies
- Occupancy
- Transportation
- Depreciation
- Management and General

By the numbers



3500
people served



More than
600
people served
residentially



More than
600
people served in
Community Day
Service programs



Autism
services



Employment
services



Clinic



School



Behavioral Health

More than
40
programs
and services



Services

Community Living

- Homes and apartments in residential areas

Living Centers

- Two 16-person residences for people with disabilities

Community Day Services

- Life skills training programs
- Horticultural therapy
- Woodworking
- Recycling

Behavioral Health

- Intensive outpatient services
- Community living programs (homes and apartments)
- Community support teams

STRIDES

- Therapeutic horseback riding program

Counseling

- Individual therapy
- Group therapy
- Child and adolescent services
- Family therapy and couples counseling
- Court-mandated anger management
- Divorce mediation

Autism Program

- Comprehensive diagnostic screenings and evaluations
- Neuropsychological services and neurofeedback
- Social skills groups and parent support groups
- Consultation to families regarding problem behavior and assistance to address other areas of skills deficits

Trinity School

- Education for students ages 3-21

Career Access Network

- Supported employment
- Competitive employment
- Job training/coaching
- Drop-In Center

Respite Services

- Respite care for caregivers of persons with developmental disabilities in Will and Grundy counties

Illinois Crisis Prevention Network

- Prevention, consultation and training

Trinity expands services, supports through program openings, expansions

Technology Enhancing Capabilities Lab opens doors to independence through assistive technology

Imagine relying on a wheelchair for mobility but having limited use of your arms and being unable to verbally communicate with those around you.

Now, imagine you are thirsty. How would you get a glass of water? How many hours might it take for someone to offer you a drink?

Connie Melvin and Richard Harrington are working with people with disabilities and staff to solve this very dilemma, and many more like it, through their innovative work crafting assistive technology solutions.

The duo has decades of experience working with people with disabilities and, in 2017, they brought their expertise to the Trinity Services community.

The pair works together in Trinity's new Technology Enhancing Capabilities, or TEC, Lab. The lab opened in early 2018 at 101 Hempstead Place in Joliet, Illinois.

The lab primarily serves as a place for people to experiment with assistive technology to find the right solutions to problems

they face. Visitors can take classes, try building their own assistive technology or borrow a device from the TEC Lab's loan pool. If a device works well for someone who is borrowing it, Melvin and Harrington work to get the person his or her own device. The lab is wheelchair-accessible, including tables that can be raised and lowered to suit people's needs.

The lab's TEC Team, composed of roughly one dozen people from various networks within Trinity Services, also regularly meets at the lab to discuss uses of assistive technology for people they support.

The lab was made financially possible in part by a generous \$15,000 grant from The Community Foundation of Will County.

"When people think of assistive technology, they tend to think of expensive things like smartphones, computer programs and tablets," Melvin said. "It has a broader definition. It's anything that helps a person be more independent than they were before."

When Melvin and Harrington help people brainstorm assistive technology solutions for issues they face, they often focus on



simple, low-tech possibilities first. These types of solutions are typically constructed using materials one could find at a hardware store.

For example, a woman who needs a way to easily control her MP3 player, without having the fine motor skills needed to handle small buttons, would benefit from a simple switch for the MP3 device. Online, this type of adaptive switch may cost more than \$100. Harrington was able to make the device out of acrylic, copper tape and an auxiliary cord, costing a total of roughly \$3.

Both Melvin and Harrington said what they enjoy most about being able to provide assistive technology to people with disabilities is helping them do something they were not able to do before — something that helps them gain greater independence.

Consider again the issue of a person who uses a wheelchair being unable to reach water. A simple solution to this problem was to mount a plastic bottle to the person's wheelchair and equip the bottle with a long, flexible straw that can reach the person's mouth when needed or be pushed out of the way when not in use.

In another instance, a woman who loves to watch TV had difficulty pressing the buttons on a standard remote. Harrington supplied her with a large-button remote that is big enough to sit in her lap. The simplified controller allows her to change channels, raise or lower volume, and turn the TV on or off.

"The look on her face when she received the remote was equal parts excitement and mischief," Harrington said.

"That's what makes this job so fun," Melvin added. "You see someone get excited about something they couldn't do before."

For people with disabilities and mental illness who are supported by Trinity, Melvin and Harrington's years of experience working directly with people with disabilities is an advantage.

