

Helping people with disabilities flourish and live full and abundant lives

**1st Quarter
2019**

The COMPASS

So that our mission is never lost...

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Trinity Services Team Leader Antoinette Morris (right) helps Justin write down answers during an activity at community day services at Trinity Services Northwest in Des Plaines.

Country music for a cause



Get discounted tickets to see **Darryl Worley and Andrew Salgado** on Aug. 3 in Joliet. Proceeds benefit Trinity Services. Learn more on **Page 7**.

ANCOR names Trinity's Antoinette Morris 2019 National Direct Support Professional of the Year

For more than 20 years, Antoinette Morris has helped people with intellectual and developmental disabilities achieve the outcomes they want to reach in their lives. On April 16, Morris was honored for her personal outstanding achievements by being named the 2019 National Direct Support Professional of the Year by the American Network of Community Options and Resources (ANCOR).

Morris was selected from a field of nearly 350 nominees. ANCOR's Direct Support Professional of the Year awards have been presented annually since 2007

in recognition of outstanding professionals who provide long-term supports and services to individuals with intellectual and developmental disabilities.

Morris is committed to helping the people she supports achieve their goals and enjoy their success. Last fall, she helped Dwayne fill out an application and prepare for interviews to work at Six Flags Great America's haunted house during Fright Fest. She took him to and from multiple interviews, and after he got the job, she made herself available to ensure he got to work on time and back home safely. After the seasonal position was over, Morris sup-

(Continued on page 5)

Letter from the President of the Board



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Dear Friends,

It has been said that it is in giving that we receive, and I think you'll find truth in that statement by reading the stories in this issue of *The Compass*.

Trinity Services is lucky to be full of and surrounded by people who find joy in giving to and sharing with others. One does not have to search very far to discover an act of service being carried out, a gift of time or resources being given, or genuine thoughtfulness turning into generous action at Trinity.

Antoinette Morris, a team leader at Trinity Services Northwest in Des Plaines, was named the American Network of Community Options and Resources (ANCOR)'s 2019 National Direct Support Professional of the Year — one of, if not the most, prestigious honors ever bestowed upon an employee of Trinity Services (See Cover). Her dedication to the people she supports is outstanding, and she sets an amazing example. We are so proud of her.

We are also proud to highlight yet another Trinity staff member who goes above and beyond in this quarter's Someone You Should Know feature. Read about Veronica Lea's dedication to the people she supports and her love for her work as an independent living coach on Page 6.

It is not just Trinity staff who share generosity. People receiving support from Trinity also choose to give back. On Page 8, read about a group of friends who receive residential services at Trinity, who embraced reciprocity by giving back to a community organization that donated furniture for their home. The friends created care packages for people receiving support from Sharing Connections, a Downers Grove-based organization that provides household items to families in need.

Additionally, Trinity supporters give re-

sources, time and energy to make life better for people receiving support. We are grateful to them for believing in Trinity's mission and making a true difference.

On the adjacent page, read about parent and supporter Kathryn Humecki's amazing generosity. At Trinity's Dinner Dance last fall, Humecki purchased an indoor skydiving experience for herself and a handful of people receiving support from Trinity. They went on the trip in February, and everyone involved had a great time. Because of Kathryn's generosity, people were able to have an extraordinary experience they otherwise might not have been able to have because of financial constraints.

What I hope you gain from all of the uplifting news we have to share on these pages is a sense of pride that you are part of the community of Trinity supporters. No matter the obstacles we face in our personal lives or that we witness in the world around us, we make a difference together.

Please consider joining other members of the Trinity community at the upcoming Trinity Golf Classic on May 16 in Tinley Park; the Trinity Triumph 5K on June 20 in New Lenox; and a concert featuring country star Darryl Worley and up-and-coming musician Andrew Salgado on Aug. 3 in Joliet. Also, please consider joining generous donors who help us chip away at the costs incurred by building maintenance. They ensure people's homes and programs are inviting, comfortable, enjoyable places to be. To make a tax-deductible contribution, visit www.trinityservices.org/donate, or use the envelope in this newsletter. Thank you for all of your support.

