

Helping people with disabilities flourish and live full and abundant lives
2nd Edition
2020

The
COMPASS
So that our mission is never lost...

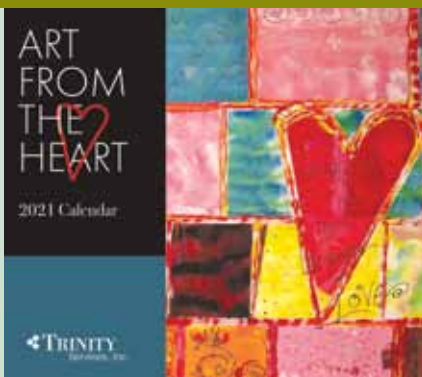
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Daphne enjoys a moment outside, in front of windows covered in hearts for essential workers, during the beginning of the pandemic.

2021 Calendars for Sale



Talented artists with disabilities who received support from Trinity Services created original artwork for the 2021 Art from the Heart wall calendar, available for sale now. Proceeds benefit people supported by Trinity. View more on the back page of *The Compass*.

www.TrinityServices.org/Calendar

Trinity wins two International Business Awards for response to pandemic

Trinity Services, Inc. is proud to announce that the organization was named the winner of a Gold Stevie® Award in the Most Valuable Non-Profit Response and Silver Stevie® Award in the Most Exemplary Employer categories of The 17th Annual International Business Awards®.

Trinity Services was recognized for its proactive response to the coronavirus pandemic, keeping the health and safety of the people with developmental disabilities and mental illness whom it supports and its staff members at heart.

Trinity created a shelter-in-place staffing model through which more than 150

staff members moved into residential locations for weeks and even months at a time to ensure that people with developmental disabilities were as safe as possible. Many people Trinity supports have preexisting conditions which put them at higher risk for severe complications from the virus.

Trinity staff members created weekly curriculum for delivery to residential locations to ensure that people were staying engaged while day programs were closed because of the pandemic. Trinity school staff also delivered materials and provided remote lessons to students.

The Trinity Counseling Center offered free consultations to people in its coverage

(Continued on page 5)

Letter from the President of the Board



Trinity Services, Inc.
301 Veterans Parkway
New Lenox, IL 60451
(815) 485-6197
FAX (815) 485-5975

www.trinityservices.org

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The COMPASS

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Dear Friends,

I hope you and your loved ones are safe, healthy and well.

As we say goodbye to 2020 and welcome a new year, all of us at Trinity Services are hopeful for the future and optimistic for what COVID-19 vaccines can do to keep the people we support, our staff members and their families safe from the dangers of the coronavirus.

Through diligent advocacy from leaders and associations throughout the state, the Illinois Department of Public Health included people with disabilities who live in group homes and intermediate care facilities, as well as the staff who care for them, in Phase 1A of vaccine distribution. As I write this, in mid-January, many Trinity staff members and people we support have already been vaccinated.

I look forward to a day when as many people as possible have had their second dose of vaccine and have immunity built up against this terrible virus.

The pandemic has certainly provided challenge after challenge for Trinity Services to respond to, and as you will read in the following pages, resiliency has been at the core of the response that has led the organization through this difficult time.

All of our approximately 1,000 staff members made individual and collective contributions to our ability to weather the storm so far. Through our medical response (Page 5), the flexibility of our day programs and school (Page 7), the commitment of our Homeless Support Program staff (Page 8) and so much more, we have flourished in the face of adversity.

On behalf of the Board of Directors of Trinity Services, we are incredibly proud of Trinity's cohesive and comprehensive response to the pandemic and, particularly, of all of the staff members

who overcame their fears to continue to be present every single day for the people they support.

Trinity's receipt of a Gold Stevie® Award for Most Valuable Non-Profit Response and Silver Stevie® Award for Most Exemplary Employer in The 17th Annual International Business Awards® (Page 1) is entirely because of the staff members who went above and beyond for the people they support during the pandemic. Staff members made a commitment through their actions to ensuring the services Trinity provides could not only continue but could grow stronger in the face of the extremely difficult circumstances created by the pandemic.

I would also like to recognize all of Trinity's supporters who continued to keep people Trinity serves in their thoughts and charitable actions during the pandemic. There was an outpouring of support for Trinity's virtual fundraisers (Page 9) and for Trinity's first ever Giving Tree Program (Page 4). These contributions have made such a difference in ensuring Trinity has been able to continue to provide the highest-quality services and supports throughout the pandemic. Beyond that, many of the contributions have made people Trinity supports very happy.

Looking to the year ahead, we are not sure what will happen next or how quickly we may all be able to safely be together. It appears that the light at the end of the tunnel is getting brighter, and we look forward to finally emerging into a brighter world in which we never take togetherness for granted again.

Together, we truly are Trinity Strong.

Sincerely,

Raymond D. McShane,
Chairperson of the Board

Two new members join Trinity Services' Executive Committee

Trinity Services is proud to announce that two new members have joined its Executive Committee.

