

Helping people with  
disabilities flourish  
and live full and  
abundant lives

**2nd Quarter  
2018**

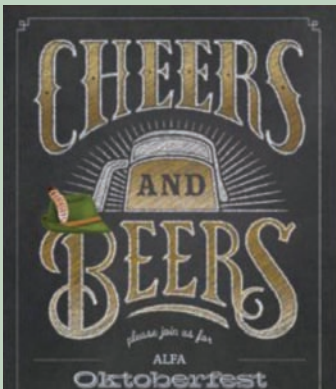
# The COMPASS

*So that our mission is never lost...*

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## Save the date



Join the Abundant Living for All Foundation for its 5th Annual Oktoberfest on Sept. 29 at Trinity Gardens and Farmstead in Mascoutah. Proceeds benefit people served by Trinity Services. For more information, visit...

[www.ALFAFoundation.info](http://www.ALFAFoundation.info)



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

**O**n 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 Team works to help people and families who

are experiencing homelessness obtain access to the recovery supports they need in order to reach independence. The team serves people in Will, Grundy and Kendall counties.

The team 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 re-housing.

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

*(Continued on page 4)*

# Letter from the President of the Board



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Dear Friends,

As you'll find in the pages of this issue of *The Compass*, it has been a busy spring and summer at Trinity Services.

The Trinity community fought relentlessly for an end to the workforce crisis during the 100th General Assembly. (See adjacent page.) Though progress was made — especially thanks to all who pitched in to rally behind our cause and amplify Trinity's message through signing witness slips, communicating with lawmakers and ensuring the enormity of the workforce crisis was not overlooked — we must continue this fight in the fall.

People with disabilities and direct support professionals deserve so much more than the circumstances that substandard wages create, and Trinity will not give up on advocating for living wages.

In more uplifting news, Trinity supporters got together during two separate occasions to enjoy sports and the outdoors while benefiting the people Trinity serves. The 25th Annual Tom O'Reilly Memorial Golf Classic and the 9th Annual Trinity Triumph 5K were great successes thanks to all who attended, sponsored, and volunteered at both events. (See Page 9.)

If you happened to miss out on the fun, there is plenty of excitement planned for the future, with Paint Night at the ROXY set for Aug. 30 in Lockport (see back cover) and the 29th Annual Dinner Dance & Auction, themed "Moonlight Sonata", set for Sept. 30 in Tinley Park. (See Page 8.) Please come out to one or both events for a great time in support of a great cause.

Many Trinity staff members have also been busy doing fantastic work this quarter.

Independent Living Coach Mohamed Siddiqi won the Arc of Illinois' 2018

Direct Support Professional Award for his dedication and outstanding support provided to people Trinity serves. (See Page 6.)

Additionally, 91 staff members contributed essays to a book about incorporating principles of positive psychology into leadership roles. The book is called "Beeing a Leader: Insights from the Trinity Beehive," and you can learn more about it on Page 7.

Staff worked to organize and volunteer at the educational and fun 2nd Annual Technology Enhancing Capabilities Conference, and they assisted program participants at New Lenox Woodworks with the creation of 55 Adirondack chairs for the Frankfort Fall Festival's AdironDecorate campaign. (See Page 5.)

Finally, since Trinity Services became the successor provider of programs that were part of Lamb's Fold Center for Women and Children last year, the organization's Homeless Support Team has worked to continue Lamb's Fold's mission of helping people who are experiencing homelessness progress on the road to independence. (See Pages 1 and 4.)

There is always work to be done to help the people Trinity Services supports, especially considering a lack of adequate funding for services. Your support makes what Trinity Services is able to do day after day a possibility.

As always, thank you for reading and for being loyal supporters of Trinity's mission.

Sincerely,

Raymond D. McShane,  
Chairperson of the Board

# Legislative session advances fight for direct support living wage, dental care, more

**T**he fight for a living wage for direct support professionals in Illinois never stops, and it picks up in intensity when the General Assembly is in session.