Sincerely,

Raymond D. McShane,
Chairperson of the Board

People supported by Trinity Services enjoy indoor skydiving experience courtesy of generous donor

A group of people supported by Trinity Services recently enjoyed the thrill of freefall at iFLY Chicago-Naperville Indoor Skydiving thanks to the help of a generous friend.

On Saturday, Feb. 9, five of Trinity's program participants, three staff members and two supporters shared the unique experience of indoor skydiving.

The trip was partially funded by Trinity supporter Kathryn Humecki. At Trinity Services' 29th Annual Dinner Dance & Auction last September, Kathryn bid on and won an auction item to take a trip to iFLY with people supported by Trinity.

"I bid on the event because my sister Laura has been part of the Old Plank Studio program since 2017, and I am so grateful for all they have done for her," Kathryn said. "The iFLY experience is a perfect example of how Trinity staff think out of the box to provide fun activities that challenge and build up the self-esteem and confidence of the people they support."

Kathryn said her sister's confidence and individuality have grown



Peter enjoys indoor skydiving for the first time Feb. 9 at iFLY Chicago-Naperville.

tremendously since she began attending Old Plank Studio, a Community Day Service program that is located in New Lenox. Here, participants engage in painting, artistic projects and other enjoyable educational and recreational activities.



Kathryn Humecki (right) and her daughter, Paige, pose together prior to experiencing indoor skydiving.

Kathryn brought her daughter, Paige Humecki, with her to enjoy the indoor skydiving experience. They met Trinity program participants Anthony, Johnny, Antonio, Darnell and Peter, in addition to Trinity Team Leader Eddie Sylas, Chief Operating Officer Tina Fog-

arty, and President and CEO Thane Dykstra, Ph.D.

This experience was a bright spot for everyone who took part. For people who have a developmental disability or serious mental illness, experiences like indoor skydiving may be out of reach financially. This experience is one that these program participants may not have had without Kathryn's generous support.

Dykstra said he was glad that Kathryn had this experience with people supported by Trinity so that she could see, firsthand, the joy that came from her generosity.

"It was truly a blessing to partake in the flying experience with Trinity clients," Kathryn said. "I was inspired by the confidence the participants possessed and their willingness to try new and scary things. It was an absolute joy for me to watch each member of our group step into the wind tunnel and experience the thrill of flying. It's an experience I will always remember."

Trinity Services welcomes staff to leadership roles, celebrates Lori Hausherr's 38 years of service

Trinity Services, Inc. is pleased to announce new additions and changes to its leadership team.

Following 38 years of dedicated service to people supported by Trinity, Lori Hausherr retired from the organization in March. Hausherr served as the organization's director of Community Day Services, overseeing its day programs, home-based supports, supported employment programs, school, and support businesses.



Lori Hausherr

To fill this role, Stephanie Behlke Leigh moved from director of Residential Network I, in the central Joliet area, to director of Community Day Services.

Leigh has worked for Trinity Services since 2001. She started out as a job developer and then became the coordinator of the Supported Employment Program. In 2004, she became the associate director for Network V, overseeing supported employment and day programs. Simultaneously, from 2003-2009, Leigh worked less than part time at the Trinity Counseling Center as a therapist. In 2008, she became a clinic supervisor and was promoted to director of the center in 2009. In 2015, Leigh became director of Network I. While working at Trinity, Leigh also taught master's and doctoral students at Argosy University.

Leigh has a bachelor's degree in psychology from Governors State University, a master's in marriage and family counseling also from GSU, and a doctorate in counselor education supervision and training from Argosy.

Leigh said some of her goals for Community Day Services are to explore new curricula and educational experiences outside of the walls of the programs, explore innovative products for support businesses, bring the latest in research-based practices to supportive employment services, and develop structures and systems across all programs that enhance services.

"It is my goal to create meaningful days that are educational for people and also based on their values, and to help staff provide supports so people can continue to strive to meet the goals they've identified for themselves, leading them to feel fulfilled and to continue to grow and flourish," Leigh said.