Liane Lopez and Bonnie Hassan, both longtime Trinity employees, stepped into executive leadership roles in December.

Lopez became director of Trinity's Residential Network IV, also known as Behavioral Health, following Mike Mecozzi's decision to step down to spend more time with family. Mecozzi now serves in a leadership role at the Trinity Counseling Center. Network IV includes residential services, psychosocial rehabilitation programs, community support teams and permanent supportive housing.

Lopez completed her master's practicum at Trinity Services in 2010 at the Glenwood Psychosocial Rehabilitation Program (PSR). She returned in 2014 to complete her postdoctoral fellowship at the Hoff PSR and was hired as a therapist at the program in 2015. In 2016, Lopez became director of Hoff PSR and was promoted to associate clinical director in 2018. A year later, she became associate director of Network IV and, in 2020, director.

Lopez earned a bachelor's degree in biopsychology from Monmouth College, and a master's degree and doctorate in clinical psychology from the Illinois School of Professional Psychology at Argosy University.

She initially wanted to become a medical doctor, but after attending her first psychology course in college, she shifted her focus. In graduate school, she decided on clinical psychology.

"From there, I thought my career would go into gerontology with adults," Lopez said. "I'm really passionate about that, but sometimes life takes you in funny ways, and here I am."

When returning to Trinity in 2014 for her postdoctoral fellowship, Lopez reached out to Hassan, who she said was one of the best supervisors she ever had. She met with Mecozzi, and the rest is history, she said.

"There have been some pretty significant changes in Behavioral Health over the last month," Lopez said. "I'm excited to see what the new team can bring to the

table. People are coming up with a lot of new and exciting ideas, and it's cool to see that excitement."

Lopez said that, in the short term, she wants to learn more about the inner workings of her network and focus on developing a cohesive team.

"One thing that's neat about moving around any organization is meeting more people and getting the opportunity to develop close relationships with people you wouldn't have been able to otherwise," she said. "I also like to learn why things are the way they are. I'm a very curious person, and I ask 'why' a lot and like to have answers."

In the near future, Prairie Trail at The Landings, a permanent supportive housing apartment complex for people with disabilities, is set to open in New Lenox. This resource will allow Trinity to expand the work of the Community Support Team in the New Lenox area.

In the long term, Lopez is excited to see what the team is able to do in the Will County area, as other apartment buildings the team supports are in DuPage and Cook Counties.

In her free time, Lopez enjoys attending concerts, and spending time with friends, family and pets. She aspires to one day open her own animal rescue. She lives in the south suburbs with her husband, Pete.

Hassan, who has overseen the Trinity Counseling Center since 2015, will continue to manage the center but in the capacity of a network director because of the center's growth. The center used to be part of Network IV.

The Trinity Counseling Center will now also oversee Trinity's Homeless Support Program and its new Living Room Program, which provides support to people in crisis situations.

Hassan began her career at Trinity Services in 1999, while still an undergraduate student, as a counselor in Trinity's children's residential program. The position was similar to the position that independent living coaches hold at Trinity today, assisting people on an individual level.

Hassan then became a social rehabilitation counselor in the same program upon receiving her bachelor's degree in psychology from DePaul University. Upon completion of her master's degree from the Illinois School of Professional Psychology at Argosy University, Hassan became a therapist for the program, and then took over as its director. When the program closed, she saw it through its final days,

then became director of Trinity's Glenwood PSR prior to becoming director of the counseling center.

Since she was a child, Hassan knew she wanted to have a career helping others.

"It always came down to how do you help kids and families through hard times and help them get the support they need to do the things they want to in their lives," she said. "That's why I wanted to go into this field."

As director of the counseling center, Hassan strives to help her team deliver services to clients and network with community organizations. Now that she is a network director and also overseeing the



Bonnie Hassan

Homeless Support Program and Living Room, Hassan said she is learning more about these programs, their teams, the people they support and their grants. Additionally, the counseling center is opening an office for its Mobile Crisis Response Unit, in partnership with the Orland Park Police Department, in Orland Park, as well as an office for the Living Room.

Hassan said she enjoys looking for ways the counseling center can support other areas of the organization. For example, the center is offering free counseling sessions to Trinity employees throughout the pandemic.

For future goals, Hassan said she hopes to maintain and strengthen relationships the counseling center has with local school districts, organize an open house for the Living Room when it is safe to do so, and expand crisis response services to five additional police departments in 2021.

"I look forward to expanding our existing partnerships and seeing what we can build," she said.

Hassan added that she believes telehealth services will continue after the pandemic and help the counseling center reach clients who live in remote areas or have transportation difficulties.

"We want to be able to increase services and decrease barriers for people who need our supports and can't get to us," she said.

In her free time, Hassan enjoys spending time with her daughter, Leila, reading, and running.



Liane Lopez

Trinity donors help make holidays special for more than 400 people through inaugural Giving Tree Program

Approximately 400 people with developmental disabilities and mental illness had their holiday wishes met this year thanks to the generosity of others through Trinity Services' Giving Tree Program.