Melvin pointed out that people in the assistive technology field who have never worked with a person with a cognitive disability before will likely have unrealistic expectations for a person with a disability, showing him or her how to use a device once and expecting the person to be able to successfully use it again in the future.

Melvin said that the reality of working with a person with this type of disability is that he or she needs to be shown how to use a device multiple times in order to learn the new concept. That requires the instructor to spend time with the person and ensure the use of the tool is being properly communicated to the person — a part of the equation that Melvin and Harrington patiently solve.

Melvin and Harrington provide consultation services not only to people served by Trinity Services but to members of the general public, including people with disabilities, veterans and seniors.

Tours of the lab are available. For more information about the TEC Lab, call (779) 702-5499.



Trinity Services breaks ground on new permanent supportive housing apartment complex in Northlake

Trinity Services, Inc. will soon be able to support more people through a new permanent supportive housing development in Northlake, Illinois.

The state-of-the-art building is named Trinity Park Vista and will provide people who have been diagnosed with a developmental disability or mental illness with a modern, upscale apartment in which to live independently, with supports available as needed or as desired.

Trinity broke ground on the building in January 2018. It will offer three floors and a total of 16 units for residents with disabilities, who will be offered subsidized rent.

Primarily, residents will live independently and have the option to receive support from Trinity Services staff members. Support may include assistance finding employment, help managing finances or occasional counseling services.

Three three-bedroom units will each provide space for one care provider and two people with developmental disabilities to live. These are known as shared living settings — environments in which care providers share their lives with the people they support.

The apartment building, which is planned for 1 E. Lakewood Terrace in Northlake, will be within walking distance of local

businesses, providing job opportunities and convenience for future residents.

The modern, upscale building is being designed by Worn Jera-bek Wiltse Architects, P.C., developed by Brush Hill Develop-ment, financed by the Illinois Housing Development Authority and constructed by Synergy Construction Group.

IHDA chose the apartment building's location in Northlake based on assessed need for permanent supportive housing in the state of Illinois.

Representatives from all organizations involved with the devel-opment, as well as from the City of Northlake, were present at the groundbreaking ceremony.

Northlake Mayor Jeffrey Sherwin has been recognized by IHDA for his support of these types of residences. During the ground-breaking, Trinity Services President and CEO Thane Dykstra, Ph.D., also recognized Sherwin and all who were involved in the development for their enthusiasm about welcoming people with disabilities to the community.

Once constructed, Trinity Park Vista will become Trinity Servic-es' fourth permanent supportive housing development. Trinity provides services at similar developments in Villa Park, Lom-bard and Lockport.



Renovated ROXY Special Event Venue opens to public as support business of Trinity Services

Trinity Services, Inc. revealed an entirely renovated ROXY Special Event Venue at a private event in early 2018 in downtown Lockport, allowing members of the Trinity Services community to experience the renewed space for the first time.

In 1995, Trinity Services purchased the ROXY Theater, and for many years, the space served as a social spot for people with developmental disabilities and mental illness whom Trinity supports. The unique social experience it provided drew attention locally and nationally, including coverage from National Public Radio.

In recent years, through a partnership with the City of Lockport, ROXY was open to the public select nights for movie viewings and other events. The building was then temporarily closed for renovations, which were revealed in early 2018.

Updates include a new facade and marquee sign; new flooring; updated bar, lounge and recreation areas; fresh interior paint and lighting fixtures; a new roof; and upgraded fire and safety systems. All renovations emphasize a 1920s Art Deco theme.

When guests enter the building, they may check their coats and walk through a set of colorful glass doors that open to ROXY's bar and lounge area. This area is equipped with comfortable seats and tables, and a beautiful bar with a backlit bar top.

Beyond the lounge is ROXY's performance space, in which theater or table seating can be configured. A stage provides room for musical performances and presentations.

At the event, a string quartet from Lincoln-Way Central High School and The Big Lagniappe, a New Orleans-style jazz band which features Trinity staff member Kevin Krauss on keyboard, took the stage for portions of the evening. Their performances delighted attendees and showed the versatility of the space.

For those who Trinity supports, ROXY has set the stage for new relationships and friendships to blossom, social skills to grow, and a true sense of community to flourish. With the renovations, the lounge area is more conducive to conversation. The theater is used for celebrations, dinners, lectures, live entertainment, movies and more for the public, people receiving services, and staff. Staff also use the space for appreciation events and trainings.

