

Helping people with disabilities flourish and live full and abundant lives

2nd Quarter 2022

Services, Inc. Color PASS So that our mission is never lost...

In this issue

Lake Days	1; 3
President's Message	2
Staff Development	3
Diversity Committee	4
Annual Golf Memorial Classic	5
Someone You Should Know	6; 7
Donations	8
Trinity Triumph 5K	10



People supported and staff enjoy a fun excursion across Lake Carlyle in June.

Dance the night away!



The 33rd Annual Better Together Dinner Dance and Auction is *Saturday, September 24, 2022* at The Odyssey in Tinley Park, IL.

Visit www.trintyservices.org/DinnerDance to register or to become a sponsor.

Trinity Services and Abundent Living for All (ALFA) Foundation celebrate their annual Lake Days at Carlyle Lake

In early June, Trinity Services hosted the first of its Lake Days celebrations at Carlyle Lake in Carlyle, Illinois, located one hour east of St. Louis.

ALFA (Abundant Living for All) Foundation, which supports the mission of Trinity Services in Mascoutah, helps fund Lake Days. "The Lake Days outing embodies our mission statement," explained Angie O'Saben, ALFA President. "Everyone deserves a little vacation and some fun experiences, and with the dedicated staff, participants could do that."

Yet, ALFA's support goes beyond just

Lake Days.

"ALFA provides wonderful opportunities for the people we support," said Mike Lowry, Director for Network 8 that includes Belleville, Edwardsville and Mascoutah. "In addition to sponsoring the Lake Days activities, the Foundation also provides season passes to Six Flags, Fabulous Fox Theater (a former movie palance converted to a performing arts theater), the Botanical Gardens, St. Louis aquarium, the Ferris wheel, and even music therapists."

Over 40 people attended the two-day

(Continued on Page 3)

Letter from the President of the Board



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The COMPASS

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Dear Friends,

I hope everyone is staying safe and healthy and enjoying this glorious summer wearther.

As we head toward fall, I remain cautiously optimistic people are taking all the necessary precautions against these latest COVID-19 outbreaks. Therefore, I want to thank all of our Trinity staff members for graciously adhering to our strict protocols over the past two years and to continue the important practice of wearing masks on a daily basis. The vast majority of our staff members serve on the front lines every single day and we honor them for their dedication to duty.

One of our feature articles this quarter focuses on our devoted Staff Development team and the amazing work they do training our staff members for these rewarding, but challenging positions at Trinity Services. It is their unwavering dedication to excellence that forms the foundation for our continued success as one of the largest social services nonprofits in Illinois. To Trina Sieling and her staff, I offer my heartiest congratulations on a job well done and to Trina for her over 30 years of service to this organization.

You will also enjoy reading a spotlight on Connie and Richard Harrington, the couple who run our Technology Enhancing Capabilities (TEC) laboratory. Since 2016, their dedication, creativity and passion

for Assistive Technology (AT) have helped many people served by Trinity.

Also in this issue are delightful stories about Lake Days, the annual outdoor event on Carlyle Lake hosted by Network 8 and the Abundant Living for All (ALFA) Foundation in Mascoutah, as well as the work of the Trinity Services Diversity Committee in helping organize celebrations for Juneteenth and PRIDE Month.

Looking ahead, we have our annual **Dinner Dance and Auction** at The Odyssey on Saturday, September 24, as well as our annual **Concert Gala** on Friday, December 2 at Butterfield Country Club. Both of these events help to raise money and awareness for Trinity Services' mission to provide the highest quality person-directed services and supports to people with disabilities and mental illness so they may flourish and live full and abundant lives.

Thank you for being a friend to Trinity Services. Have a very pleasant and enjoyable summer.

Proymons & Mi Shone

Sincerely,

Raymond D. McShane, Chairperson of the Board

Staff Development: The Foundation of Trinity Services

Trina Sieling, Director of Staff Development, has worked for Trinity Services since 1987. Fresh out of college with a degree in psychology, Trina spent her first years at Trinity as a Team Leader, eventually becoming an Associate Director in one of Trinity's residential networks prior to her current position. During that time, she discovered her true passion for training others.

