

Helping people with disabilities flourish and live full and abundant lives

**1st Quarter
2018**

The COMPASS

So that our mission is never lost...

New legislative session introduces bills impacting people with disabilities



Cheryl talks on the phone with State Sen. Pat McGuire (D-43), encouraging him to support legislation that would positively impact people with developmental disabilities.

A new legislative session is underway in Illinois, and several bills have been introduced that would impact Trinity Services, as well as the statewide developmental disability and behavioral health communities.

These bills, if passed, have the potential to impact the workforce crisis that developmental disability service providers are facing throughout the state, the dental services that people with disabilities are able to receive through Medicaid, the financial savings and spending capabilities of people with disabilities, and more.

As these bills move forward in the Illinois General Assembly, Trinity will keep its sup-

porters updated on their progress through email and social media, and ask supporters to take action to help advocate for people with disabilities and mental illness.

Effective advocacy is a group effort, and many people who receive services from Trinity advocate for themselves and their peers by talking with their legislators about issues that affect them.

Cheryl, pictured above, spoke with State Sen. Pat McGuire (D-43) in March regarding what it is like to receive services at Trinity.

She told the senator that she likes living in her home and has made many friends since coming to Trinity. She said McGuire was very friendly and was interested to know

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Register now, and save!



Run. Walk. Celebrate!

Through April 30, adult registration for the Trinity Triumph 5K is \$5 off its regular price. See Page 9 for details.

**To register, visit
TrinityTriumph.com.**

Letter from the President of the Board



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Dear Friends,

I hope you are off to a fantastic beginning of 2018 and that this year has plenty of good fortune in store for you.

At Trinity Services, we have been fortunate enough to be able to offer some new or renewed services to the people we support. Many of these endeavors you can read about in the following pages.

At the border of New Lenox and Joliet, the young adults who are members of The Branch: Well-Being and Enrichment Center are able to enjoy a much more spacious environment with a large workout room, kitchen, music room, lounge and classroom space. The new environment has a much warmer, more welcoming feel from The Branch's previous space down the street. Branch members have been excited about the being able to hang out and learn new skills in the modern space at 101 Hempstead Place.

In the lower level of the same building, Trinity is in the process of renovating its medical clinic. Rather than the small office it once was, the new clinic space will offer a full waiting room, exam rooms, office space for clinic staff and even a room specifically designed for dental work. Trinity is working to secure partnerships with dentists to have work donated for people who receive Medicaid benefits.

Also on the lower level of the building, Trinity's Technology Enhancing Capabilities (TEC) Lab is moving in. The lab, which we previewed in the previous issue of *The Compass*, will help people with disabilities tackle everyday problems through the power of assistive technology.

Another major project that is coming to a close is the renovation of The Roxy Theater in downtown Lockport, Illinois.

The theater is a social gathering spot for the people Trinity serves. Through a partnership with the City of Lockport, Trinity was able to renovate the building, and it has been updated with a 1920s Art Deco theme. Soon, the building will be available to the public for rental for special events.

Looking ahead, Trinity will continue to keep a sharp focus on advocating for an end to the long-standing workforce crisis the developmental disability service community is facing.

In the cover story (Pages 1, 4-5), we outlined information about bills that have been introduced this legislative session in Illinois, including Senate Bill 3508 and House Bill 5622. These bills are particularly important for all Trinity supporters to keep an eye on, as they would create a living wage for direct support professionals, if passed.

As this legislative session progresses and these bills come up for hearings, Trinity will rely on your support to help advocate for the passage of the bills. Advocacy is made much more powerful through numbers, and even one call or email asking your legislators to stand up for the developmental disability community by voting for these bills is extremely powerful and allows your voice to be heard.

We will communicate action alerts through social media, our website, and email updates. Please help amplify the voice of this community.

Thank you for your support.

Sincerely,

Raymond D. McShane,
Chairperson of the Board

The Branch moves into spacious, trendy new spot at Joliet, New Lenox border

Building home to TEC Lab, Medical Clinic, Career Access Network, Trinity 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 this year, 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 will soon relocate its



The Branch: Well-Being and Enrichment Center offers ample space for young adults with disabilities to pursue their interests and hang out.

medical clinic, which provides high-quality, basic medical care to the people Trinity serves. The new space will include 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 will encompass another portion of the lower level. The lab will allow people to experiment with assistive technology and discover both high- and low-tech devices to suit their needs. Lab coordinators will work one-to-one with visitors to help them solve problems with the highest-quality, most cost-effective solutions.