ROXY's renovation ensures that for many years to come, people will benefit from the beautiful social gathering spot where they can enjoy the company of friends.

For more information about ROXY, including how to rent it, visit www.roxylockport.com.



Trinity Clothing Store opens to offer trendy, affordable attire to people supported by Trinity

The Trinity Clothing Store opened in fall 2017 to ensure people with developmental disabilities and mental illness whom Trinity Services supports are able to purchase and wear clothes in the styles they want to wear.

The boutique-style store is located in New Lenox, Illinois, and features racks of gently worn and new clothing for men and women supported by Trinity.

The ladies' side of the store is painted a pastel pink and features an elegant, feminine chandelier hanging from the fitting room ceiling. Racks of fashionable, seasonal clothes fill the walls, accompanied by jewelry, purses, shoes, belts and other accessories for women to find outfits for professional, evening, active and casual wear, depending on their needs.

The men's side of the store is a light gray and has a masculine theme, also with a fitting room to match the feel. Similar to the women's side, it features seasonal clothing for all occasions, as well as accessories.

The store also has stylish, comfortable furniture for shoppers to use during their trips and the overall ambiance of a high-end boutique.

One of the outcomes Trinity Services strives to achieve in helping people to flourish and have full and abundant lives is for people to participate in the life of their communities. However, for some people with disabilities, shopping for clothing at malls or big-box stores can be unreasonable for their budgets, as well as stressful.

Those who live in community-integrated living arrangements, or group homes, receive a Personal Needs Allowance from the State of Illinois, but it equates to approximately \$2 a day, or just \$60 a month. With that money, people are supposed to buy personal hygiene products and any other supplies they may need, including clothes.

With this in mind, Trinity set out to create a trendy shopping experience for people that was both reasonably priced and offered high-quality clothing items.

Countless gracious donors have supplied new and gently worn clothing items to ensure the store is fully stocked. Members of the community who want to donate gently worn or new clothing items or accessories to the store can coordinate a time to do so by calling Trinity Services at (815) 485-6197.



The Branch moves into spacious new spot at Joliet, New Lenox border along with TEC Lab, Medical Clinic, Career Access Network, Cherry Hill Consulting Group

At the corner of Hempstead Place and Washington Street, at the border of New Lenox and Joliet, people supported by Trinity Services are benefiting from a range of activities and amenities new or renewed for the Trinity community.

At the beginning of 2018, Trinity's The Branch: Well-Being and Enrichment Center relocated from its former location along U.S. Route 30 in New Lenox to the upper level of 101 Hempstead Place.

The Branch is a unique program designed specifically for young adults with developmental disabilities who have recently graduated from high school. It is a place where they can continue to build upon their skills and explore their interests while socializing, working, volunteering, pursuing their hobbies and actively participating in the community surrounding the program.

The new space for The Branch has an energetic yet relaxing feel, with ample comfortable furniture; space for group activities; a spacious workout room for yoga, Pilates and similar exercises; a music room with instruments; and a full kitchen.

In a portion of the lower level of the building, Trinity relocated its Medical Clinic, which provides high-quality, basic medical care to the people Trinity supports. The new space includes a welcoming waiting room and multiple exam rooms — including one room for dental exams and cleanings.

Medical services include annual physicals, referrals to specialists, routine immunizations and more.

Trinity's new Technology Enhancing Capabilities (TEC) Lab encompasses another portion of the lower level.

Additionally, the Cherry Hill Consulting Group (CHCG) and Trinity's Career Access Network (CAN) are based in the same building.

The CHCG is led by Art Dykstra, former executive director of Trinity Services, who provides consultation services in areas of organizational culture, person-directed services, quality improvement and leadership to leaders in the nonprofit and for-profit fields.

The CAN helps empower and enable people with disabilities and mental illness to secure community-based employment with competitive earnings and benefits.

"Our new spaces at 101 Hempstead Place help us better meet the diverse needs of the people we support," Trinity President and CEO Thane Dykstra, Ph.D., said. "The TEC Lab opens new doors for people with disabilities, while the new Medical Clinic and Branch space provide comfortable environments designed for the services provided."

For more information on any of these programs, call Trinity Services at (815) 485-6197.