This winter and spring were no different, as Trinity Services, member organizations of the They Deserve More Coalition and supporters of all involved organizations worked daily to advocate for a living wage for DSPs. Advocacy efforts included calling and meeting with legislators, sending postcards and letters to Gov. Bruce Rauner and State lawmakers, writing letters to the editors of local newspapers, posting on social media and continually working to educate the greater public about the workforce crisis that providers of developmental disability services are facing.

Trinity Services sincerely thanks everyone who pitched in to keep the staffing crisis in front of decision-makers day after day during the 100th General Assembly.

A 50-cent-per-hour increase for front-line staff was included in Illinois' fiscal year 2019 budget, which the governor signed into law on June 4. This brings the average wage for DSPs in Illinois to roughly \$10.60 an hour. By contrast, the living wage for one adult in Will County — where many of Trinity's homes and programs are located — is \$13.30 per hour. Additionally, many DSPs are single mothers, and for one adult and one child in Will County, the living wage increases to \$26.98 an hour.

This small pay increase is a step in the right direction, but it is a far cry from a competitive wage for DSPs and is unfortunately insufficient at addressing the staffing crisis that is so harmful to people with disabilities.

Awareness about this issue is increasing, and Trinity remains hopeful that State legislators take action this fall to sufficiently raise front-line wages.

In addition to wages, Trinity and

its supporters advocated for the passage of other legislation that would improve disability services, and the lives of people with developmental disabilities and mental illness in the state.

The State budget included the restoration of The Autism Program, as well as dental and respite grants. It also restored funding for preventive dental services for Medicaid recipients, making dental care significantly more accessible to people with disabilities. Dental health has the potential to impact overall physical health, and before this funding was restored, it was difficult for people with disabilities to receive the important checkups and routine dental procedures — like fillings, cleanings, and X-rays — that they needed.

A number of other bills that would positively impact people served by Trinity were approved by the Illinois House and Senate, and they are awaiting signature from Rauner. They include:

◆ Senate Bill 2424, which would create a pilot program of long-term stabilization homes for people with a dual diagnosis of a developmental disability and a mental illness. It 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).

◆ Senate Bill 3237, which would create a more impartial appeals process in cases of abuse and neglect in which a reconsideration or clarification is sought

◆ Senate Bill 3179, which would create some additional reforms to the Office of Inspector General regarding oversight processes and procedures for organizations that support people with developmental disabilities

◆ House Bill 4665, which would create a credential pilot program for direct

support professionals, with the end goal of recruiting and retaining more DSPs, and expand the use of remote monitoring in residential settings

◆ House Bill 5463, which would move the Health Risk Screening Tool from paper to online. Providers must complete this assessment with all residents of community-integrated living arrangements annually.

Some bills that Trinity, its supporters and peer organizations advocated for did not make their way out of the Illinois House or Senate, and will require additional advocacy in the fall. These include:

◆ House Bill 4852, which would require the monthly personal needs allowance for people living in community-integrated living arrangements to be no less than 15 percent of a person's monthly Supplemental Security Income benefits or Social Security Disability Insurance benefits, or both, for the previous calendar year

◆ House Bill 4921, which would allow contributions to Achieving a Better Life Experience (ABLE) accounts to be deducted from adjusted gross income

◆ House Bill 5163, which would expand developmental disabilities boards to municipalities and townships. Presently, the boards are limited to counties.

As the fall legislative session approaches, Trinity Services will provide its supporters with more advocacy alerts and updates. To sign up to receive emails from Trinity and to keep updated on news, visit [TrinityServices.org](http://TrinityServices.org).

To stay updated on the fight for a living wage for DSPs, visit [TheyDeserveMore.com](http://TheyDeserveMore.com).

## Homeless Support Team *(Continued from page 1)*

supports they need, including counseling, assistance with budgeting and other independent living skills, as well as advocacy services.