Additionally,

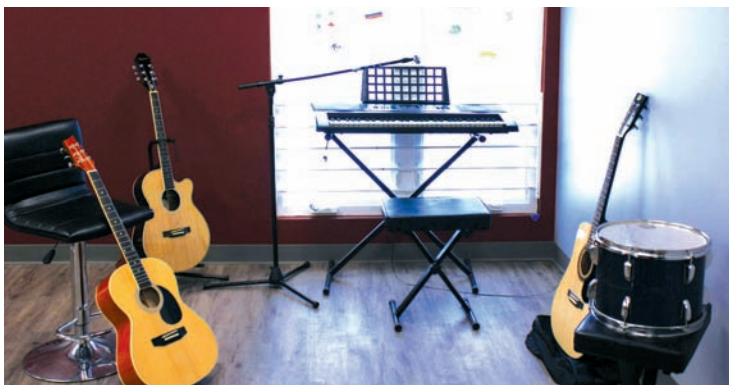
the Trinity Consulting Group (TCG) and Trinity's Career Access Network (CAN) are based in the same building.

The TCG 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.



Large windows allow plenty of natural light to seep in at new location, including in the music room.

Legislation *(Continued from page 1)*

about her life.

Tim met with State Rep. Margo McDermed (R-37) in person in late March to talk with her about issues that are important to him, including a wage increase for direct support professionals.

"We're losing so many good staff members who really care," Tim said. "They need to be paid more."

Tim said McDermed listened to his concerns and told him that she would do what she could to help.

Some of the bills that Trinity Services plans to watch this legislative session are outlined in the following sections.

Visit www.trinity-services.org or call (815) 717-3750 to sign up for advocacy alerts.

Direct Support Wages

The largest issue that Trinity Services and its fellow developmental disability service providers in the state of Illinois continue to face is a workforce shortage.

Direct support professionals (DSPs), known as independent living coaches at Trinity, are difficult for organizations to recruit and retain, as they receive low wages for challenging work.

Organizations like Trinity are reimbursed by the State for the wages of front-line personnel, including DSPs, qualified intellectual disabilities professionals, front-line supervisors, aides, nurses and non-administrative support staff. For years, low reimbursement rates have resulted in wages that are much lower than those of other fields.

The State legislature took a step forward last year when it gave these workers a 75-cent-per-hour raise — the first increase in almost 10 years — but their wages still do not compete with those of many retail establishments and warehouses.

DSPs now make roughly \$10.59 an hour. This is below the living wage of \$13.30 an hour for one person living in Chicagoland, as calculated by the Massachusetts Institute of Technology's Living Wage Calculator. The living wage more than doubles to \$26.98 an hour for an adult who is supporting a child, as many DSPs are.

This year, Senate Bill 3508 and House

Bill 5622 were introduced by Sen. Heather Steans (D-7) and Rep. Robyn Gabel (D-18), respectively, to increase DSP base wages to \$13.50 by July 1 of this year and again to \$15 by July 1, 2020. As of press time, each bill had roughly 20 co-sponsors.

Trinity Services continues its active involvement with the They Deserve More Coalition this year, working in tandem with other disability service providers throughout the state to advocate for living wages for DSPs so that people with disabilities can receive the care they deserve.

Trinity is working with the coalition to advocate for the passage of SB 3508 and HB 5622.

Dental Services

For most adults with developmental disabilities in Illinois who are recipients of Medicaid, it is difficult, if not impossible, to receive dental services.

Dental work is not included in the Medical Assistance Article of the Illinois Public Aid Code, despite oral health being essential to overall physical health. Currently, people with disabilities have to find a dentist who is willing to donate his or her services.

This legislative session, House Bill 4347 and Senate Bill 2429 were introduced by Rep. Robyn Gabel (D-18) and Sen. Omar Aquino (D-2), respectively. These bills, if passed into law, would require the Department of Healthcare and Family Services to provide dental services to adults who are eligible for Medicaid. It would also prohibit health plans from attempting to limit Medicaid recipients from obtaining dental services.

Personal Needs Allowance

People with developmental disabilities who live in community-integrated living



Tim meets with State Sen. Margo McDermed (R-37), who he encouraged to support legislation that would pay direct support professionals a living wage.

arrangements and intermediate care facilities for people with developmental disabilities (ICF/DDs) at Trinity and at other organizations throughout the state are able to keep \$60 from their Social Security Income (SSI) each month, referred to as the Personal Needs Allowance. The remainder of their monthly income funds residential services.