"Back then," said Sieling, "training was very rudimentary. I remember we had VHS tapes and would show them to our employees and talk about them."

Twenty-five years later, Trina Sieling is still directing staff development training at Trinity Services. This includes Pre-Service classroom training, required of all Trinity Services personnel, on-the-job training for Direct Support Personnel (DSPs), as well as advanced support training for Team Leaders. All the training is conducted by Sieling and her small staff, which includes Roberta 'Berta' Fugate and Michelle Draino. Sieling and Fugate teach most of the classes, while Draino is focused on CPR training and safety care. The Pre-Service program also invites presenters from all areas of the organization to share what they do for Trinity.

As a team, these ladies write, develop and implement the training programs, as well as working with senior leadership across the organization to address specific topics within the curriculum, a model in place for decades.

"We are fortunate to have a leader like Thane Dykstra, someone who believes very strongly in staff development," said Sieling.

One of the things that stand out regarding training is Trinity Services' Learning Quest. Originally developed by Sally Ritchey, formerly Director of Staff Development, Learning Quest allows Team Leaders to make the most of a DSP's trial service period, which lasts 180 days.

"An outstanding DSP should be able to think on their feet, exercise judgement and juggle multiple responsibilities," explains Sieling. "Our Team Leaders support them through their individual journeys and celebrate their triumphs along the way."

When asked what training will look like in the future, Sieling points out that access to technology is an issue for some and may still be years from now. "No matter what happens with advances in technology," said Sieling. "I believe our training will still need to be personal to be truly effecive, not just online."

One of the things Sieling and her staff want to change in the training curriculum is the inclusion of people with disabilities and mental illness in the live Pre-Service training sessions. "It's one thing to show a video of a person with a disability or a mental illness describing their interactions with staff," explained Sieling. "It's quite another to bring people we support into the training sessions so DSPs can understand

exactly how these folks feel when someone speaks and acts towards them."

Trina Sieling is aware of the essential role staff development plays within the organization and is always looking for strong outcomes that suppport the success of the system.

When asked what she hopes will be remembered by those who complete the rigorous training, Sieling doesn't hesitate.

"If one day in the future I ask a DSP what their job is and they can say back to me 'to build positive and supportive relationships with people and help them build their best life', I know our training has meant something to this person and we've been successful."

(Lake - continued from page 1) event that included pontoon boat rides, camping, picnics and swimming. Participants enjoyed getting out on the water, eating around a campfire, and watching movies. Some went swimming, while others rode a jet ski and groups of 10 took turns going on the boat.

"Our staff works hard to make Lake Days successful," expained Lowry. There's something really amazing about watching how staff extend themselves to allow everyone to have a very special experience."

Thane Dykstra and his wife, Kim, enjoyed camping with the group. "What stood out to me was the devotion of staff to ensure every person who wanted to participate could get on the water," said Dystra. "Thank you Team Mascoutah for creating life-long memories."

Trinity Services Diversity Committee organizes Juneteenth and PRIDE Month Celebrations During the Month of June

On Thursday, June 16, 2022, Trinity Services hosted its first annual Juneteeth picnics in New Lenox, Des Plaines, Peoria, Mascoutah, the School, and at all community day services sites. Juneteeth marks the date of June 19, 1865 in celebration of the day that troops arrived in Galveston, Texas to announce and enforce emancipation for enslaved people.

"This is important," said Thane Dykstra, President and CEO of Trinity Services. "We want everyone in our organization to understand the importance of this holiday and what it means to the African American community."

Prior to the picnics, Trinity hosted a series of virtual sessions about Juneteenth history, meanings and traditions and a virtual tour of the African American Museum.

The Diversity Committee also organized activities for PRIDE Month including virtual sessions covering the history and traditions of the month-long celebration and what it means to the LGBTQ+ community.

Trinity also celebrated June 30 as 'Trinity PRIDE Day' in honor of everyone at Trinity who are a part of the LBGTQ+ community.



