Currently, Trinity's Homeless Support Team 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 Team 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 Team receives clients from local emergency housing shelters, according to Sandy Metroz, director of the team. 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, couch surfing 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

fers 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. Life skills classes focus on topics related to relationships, health, nutrition, personal finance, parenting, child development, career development and more.

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."

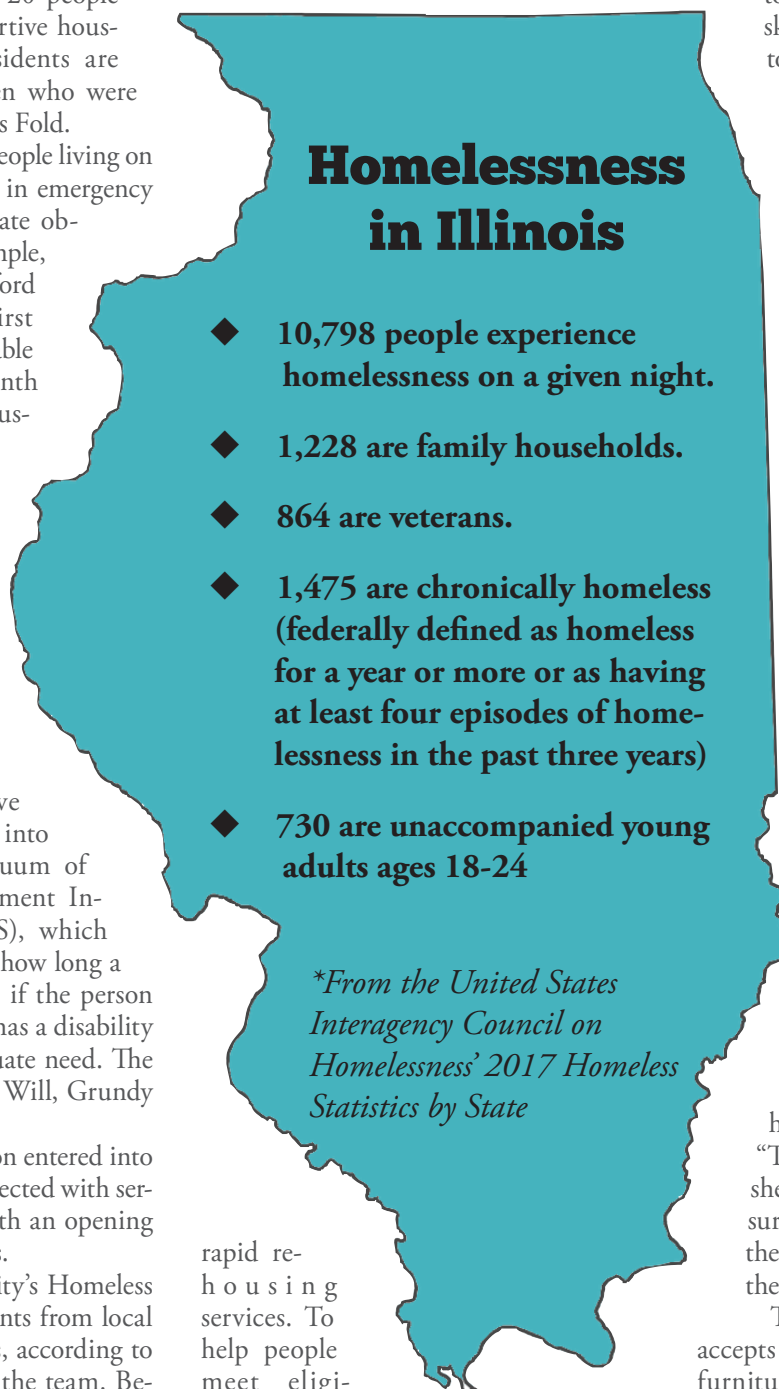
Metroz recalled a client she worked with who was a victim of domestic violence and subsequently developed an addiction to alcohol, which caused her to lose her job and home.