Trinity publishes 'Beeing a Leader' to share buzz about leadership, positive psychology

It seems that positive psychology is getting plenty of buzz in popular culture and the media, lately, but what about its intersection with leadership practices?

In spring 2018, Trinity Services, Inc. published "Beeing a Leader: Insights from the Trinity Beehive," a fun, easy-to-read guidebook focusing on leadership traits that adhere to the fundamentals of positive psychology.

A group of 91 authors, all staff members at Trinity Services who have diverse professional backgrounds and personalities, collaborated on the book. Each wrote a separate entry on a quality of leadership. These qualities are divided into five categories — Nurture Positive Emotion, Experience Engagement, Cultivate Positive Relationships, Discover Meaning and Recognize Accomplishments — that are each central elements of positive psychology.

The concept for this book was developed by Art Dykstra, recently retired executive director of Trinity Services and editor of the publication.

In his introduction to the book, he writes that an active, energetic beehive is an apt metaphor for a fully functioning organization. Bees are unable to live by themselves. They must live and work together in a hive, communicating with each other to gather pollen and survive.

Every entry is written as a separate "bee" — for example, "Bee Grateful" or "Bee a Servant Leader." Each bee works together to contribute to the "hive," an organization that values the growth, happiness and success of all of its employees, recognizing that each staff member, because of his or her individuality and contributions to the group, is integral to carrying out the organization's mission.

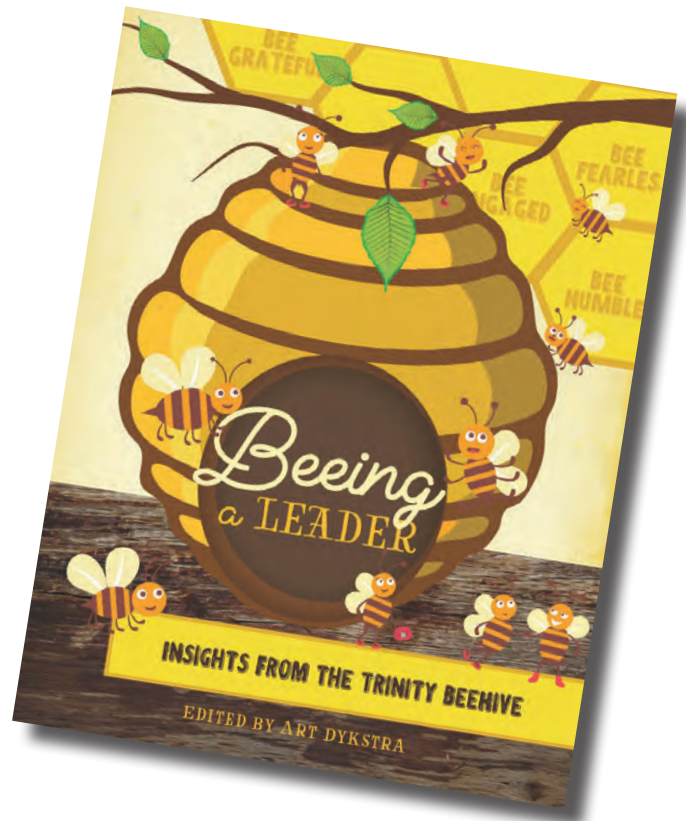


The book aims to inspire and encourage people from all walks of life to embrace their natural leadership abilities and step outside of their comfort zones for their own personal growth and for the growth of those around them. It emphasizes that people can be leaders by choice, by living, working and communicating in ways that inspire others and set positive examples.

It also gives readers a behind-the-scenes look at the positive organizational culture at Trinity Services, which employs more than 1,000 people in Illinois and serves more than 3,500 people with developmental disabilities and mental illness.

The book is published by Trinity Services' support business High Tide Press and is available for sale at www.CherryHill-HighTide.com.

Proceeds from book sales benefit the people with disabilities and mental illness who are supported by Trinity.



Dozens of Trinity staff members who authored entries for 'Beeing a Leader' gather for a photo June 2018 during a reception at ROXY Special Event Venue in Lockport. These staff members represent a variety of departments and roles at Trinity.



Mission

*To provide the highest quality,
person-directed services
and supports to people with
disabilities and mental illness so
that they may flourish and live full
and abundant lives.*



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