Trinity Services' residents and staff enjoy themselves at the first annual Juneteenth celebration and barbeque!

'The Iron Throne' Rules the Day at the 28th Annual Tom O'Reilly Memorial Golf Classic at The Odyssey

On Thursday, May 19, 2022, golfers of all abilities joined Trinity Services for a day of spirited competition at the 28th Annual Tom O'Reilly Memorial Golf Classic. This year's theme was "The Iron Throne", a tribute to *Game of Thrones* television show.

The event was held at The Odyssey in Tinley Park. The shotgun start at noon was followed by a silent auction,

cocktails, dinner and golf awards.

"This is always a fun time," said Sherry Ladislas, Director of Development for Trinity Services. "We enjoy having our guests and friends join us for a great round of golf that benefits the people we support and truly appreciate that they take time from their busy days to spend a few hours with us." A special thanks to all the wonderful Trinity staff members who volunteered their time on and off the course.

Some dressed as characters from *Game of Thrones* television series and had fun playing their roles and engaging with our guests.

We look forward to seeing you and your friends at the 2023 Memorial Golf Classic.



















The Odyssey in Tinley Park was the setting for the 28th Annual Tom O'Reilly Memorial Golf Classic!

Someone You Should Know Connie & Richard Harrington



"We've seen a lot of progress. But we still have a lot of work to do."

Connie Harrington

In 2016, recognizing the value of technology in the lives of the people Trinity Services supports, the organization hired Connie and Richard Harrington, a couple from South Dakota with a recognized passion for Assistive Technology, to come to Chicago and establish the Technology Enhancing Capabilities (TEC) lab to help the people Trinity supports.

Assistive Techology (AT)

Assistive Technology, or AT, is a term for assistive, adaptive, and rehabilitative devices for people with disabilities and the elderly. People with disabilities often have difficulty performing activities of daily living (ADLs) independently, or even with assistance. ADLs are self-care activities that include toileting, mobility (ambulation), eating, bathing, dressing and personal care. Assistive technology promotes greater independence by enabling people to perform tasks they were formerly unable to accomplish, or had great difficulty accomplishing, by providing enhancements to, or changing methods of interacting with, the technology needed to accomplish such tasks.

A Shared Passion

The Harringtons share a passion for AT. Richard, who began working with people with disabilities as a summer camp volunteer in 1996, discovered his passion for AT while working in a group home environment in South Dakota. When a position opened up to do AT full time, he jumped at it.

Connie, who has a Master's degree in counseling, also worked in South Dakota with people with disabilities for many years before receiving an opportunity to lead an initiative adopting AT for the provider organization where she worked.

Together, they bring their common desire to help as many people as possible to Trinity Services.

The Plan

From the beginning, Connie and Richard understood the strategic significance of connecting with people at the State level in order to gain momentum for funding AT.

"We quickly realized there was little or no knowledge or infrastruc-

ture supporting AT in Illinois," said Connie. "So we began hosting technology conferences throughout the State to inform people - especially State representatives - what AT was all about."

One of the key objectives of the conferences was to show people that AT was not just high tech, but something you could make from materials around the house or purchase in a hardware store.

A major goal was working to have AT included as a funded service in Illinois and to have a more modern definition of assistive technology. Connie and Richard both served on the sub-committee for the waiver, helping to develop the language for funding assistive technology including remote supports. The State of Illinois' formal request for funding assistive technology received Federal approval in 2021.

Attitude of Acceptance

Connie and Richard strongly believe an attitude of acceptance by everyone is the first step in producing meaningful progress with assistive technology.

"For people without disabilities, technology makes things easier. For people with disabilities, technology makes things possible."

Attributable to the IBM 1991 Training Manual

"To begin with, we have to be thinking that technology is not a luxury for people with disabilities," explained Connie. "Even now, people tend to think why in the world someone with an acute disability would need an iPhone or a fancy tablet. You and I utilize technology every single day to support our work and our lives. So why would we have a different set of expectations for a person just because they have a disability?"