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 Team 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 Team, call Metroz at (815) 727-0995, or email her at [smetroz@trinity-services.org](mailto:smetroz@trinity-services.org).



rapid rehousing services. To help people meet eligibility requirements, Metroz and her team do assist people who are not yet in the HMIS with registering their information in the system.

In addition to housing, the team of-



# Adirondack chairs from Trinity's New Lenox Woodworks decorate downtown Frankfort

People served by Trinity Services, Inc. were invited to be part of an artistic project initiated by The Center for Independent Futures (CIF) and the Frankfort Fall Festival.

Trinity Services' New Lenox Woodworks created 55 Adirondack chairs for the AdironDecorate project in downtown Frankfort, which is part of the Frankfort Fall Festival.

To prepare the chairs for the installation, CIF, in partnership with artist Sam LaRocco and hot rod painting specialist Adam Krause from The Refinery, organized a chair painting night June 26 at Dancing Marlin in Frankfort.

At this event, roughly two dozen people worked on about one dozen chairs. Attendees from Trinity Services helped out with painting and created a paint splatter-effect chair.

Program participants at New Lenox Woodworks also decorated a chair to represent Trinity Services.

All chairs were cut, sanded and assembled by people with disabilities who attend New Lenox Woodworks. They were then sold for local businesses to decorate and display. Chairs are being placed around Frankfort this month and are being featured on the Frankfort Fall Festival's Facebook page.

People of all abilities worked side-by-side on the artwork, ensuring it spreads a message of inclusion along with providing beautiful places for passersby to rest.



*This chair was created and painted by New Lenox Woodworks program participants for the Frankfort Fall Fest's AdironDecorate campaign.*

For more information about New Lenox Woodworks and its products, follow the program on Facebook.

## Technology Enhancing Capabilities Conference delves into possibilities of assistive technology

*Robin Pegg presented at Trinity Services' National Association of QDDPs' 2nd Annual TEC Conference on June 6, challenging attendees to ask themselves, "But what if they can?"*



*Attendees ended the day June 6 with a friendly Jenga competition.*

*Day 2 on June 7 was full of hands-on fun, including the construction of weighted blankets.*



*Guests ended the day June 7 with the construction of their own portable lights.*



# Someone You Should Know

## Mohamed Siddiqi



**"My nature is to help people."**

**M**ohamed Siddiqi loves helping people.

As an independent living coach at Trinity Services, Siddiqi works one-to-one with people who have developmental disabilities. For 21 years, he has served people at Trinity in this role, helping them with their everyday needs and ensuring that they are living full, abundant lives.

Recently, Siddiqi was awarded the Arc of Illinois' 2018 Direct Support Professional Award for his outstanding service to the people he works with. This is a prestigious honor for DSPs in Illinois, setting award-winners apart as true leaders in the field.

What makes this award particularly special for Siddiqi is the fact that he began working in this field by chance.

Originally from India, Siddiqi spent roughly 20 years in Saudi Arabia working for a company that manufactured and installed bank equipment. He specialized in the installation of vaults, which was physically laborious and tedious.

With his family, he moved to America in pursuit of better education for his two daughters. Today, both daughters are finishing school. His oldest will soon be a medical doctor, and his youngest will soon have a degree in communications.

Despite the successes of his children, moving to a new country was not easy for Siddiqi. He did not know English when he first arrived here, and because of the physical demands of his past pro-

fession, he could no longer work in that field.

He worked at UPS for one year but found the work to also be too taxing on his body. When he saw an opening for a driver position at Trinity Services, he applied for and accepted the job.

"I had no experience with people with disabilities," he said. "Where I came from, I never saw people with disabilities. The first days were very, very hard."

Siddiqi's unfamiliarity with the disabilities field initially made him second-guess his career choice. His wife encouraged him to give it at least two weeks before quitting, and in that time, one interaction in particular helped him decide to stay.

After driving people from their community day service program to their home, Siddiqi was getting ready to leave.

One man had a different idea, however. Not wanting Siddiqi to go, he reached out and grabbed Siddiqi's hand.