The Personal Needs Allowance is what a person uses for things like shampoo, soap, toothpaste, haircuts, aspirin, clothes and even things like a favorite snack or a movie rental from Redbox. The allowance was raised from \$30 for ICF/DD residents and \$50 for CILA residents through legislation passed last

year. Despite this increase, anyone who has bills to pay or a shopping list to check off knows how quickly \$60 can be spent.

House Bill 4852, introduced by Rep. Jerry Lee Long (R-76), would amend the Medical Assistance Article of the Illinois Public Aid Code so that, beginning Oct. 1 of this year and for each State fiscal year to follow, the monthly Personal Needs Allowance will be no less than 15 percent of a person's monthly SSI for the previous calendar year.

This legislation would more than double the monthly Personal Needs Allowance for many people with developmental disabilities, making their lives more comfortable and giving them exponentially more freedom to spend money on things they enjoy.

ABLE Account Tax Deductions

People with developmental disabilities who contribute to an Achieving a Better Life Experience (ABLE) Account in Illinois may soon be able to deduct contributions from their adjusted gross income.

Each year, people with disabilities may contribute to ABLE Accounts to save for disability-related expenses, including education, housing, transportation, financial management and more.

Rep. Natalie Manley (D-98) introduced House Bill 4921, which would amend the State Treasurer Act and the Illinois Income Tax Act, allowing annual contributions, up to \$10,000, to an ABLE Account to be deducted from adjusted gross income for taxable years beginning on or after Jan. 1, 2019.

Appeals Process in OIG Cases

For reported cases of abuse and neglect in which a reconsideration or clarification is sought, Senate Bill 3237 seeks to create a more impartial appeals process.

The bill was introduced by Sen. Don Harmon (D-39) and would amend the Department of Human Services Act, requiring that in requests for reconsideration or clarification of findings of the Office of Inspector General, the investigator cannot have participated in

the initial investigation. It would also allow the victim, guardian, agency or employee 30 days from the reconsideration or clarification to request an appeal of the finding. Within 30 days of filing the appeal, the person or agency would have the right to request an administrative hearing.

The ruling of the administrative law judge would be considered the final decision, subject to judicial review.

Long-term Stabilization Homes

Senate Bill 2424 was introduced by Sen. Heather Steans (D-7) and would amend the Continuum of Care Services for the Developmentally Disabled Act by creating a pilot program of long-term stabilization homes for people with a dual diagnosis of a developmental disability and a mental illness.

The bill would create six homes for people with significant behavioral health needs who are at risk of unnecessary admission into a state-operated developmental center (SODC).

Trinity Barkery launches Brew n' Chew, new line of treats for canine companions

Trinity Services' very own Trinity Barkery is brewing up a brand new line of treats for canine companions everywhere.

Brew n' Chew dog treats are the newest product being baked fresh by employees of the Trinity Barkery. The treats are the result of a partnership between the Barkery and Tangled Roots Brewing Company in Ottawa, Illinois.

The brewery generously donates spent grain from its beer production for use in the treats.

The Lone Buffalo, Tangled Roots' pub, is a dog-friendly atmosphere where these treats are sold for four-legged guests.

The biscuits are also sold at the Trinity Barkery's store, located at 240 W. Baltimore St. in Wilmington, Illi-

nois, as well as on the Barkery's website at www.frittersforcritters.com.

The first flavor in this line is Daisy's Dream, a delicious peanut butter and banana mixture that is available in 12-ounce bags.

Two additional flavors are being developed and are slated for release this year.

All proceeds from purchases made at the Trinity Barkery directly benefit the people with disabilities and mental illness whom Trinity Services supports.

Through employment at the Trinity Barkery, people learn valuable work skills, including time management, teamwork and a variety of basic business principles. For more information, call the Trinity Barkery at (815) 476-5104.



Daisy's Dream is the first flavor in the new Brew n' Chew line of dog treats from the Trinity Barkery.

Someone You Should Know

Anitra Clayton



“I like seeing the progress, and I like helping supervisors become better supervisors.”

Anitra Clayton is not one to shy away from life’s challenges.

As a residential coordinator in Trinity Services’ Behavioral Health Network, Clayton has many hats to wear.

Her primary responsibility is to supervise team leaders and program specialists in the network, but she regularly goes above and beyond to ensure that both clients and staff are fully supported.

From young adulthood, Clayton was entrusted with the responsibility of caring for others.