To that end, Connie and Richard continue training and educating at the State level, sharing their knowledge with other providers, and increasing awareness of assistive technology with the public, all in an effort to change attitudes.

Customized Solutions

Assistive technology is grouped into three areas: no tech (e.g. pencil grip, post-it-notes), low tech (e.g. portable work processors) and high tech (e.g. speech recognition

software, touch screen devices). The no tech area is what really intrigues Richard.

Richard, a tinkerer by nature, is always looking for new ways to customize existing no tech AT products for Trinity residents. One way Richard accomplishes this is by using Instamorph, a lightweight thermo-plastic that acts like clay when warm, but becomes an exceptionally strong plastic material when it cools.

"Instamorph is perfect for our needs," said Richard. "We can mold Instamorph into just about anything and create really useful, customizable AT tools for people with disabilities."

One example is finding a solution for persons with disabilities who have diabetes to administer their own insulin injections.

"A woman with cerebral palsy, who only had the full use of one hand, wanted to give her own insulin shots," expained Richard. "We applied Instamorph to a broom clip

to create a customizeable handle that she could put over her hand."

It worked. Now the staff dial in the correct units of insulin, pop the pen in and the woman can administer to it by herself.

"This woman has a sense of satisfaction at contolling her medication," said Richard.

Looking to the Future

After the waiver was certified, Trinity's TEC Lab became a Stateapproved vendor. This means the lab can now bill the State for completing formalized assessments, training, repairs, maintenance, and product acquisition, as well as receiving payment from the waiver for poeple who require assistive technology support.

"We've seen a lot of progress," said Connie. "But we still have a lot of work to do."

Even so, the future looks very bright for Trinity Services and TEC.



Richard Harrington (shown here in Trinity Services' Technology Enhancing Capabilities Lab), a tinkerer by nature, is always looking for new and better ways to customize existing no tech assistive technology products to help improve the lives of Trinity residents so they may flourish and live full and abundant lives. "Our primary goal is to help as many people as possible."

Donations April 2022 through June 2022

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.

We update our records regularly to recognize donors how they would like to be addressed. Please let us know what format you would like your name or household to be listed in this newsletter and correspondence by emailing sladislas@trinityservices.org.

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Precise Tree Care

Trinity Triumph 5K Brings Out Runners and Walkers of All Ages and Abilities on a Picture Perfect Summer Evening!

On Thursday, June 23, 2022, runners and walkers participated in the annual Trinity Triumph 5K.

With cooler-than-normal temperatures and not a cloud in the sky, it was a perfect evening for a race or a walk. Runners and walkers of all ages and abilities were on hand for this very special occasion.

Prior to the start of the event, participants gathered in front of the band shell for yoga stretching and to do there own personal warm-ups.

There were also several sponsors with tents set up on the hillside and music to get everyone in the mood.

The 5K started and finished in the Village Commons. Runners and walkers were cheered on by people who lined the course.

When it was over, families returned to the band shell for pizza, soft drinks, water and the announcement of the winners.

Our thanks to our Trinity volunteers and our CERT volunteers who made the Trinity Triumph 5K a great time for everyone.

We look forward to your participation at the 2023 Trinity Triumph 5K next year.







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Join us as we honor Board Chairperson Raymond D. McShane for his 50 years of service as a Trinity Services Board Member.

Trinity Services' 33rd Annual Better Together Dinner Dance & Auction will feature entertainment, fine dining, dancing, and silent and live auctions for the benefit of people with developmental disabilities and mental illness who receive support from Trinity.

The event will take place at **5 p.m. Saturday**, **Sept. 24**, **at The Odyssey in Tinley Park.** Music will be provided by The Connexion Band.

We are still seeking new items for the silent auction and appreciate your generous donations.

For more information call **815.717.3750 or go to TrinityServices.org/DinnerDance.**



Chad Kodiak, R.Ph. and KODO Care Pharmacy were honored in 2021.



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Our 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.



www.trinityservices.org