Siddiqi's colleague, who was working at the house, asked him to stay for a couple of hours. Those two hours turned into a full shift, and in that time, Siddiqi realized what an impact he could have in this field.

Family members of people supported by Trinity Services have noticed his impact.

Tim Sassen is the older brother of Matthew, who lives in a group home at Trinity. Sassen said he has tremendous admiration for Siddiqi because of the at-

tention to detail he has with each individual person he works with, including Matthew.

Matthew is particular about having his hair cut a certain way, and each week, Siddiqi cuts Matthew's hair beautifully, Sassen said.

"He has a remarkable sense of patience and a way of repeating these small acts of kindness," Sassen said. "He has a very keen sense of Matthew's limitations and a keen sense for people. I have the ultimate sense of gratitude knowing Matthew is in good hands."

Siddiqi's dedication to helping others does not stop with those he serves. It extends to his coworkers and supervisors. He answers phone calls 24/7 and is always ready to report to work. Often, he works 16 hours a day or more.

That has not gone unnoticed by his supervisor, Jen Hodges, network director of Trinity Northwest in Des Plaines.

"He's someone I can always count on, and without complaint, he goes where help is needed," Hodges said. "He has worked with every single person and situation here, and he is never stressed out by challenging situations."

When he received the award from the Arc, Siddiqi said he felt happy and supported by his colleagues.

"Everyone is very nice, and they encourage me," Siddiqi said. "It's a really good feeling. Without support, nobody can do anything, but my managers always support me and trust me."

"I'm staying here. I like to work. My nature is to help people."

*"Kindness is a language which the deaf can hear and the blind can see."*

~ Mark Twain



# 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?

Trinity Services, Inc. recently 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 function-

ing 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



*'Beeing a Leader: Insights from the Trinity Beehive' was published this year by Trinity Services' support business High Tide Press.*

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.CherryHillHighTide.com](http://www.CherryHillHighTide.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 12 during a reception at the ROXY in Lockport. These staff members represent a variety of departments and roles at Trinity.*

TRINITY SERVICES, INC.

# *Moonlight Sonata*



*29<sup>th</sup> Annual*  
DINNER DANCE & AUCTION

SATURDAY, SEPTEMBER 22, 2018  
- SAVE THE DATE -

Cocktails 5 p.m. Dinner 6 p.m.  
The Odyssey Country Club  
Tinley Park, IL



# Trinity Services' supporters get active, give back at Annual Golf Classic, Trinity Triumph 5K

Supporters of Trinity Services generously gave back through participation in two events this spring and early summer.

The 25th Annual Tom O'Reilly Memorial Golf Classic was held May 17 at Odyssey Country Club in Tinley Park. The event's theme was "Around the World in 18 Holes," taking roughly 150 golfers on a global journey along the green.

Trinity volunteers, who were dressed in traditional costumes from a variety of cultures, greeted guests and ensured they had a fun, safe voyage.

Golfers took a swing at a few betting holes along the way; were treated to drinks, cigars and snacks on the course; and returned, at the end of the day, to a meal, silent auction and awards ceremony at the country club. They also experienced a celebrity sighting on the course, as retired Chicago Blackhawks player Patrick Sharp was in attendance at the event.

The winning foursome was composed of Mac Harer, Tony Furjanic, Bill Spittal and Jeff Lang.

At the awards ceremony, Trinity recognized Bob Hand, who has served as the event's tournament director for all 25 years. Hand was presented with an award



*New Lenox Mayor Tim Baldermann (far right) starts off the 2018 Trinity Triumph 5K.*

for his service and dedication to Trinity's mission.

On June 21, a group of nearly 200 runners and walkers celebrated their personal achievements, their friends and neighbors, and the people Trinity Services supports at the Trinity Triumph 5K, held in the New Lenox Village Commons.

The slogan of this year's event was, "Embrace the pace of your own journey," encouraging people from all walks of life and all abilities to accept and honor themselves.