She grew up in University Park, attended Crete-Monee High School and went to college at Northern Illinois University for psychology. Near the end of her sophomore year, her mother became ill, and Clayton returned home to care for her.

After about six months, her mother passed away. At just 23 years old, Clayton had to step into the parent role and care for her five younger siblings — then ages 21, 19, 12, 6 and 5.

“At that time, I met my boyfriend, who is now my husband,” she said. “When we met, I was fresh home from college, living in a one-bedroom apartment with a cat. Two months in, I’m now this mother of five kids.”

Roughly one year later, Clayton became a mother to her own daughter, Arielle.

During this transition from college student to parent, Clayton’s grandmother recommended Clayton apply for a job at Trinity Services. Her uncle and aunt were served by Trinity at that time.

Clayton was initially hired as an independent living coach, working 11 p.m.-9 a.m. for seven years. She moved on to work 8 a.m.-4 p.m. for a couple of years and was eventually promoted to a team leader.

She said that promotion is one of her fondest memories of her time at Trinity.

“It stands out to me, because, to be hon-

est, I’m a simple person,” she said. “I always have been. When my mother passed away and I started working full time, I put school on the backburner. I felt like I had my time, and all my energy needed to go into my daughter to help her succeed at what she does. I was fine with not moving up. A lot of times, I caused myself to settle.

“That promotion stands out to me because it made me feel like people had been watching me for those years. It made me feel good that people were seeing me.”

It was not even a full year into her promotion that Clayton was asked by then-Director of Behavioral Health and current President and CEO Thane Dykstra, Ph.D., to speak at the organization’s annual leadership retreat.

The experience pushed Clayton out of her comfort zone and made her well-known and well-liked by colleagues around the organization.

Clayton has been a residential coordinator for a couple of years and is entering her 16th year at Trinity Services.

When the network is down team leaders because of the staffing crisis that Trinity is facing, Clayton steps in.

During scheduling meetings, she works with team leaders to help them fill shifts and know that they are not alone. She oversees the hiring process, and helps train staff, as well.

The most challenging part of the busy job is working through the turnover that the staffing crisis creates.

“It’s hard to watch someone leave the scheduling meeting with 20 open shifts,” she said. “They’re going to spend the next five days, morning, noon and night, focusing on, ‘Can you work for me?’ At the end of the night, I can’t rest until they’ve completed their part of the job. That’s team play-

“From caring comes courage.”

~ Laozi

ing. That’s the biggest part of it.”

The most rewarding part of the job, however, is helping people and watching clients progress.

“When I started 15 years ago, people were just moving into the group home I was working in,” she said. “Now, some of them are living in their own apartments. I enjoy helping people with everyday living skills. I like seeing the progress, and I like helping supervisors become better supervisors.”

Clayton’s supervisor, Director of Behavioral Health Mike Mecozzi, praised her leadership skills.

“Anitra is a gifted leader,” he said. “She is thorough, organized, resilient and hard-working. But what I admire most about Anitra is her commitment to relationships. She makes people feel valued, encouraged and heard.

“Great leaders keep hope alive, and through her strong relationships, Anitra cultivates a culture of hope even in the most challenging circumstances.”

For many of the past 15 years, Clayton was focused on helping other people grow, and now that her daughter is 14 years old and about to enter high school, Clayton decided the time was right to return some of her focus to her personal growth.

“Arielle is a straight-A student,” she said. “She knows what she wants in life. I decided maybe I’m at the point where I can do something a bit different.”

Following some encouragement from Mecozzi and Dykstra, Clayton decided to enroll back in school. She is now in her second semester at Governor’s State University for her bachelor’s degree in leadership.

“Trinity has always been a part of my life,” Clayton said. “Everything has taken place here. I was working here when I got married and went into labor with Arielle. It’s a nice, family culture. It’s a good place to be.”

Trinity reveals renovated Roxy theater

Trinity Services, Inc. revealed an entirely renovated Roxy theater at a private event Feb. 21 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 the 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, the 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 at the Feb. 21 event.

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.