Taking Leigh's place in Network I is Andrew Long, who was previously associate director in the network.



Stephanie Behlke Leigh

Leigh said one of the most fulfilling parts of switching roles has been seeing Long step into a director role. "One of the most satisfying aspects of my career is to see him ascend and take on that role," she said. Long has worked at Trinity Services since 2004. He started as a counselor at Oak Center for Behavioral Health, became a team leader, became director of Oak Center and then associate director of Network I. He has a bachelor's degree in psychology from Eastern Illinois University and a master's degree in organizational leadership from Lewis University.

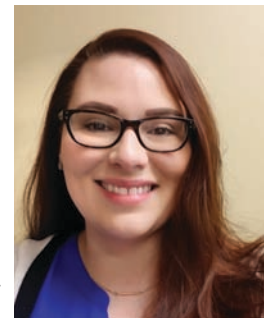
As director of Network I, Long oversees all of the residential services the network provides across its 16 homes, ensures the roughly 80 people it supports have all of their needs met, and helps his team of roughly 90 employees grow. His goals for his new role are to fill all staff vacancies, ensure people receiving services are healthy and enriched, and encourage staff to participate in organization-wide events and committees.

Long said he enjoys the variety of different roles he has had with Trinity, and he sees this move as an amazing opportunity.

Additionally, Sharon Parker-Love,

director of health services and labor relations, has moved to a part-time schedule, and Christina Chavez is joining the Executive Committee in her place.

Chavez was named director of Quality Management Systems this year after serving as the supervisor of qualified mental health professionals in Trinity's Behavioral Health Network since 2007. She began her career at Trinity in 2004 as a QMHP. She has a bachelor's degree in psychology with a business minor from the University of St. Francis and is pursuing her master's degree in human services management at National Lewis University.



Christina Chavez

As director of Quality Management Systems, Chavez is focused on ensuring Trinity is maintaining the high caliber of services and supports it seeks to provide through actions and documentation. Chavez is also the organization's liaison to the Illinois Office of the Inspector General. She draws upon work she did in Trinity's Behavioral Health Network overseeing Medicaid billing documentation.

"It's making sure we walk the walk and talk the talk so that we continue to be an organization that people admire for the services and supports we provide," she said.

Chavez's goals for her new role are to ensure all staff members have a consistent understanding of policies and why they exist; and that the right systems are in place to help staff members complete paperwork accurately, quickly and on time, so that their main focus can be spending time with people receiving support.

Chavez said that though she takes her job seriously, she is someone who loves to laugh. She added that when she first started at Trinity, she was afraid to talk in front of groups, but she does it regularly now.

"I'm a totally different person today, and it's because of the opportunities I have had here," she said.



Andrew Long

DSP of the Year *(Continued from page 1)*

ported Dwayne in his efforts to get his dream job as a cook, a goal he attained.

Dwayne said Morris is a hard-working person with a heart of gold.

“She truly cares for me and my peers,” he said. “Antoinette is a good listener. She is always there when I need someone to talk to. ... For everything she has done for me, I can truly say she is the best support worker I have had the honor to work with.”

Morris puts the people she supports first, ensuring they are able to maintain relationships that are important to them. When Will’s mother moved to a different state, Morris helped him learn how to use a video chat program to talk with his mom weekly. When April told Morris she wanted to see her sister, who receives support from a different agency, more often, Morris helped coordinate meetings between the women.

She also goes above and beyond to ensure people are living their best possible lives. While working with a person who needed one-to-one support because of challenging behavior, Morris came up with a plan to help him enjoy life to the fullest by exploring the community, volunteering, and participating in activities and hobbies during the day.

“Antoinette’s support and dedication to people with disabilities has touched so many lives,” said Jen Hodges, director of Trinity Services Northwest. “She sees people as people and supports them to have the same goals and dreams that we all have. She inspires her peers to be creative and dig deeper as they continue on their own journey.”