The New Lenox Community Emergency Response Team, New Lenox Emergency Services and members of the Lincoln-Way Central High School football team generously volunteered their time at the race, working to keep runners and walkers safe, hydrated and encouraged.



*Overall Trinity Triumph 5K winners Madisen Feehan (left) and Jon Stiglic pose with their trophies.*

Medals were awarded to participants who placed first through third in various age categories for males and females.

The overall male winner was 17-year-old Jon Stiglic, with a time of 17 minutes, 17 seconds. The overall female winner was 17-year-old Madisen Feehan, with a time of 20 minutes, 53 seconds.

A full list of race results is available on the Trinity Triumph 5K's Facebook page.

Trinity Services gives its sincere gratitude to both events' sponsors, attendees and volunteers. Their support of Trinity's mission to help people flourish and live full and abundant lives is essential to the work Trinity does.



*The 2018 Golf Classic's winning foursome is composed of (left to right) Bill Spittal, Mac Harer, Tony Furjanic and Jeff Lang.*



*Trinity Services staff members dressed for the theme at the 2018 Golf Classic.*

# Donations

## April-June 2018

*Trinity Services extends heartfelt thanks to the individuals and businesses whose generous contributions help people with disabilities and mental illness flourish and live full and abundant lives.*

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\*We sincerely apologize for any errors or omissions.



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Ms. Patricia Peterson  
Precision Fence & Iron, Inc.  
Ms. Sue Stunhibel  
Mr. and Mrs. Dennis Zielinski

## In honor of ...

**Ms. Charlotte Brzeczek**  
Ms. Mary Brzeczek

**Mr. Michael Carney**  
Capt. Chuck Lief

**Mr. Dan Martone, Jr.**  
Mrs. Therese Martone

**Mr. Paul Miller**  
Ms. Judie Anderson  
Mr. and Mrs. Michael  
Colantonio

Mrs. Lorraine Miller

**Mr. and Mrs. E. Wesley Russell**  
Mr. and Mrs. Robert Agazzi

## In memory of ...

**Mr. Raymond Anderson**  
Ms. Marian A. Carow  
Mr. and Mrs. Philip Hablutzel  
Mr. and Mrs. Rich Horvath  
Mr. and Mrs. Ron Nagel

**Mr. Frank Brzeczek, Jr.**  
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**Ms. Laura Smith**  
Mr. and Mrs. Douglas Johnston

Thank You!

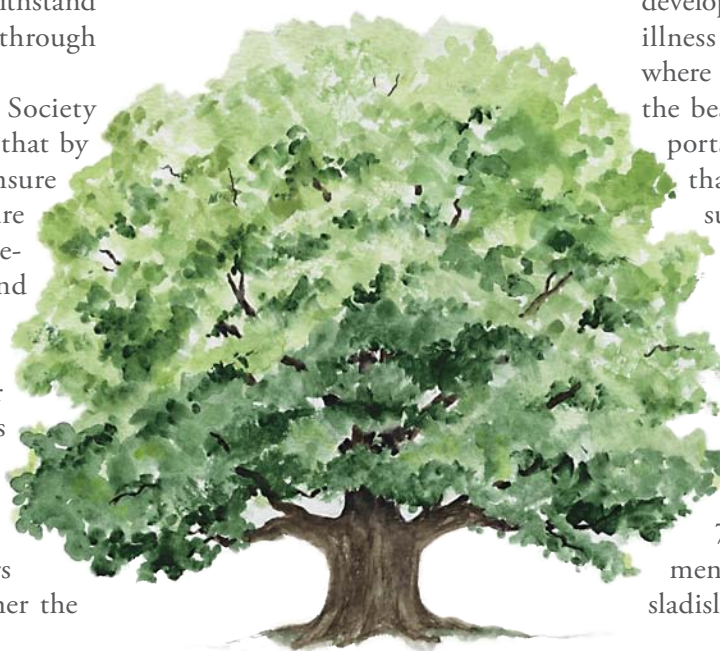
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