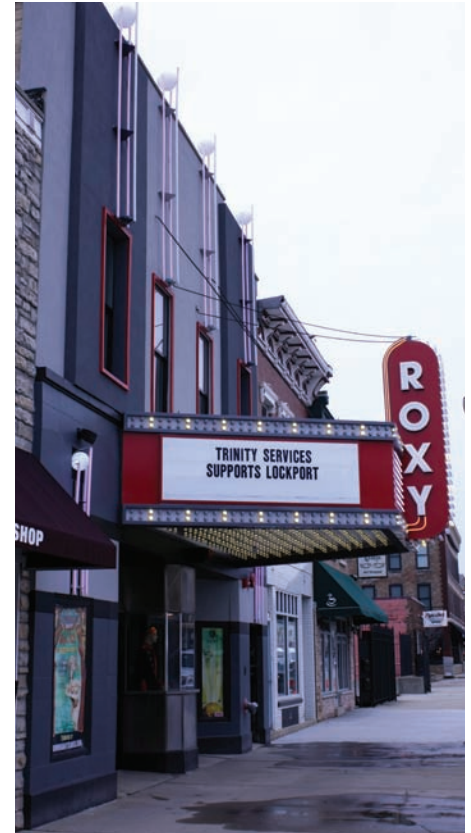
When guests enter the building, they may check their coats and walk through a set of colorful glass doors that open to

the 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 the 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 serves, The 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 will be more conducive to conversation. The theater will be used for dinners, lectures, live entertainment, movies and more for people receiving services and staff. Staff will also use the space for celebrations, staff appreciation events and trainings.

By early summer, the Roxy will also be available for the public to rent for events like wedding receptions, birthday parties and other gatherings.



The Roxy's updated exterior, located at 1017 S. State St. in Lockport, features a new facade, lighting and marquee.

The 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.



The Roxy's interior has a 1920s Art Deco theme. A warm bar area opens to a theater with a stage for performances.

Trinity Services breaks ground on permanent supportive housing development in Northlake

Trinity Services, Inc. officially broke ground on Trinity Park Vista, a permanent supportive housing development in Northlake, Illinois, on Jan. 16.

The state-of-the-art apartment building 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 Jerabek



Representatives from Trinity Services, Inc.; the City of Northlake; Worn Jerabek Wiltse Architects, P.C.; Brush Hill Development; the Illinois Housing Development Authority; and Synergy Construction Group celebrate the groundbreaking of Trinity Park Vista Jan. 16 in Northlake.

Wiltse Architects, P.C., developed by Brush Hill Development, 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 development,

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 groundbreaking, 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 Services' fifth permanent supportive housing development. Trinity provides services at similar developments in Villa Park, Lombard, Lockport and Sandwich, Illinois.

Through permanent supportive housing, dozens of people have been able to experience stronger independence and empowerment by having living space they can call their own.



Rendering of Trinity Park Vista, planned for 1 E. Lakewood Terrace in Northlake



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Thursday, June 21, 2018
7 p.m. Start

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Chip-timed race



Trinity celebrates Developmental Disabilities Awareness Month with open house for all

Awareness is the first step to understanding and community inclusion. Developmental Disabilities Awareness Month has been observed each March in the United States since 1987, and this year, to celebrate the month, Trinity Services welcomed the public to an open house to learn more about the organization.

The evening of Tuesday, March 13, Trinity hosted roughly 20 members of the public at Trinity's Corporate Center, 301 Veterans Parkway in New Lenox.

The guests learned about Trinity's residential options; community day, behavioral health and employment services; transition programs; and information about guardianship, the Prioritization for Urgency of Need for Services (PUNS) List, respite care and more.

Tailored primarily to parents, guard-

ians, family members, teachers, aides and therapists of people with developmental disabilities, Trinity staff sought to help guide people in choosing and obtaining the services they need. Advice from the event regarding choosing a provider can be found in the adjacent sidebar.

Trinity's mission is to help people with developmental disabilities so that they may flourish and live full and abundant lives. What it means to flourish is different for everyone, but it typically involves goals and dreams that people without disabilities have, like getting a job, pursuing a hobby, learning a specific skill, becoming more independent, or having closer relationships.

To learn more about receiving services at Trinity, contact Director of Admissions Jen Klouse at (815) 485-6197 or jklouse@trinity-services.org.

What to consider when choosing a provider

- Look and feel of homes and programs
- Values of the provider
- What staff say about the culture and philosophy of the organization
- Length of time the organization has been providing services
- The provider's financial health
- The provider's professional affiliations and involvement in advocacy
- Professional staff the provider employs (behavior analysts, clinical psychologists, etc.)
- If the organization's services are person-directed
- If the organization uses empowering, person-centered language
- How the organization works to help people have social roles within their communities



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January-March 2018

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Thank You!

*We sincerely apologize for any errors or omissions.