Of her more than 20 years in the disabilities field, Morris has spent 15 at Trinity Services and has become a true leader in the organization. She mentors staff she supervises and works alongside, is part of a committee to increase staff retention, and actively advocates in Springfield and Chicago for

state legislators to pass laws that would increase wages for direct support professionals.

Currently, there is a workforce crisis in the disabilities field in Illinois and around the country. Low Medicaid reimbursement rates paid to providers keep direct support professional wages around just \$10.49 per hour, which is far below a living wage. Morris has actively been part of advocacy efforts through Trinity Services and the They Deserve More Coalition, of which Trinity is a member, to raise DSP wages and end the workforce crisis that is so harmful staff and people receiving services.

Morris said she has never been recognized at a national level before, and she is very excited to receive this honor.

“All my hard work is really, really paying off,” she said.

“This is well-deserved recognition for Antoinette,” said Thane Dykstra, Ph.D., president and CEO of Trinity Services. “She makes a difference in the lives of the people she supports and the colleagues she mentors by truly listening to them and responding to their needs. We are incredibly grateful that ANCOR saw what we see in Antoinette and chose to honor her. The Trinity community could not be more proud of Antoinette.”

The awards and the accompanying presentation at ANCOR’s Annual Conference were created to celebrate the important role Direct Support Professionals (DSPs) play in ensuring individuals with I/DD can be included and empowered in their communities, and to raise awareness about a direct support workforce in crisis. Nationally, turnover rates near 50 percent amount to a significant shortage of DSPs.

“I started my career in the field of disability supports as a DSP, and so I know just how critical DSPs are to supporting individuals in their quest to live their best and most fulfilling



Dwayne and Antoinette Morris

lives,” said Robert Budd, President of ANCOR and Chief Executive Officer at FREE, Inc, in Old Bethpage, New York. “DSPs rarely receive the recognition they deserve, and for that reason I’m proud of our association for recognizing Antoinette and all of her significant contributions to the lives of the individuals supported by Trinity Services.”

Barbara Merrill, ANCOR’s Chief Executive Officer, added: “I often describe DSPs as ‘community navigators.’ Far more than just caregivers, DSPs do it all. From navigating civic life to supporting individuals to create a sense of community around them, DSPs make magic in their communities every single day. These awards represent just a fraction of the recognition that individuals like Antoinette deserve.”

The 2019 Direct Support Professional of the Year awards will be presented in a ceremony in Portland, Oregon, on May 8, 2019, at ANCOR’s Annual Conference, Bridges to Better Outcomes.

“For everything she has done for me, I can truly say she is the best support worker I have had the honor to work with.”

~ Dwayne, on the support he receives from Antoinette Morris

Someone You Should Know

Veronica Lea



“When their dreams come true, it’s an accomplishment for me, because I feel I’m a part of that.”

Passion, patience and purpose are three things that Veronica Lea possesses in abundance and three things she said are essential for staff to have in the field of developmental disability services.

Lea has worked as an independent living coach at Trinity Services for nearly 27 years. She is part of Trinity’s Residential Network I and primarily supports women at a home in Joliet.

“In this field of work, you have to have a heart for what we do,” Lea said. “It’s not for a paycheck. You treat the people we serve how you want someone to treat your loved ones.”

Lea has always had a heart for helping others. She grew up in Chicago and moved to Joliet when she was 5 years old. She went to Joliet West High School and then attended Joliet Junior College for two years to become certified to teach preschool. She taught for two-and-a-half years before her best friend encouraged her to apply for a job at Trinity.

Today, Lea works from midnight to 8 a.m. and occasionally pitches in on the 8 a.m.-4 p.m. shift. For the women she regularly works with, she assists them with their medications, helps them with meal preparation, helps them dress, assists with their household duties, takes them to their day programs or doctor appointments, accompanies them while shopping for groceries and for fun trips to garage sales and other places they want to go.

“I love the ladies I work with, and I love my job,” Lea said.

She said her favorite part of what she does is seeing the women she works with smile and enjoying everyday moments with them.

One of the women Lea works with

enjoys cooking and making coffee. Every morning, she makes coffee and brings Lea a cup. They enjoy this time together.

Lea added that when she teaches lessons to the women she supports who receive at-home community day services, she enjoys seeing the smiles and happiness on their faces when they answer a question correctly or learn something new.

“It makes me feel good that they’re progressing,” she said.

Through all of her years of service at Trinity, Lea said some of the more challenging moments have been when a person receiving support is having a bad day and is having trouble communicating what is wrong. She said she always remembers something a speaker at Trinity taught her years ago — “We set the atmosphere.”

“It’s so true,” she said. “When you come in, your attitude will set the tone for the house or program you work at. If people see you come in mad, that’s how they’re going to feel. Give them love. Just listen to them, give them a hug or a handshake. Acknowledge them and that what they need matters. If you do that, then it’s going to work out.”

She added that it is important for staff members to not take anything personally and to take a moment to breathe and gather their thoughts when possible if feeling overwhelmed on the job.

“There are no perfect days,” she said. “We will have trials and tribulations, and we’ll deal with them like we do in our own personal lives.”

Lea said she is proud of the support she has provided over the past 27 years, and she enjoys helping people accomplish their goals.

“When their dreams come true, it’s an accomplishment for me, because I feel I’m a

part of that,” she said. “I love that, to know that you are part of something.”

Her network director, Andy Long, said Lea always has a positive attitude and is solution-focused.

“Her compassion for the ladies she provides services to is evident anytime you see her,” he said. “She will do anything to help them live better lives and to ensure their needs are being met. Veronica puts her heart into everything that she does.”

Outside of her work at Trinity Services, Lea continues to give back to others. In her free time, she volunteers her time serving food to people at shelters in Joliet. She said she is passionate about helping people who are experiencing homelessness.

“Everyone has a story,” she said. “Some people are so judgemental, but they don’t know what happened to someone for them to get to this point. Everyone has a story to be told, and if everyone can show compassion and do their part in the world, it would be a better place.”

Lea added that it breaks her heart to know that many people experiencing homelessness have serious mental illnesses and are not receiving the medication or treatment they need. She said it is a dream of hers to open up another shelter in Joliet to provide services to as many people as possible.

Lea also fills in teaching preschool to 4- and 5-year-olds at Word of Life Church in Crest Hill and provides home health care services two days a week.

She is the mother of a 26-year-old son, Stacy, who also works in the developmental disability services field.

“I’m a happy-go-lucky person,” Lea said. “I’m blessed, and I thank God for each an every day I’m alive.”

“True love is selfless. It is prepared to sacrifice.” ~ Sadhu Vaswani

Darryl Worley

in Concert

with Andrew Salgado

Saturday August 3, 2019
Rialto Square Theater
VIP: 5:00 p.m.
General: 6:00 p.m.
Show: 7:00 p.m.

All Proceeds Benefit
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Friends at Trinity give back to community through donations to local organization

When a few friends receiving residential support from Trinity Services benefited from the generosity of others, they decided to work together to return that kindness.

Aly, Kim, Kara and Sue gave back to Sharing Connections, an organization based in Downers Grove that provides furniture and household items to families coping with a crisis like domestic violence, job loss or financial hardship. The organization also provides items to returning or homeless veterans.

Together, the women raised funds through taffy apple sales in Trinity's Lillie Pad Cafe at its administrative building in New Lenox and at Community Day Services programs. Using the money they raised, they purchased toiletries like razors, deodorant, soap, washcloths, toothpaste, and toothbrushes, as well as other household essentials.

In February, the friends worked with Qualified Intellectual Disabilities Profes-



Friends (clockwise, from top left) Aly, Kim, Kara, Sue and Qualified Intellectual Disabilities Professional Brooke Rodriguez pack donations for Sharing Connections at Trinity Services' Corporate Building in New Lenox.

sional Brooke Rodriguez to assemble care packages for men and women supported by Sharing Connections.

"I want them to feel happy knowing we care about them," Aly said.

Kim added, "We want to help them feel good about themselves."

Rodriguez said she is very proud of the women for coming up with the idea for the project and giving back.

Trinity honors staff creativity, welcomes Quillo founder at inaugural Quillo Awards

Searchlights scanned across the Lockport sky as the red carpets were rolled out April 3 in front of ROXY Special Event Venue to welcome stars and producers of Quillo videos from Trinity Services.

Quillo is a platform that aims to strengthen the culture and relationships in organizations supporting people with developmental disabilities by focusing on staff well-being and positive psychology. It uses the power of videos that are one minute or shorter in length created by thought leaders in the field of disability services, including staff at Trinity Services.

Trinity has partnered with Quillo for



Trinity employees Sharon Parker-Love (left) and Anita Goulding won the Best of the Best Award for their video "The Power of Yet."

one year, and in that time, Trinity staff created more than 120 original videos on the platform. The videos aim to inspire,

educate, entertain and recognize colleagues, resulting in a strengthened connection between Trinity's roughly 1,000 employees.

To celebrate the creative successes of video producers, Trinity hosted the award ceremony and welcomed Quillo founder and CEO John Dickerson to the event. Dickerson has more than 40 years of experience in the developmental disabilities field.

Trinity presented Dickerson with an award for the most-enjoyed Quillo video created by Quillo staff. Additionally, 12 other awards were presented to Trinity employees for their outstanding videos.

Trinity Services, They Deserve More Coalition continues to advocate for living wages for DSPs

Trinity Services and its partner organizations in the They Deserve More Coalition are continuing advocacy efforts to secure a living wage for direct support professionals in Illinois.

This legislative session, Sen. Heather Steans (D-7) and Rep. Robyn Gabel (D-18), drafted Senate Bill 1148 and House Bill 2148 to fund living wages for DSPs.

In February, Gov. J.B. Pritzker signed a bill to incrementally raise Illinois' minimum wage to \$15 an hour by 2025. These bills would ensure that wages paid to DSPs outpace the minimum wage.

On or before July 1, 2019, the legislation, if passed, would require that DSPs and front-line staff make at least \$5.25 per hour more than the highest applicable federal, state, county or municipal minimum wage. It also requires that on or before July 1, 2021, these rates would increase to at least \$6.75 per hour more

than the highest applicable minimum wage.

Because of the help of supporters like you, Trinity and its partner organizations in the They Deserve More Coalition have been able to secure two modest raises amounting to a total increase of \$1.25 per hour for DSPs over the past couple of years. These raises, which are tied to the Medicaid reimbursement rate the State of Illinois pays to providers like Trinity, are the first for Illinois DSPs in roughly 10 years.

Today, DSPs across the state are paid an average of \$10.49 an hour. However, organizations like Trinity remain understaffed. Dedicated DSPs remain overworked, taking on hours of overtime and/or additional jobs to support themselves and their families. Turnover costs continue to climb as DSPs turn in their two week notices to take higher-paying jobs at

local warehouses, grocery stores and retail establishments.

At Trinity, DSPs are referred to as Independent Living Coaches, a title that reflects the one-on-one coaching they do with the people they support, providing them the resources they need to achieve their goals and do the things they want to do. The value and impact of their work far surpasses what they are currently reimbursed by the State of Illinois.

As Trinity continues to work with the They Deserve More Coalition to advocate for a fair, living wage for DSPs, Trinity will keep supporters updated on actions and supportive measures they can take to help advance SB 1148 and HB 2148. To stay updated, follow us on Facebook, Twitter or Instagram, and sign up for our email list at the bottom of our website's homepage, www.trinityservices.org.

TRINITY TRIUMPH 5K

Thursday, June 20
7 p.m. start

Includes race T-shirt,
swag gift bag,
and more!



1 Veterans Parkway, New Lenox, IL
\$30 ages 13 and up | \$15 kids 5-12 | Under 5 free

Chip-timed race



Proceeds benefit Trinity Services, Inc.
Helping people with disabilities so that they may flourish and live full and abundant lives

Register + Details:
www.TrinityTriumph.com
For more information call:
815-717-3750

Donations

January-March 2019

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*We sincerely apologize for any errors or omissions.

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