This was the first year Trinity Services created this program for people the organization supports to create wish lists of items they wanted for the holidays.

Some people who receive support from Trinity do not have contact with family members or have no living family members, and many do not have the financial means to buy themselves things they want for the holidays. Additionally, people who are supported by Trinity's Homeless Support Program are often moving into homes of their own for the first time or starting over and in need of household items.

When Trinity put out the call for donors to shop for items on people's wish lists, the response was overwhelming. All wish lists were claimed, meaning everyone who submitted a wish list had their holiday wishes come true this year thanks to the generosity of supporters.

"I chose to participate in the Giving Tree at Trinity because I felt I really needed to make someone's holiday great," said 11-year-old New Lenox resident Kenny Bodzianowski, Jr., who used his own money to sponsor someone. "It feels really fantastic to know that someone will

be happy this year even with all of the crazy stuff going on in the world right now."

People from all over Illinois, as well as people from out of state, donated items to help make people's holidays special. People Trinity supports from the Joliet, New Lenox, Wilmington, Des Plaines and northern Chicago areas received gifts.

"I chose to participate because I am thankful and blessed by all the support my family gets caring for our special needs son, so I know how hard it can be at times," Mokena resident Tessa Quinlan said. "This is my way of giving back to a community that I know supports those like my son. It is humbling and heartwarming to me to know our family's support can make a small difference in someone else's life. I know no matter how big or small the support is, what it really means is that somebody cares."

As people opened their gifts over the holidays, smiles and joy radiated, bringing some momentary relief to a year that was overshadowed by the pandemic.

"We want to express our sincere gratitude for every single person who



Phillipa, who receives support from Trinity's Residential Network III, smiles with a BTS calendar she received on Christmas morning at her home in Joliet.

participated in our Giving Tree Program this year," said Thane Dykstra, Ph.D., president and CEO of Trinity. "I know this was not an easy year for anyone, and people who stepped up to help others despite this are so selfless and giving. Thank you for bringing joy to the people Trinity supports."

Monica Adamo ♦ The Alcantar Family ♦ Mary Andreolas ♦ Jodi Andrews ♦ Alyssa Baker ♦ Melissa Ballard ♦ Dana Baumann ♦ Robin Besore ♦ Denise Bockwoldt ♦ Chris, Ken & Kenny Bodzianowski ♦ Kim Bradarich ♦ Lisa Brennan ♦ Patrice Brice ♦ Jennifer, Pam & Steve Britt ♦ Kathy Brown & Nanette Wroble ♦ Tara Brown ♦ Sarah Buck ♦ Joan Bugajski ♦ Vicki Cancialosi ♦ Angelyne Canicosa ♦ Kathy Carmody ♦ Debbie Childs ♦ Deb Christopher ♦ James Chuporak ♦ The Cisneros Family ♦ Kathy Claxton ♦ Jenny Cohen ♦ Carrie Cooley ♦ Christina Corbo-Travis ♦ Amy Corley ♦ Martha Covarrubias ♦ Marge Cox ♦ Rebecca Crescenti ♦ Trudy Curtis ♦ Brenda Davis ♦ Jeff & Patty Dennis ♦ Therese Doorneweerd ♦ The Dornbach Family ♦ Ellen Dudycha ♦ Kathy Duffy ♦ Kim Eheart ♦ Pat Even ♦ Jane Fabian ♦ Kristina & Mallory Fabis ♦ Chris Falvey ♦ Jane Festin ♦ Laura Fifer ♦ Barbara Finn ♦ Tina Fogarty ♦ Jessica Fonseca ♦ Michelle Fremgen ♦ Bridget Garrison ♦ Amy Gibson ♦ Marlene Gorman ♦ Pam Grove ♦ Lee Gubbins ♦ Jeri Gulli ♦ Andrew Hale ♦ Barbara Hall ♦ Gail Hall ♦ Linda Hallal ♦ Paula Hanson ♦ Robert Hardy ♦ Brendan Harrington ♦ Mary Heffernan ♦ Desiree Hendricks ♦ Keri Hettinger ♦ Amie Hoffman ♦ Sandy Humbert ♦ Jen Ivey ♦ Steffanie Jennings ♦ Cindy Johnson ♦ Elizabeth Juern ♦ Amy Keenan ♦ Aimee Koch ♦ Jeff Koltes & Nikki Zeglen ♦ Stacy Komers ♦ Suzy Kozar ♦ Pat Kraling ♦ Sue & Ken Kronenberger ♦ Janina Krzemien ♦ Nancy Kuhajda ♦ John Kurecki ♦ Sherry Ladislas ♦ Layla LaNier ♦ Howard Larkin ♦ Breanne LeBlanc ♦ Vicki Leggett ♦ Robert Letko ♦ Ellen, Jack, Jeff & Christine & Bob Lowe ♦ Nicolette Lustyk Magerowski ♦ Karen Mahoney ♦ Dwaine ♦ Grace & McKenna Martin ♦ Ramon Marti-Meade ♦ Maggie Meadows ♦ Jamie Meyer ♦ Debi Mitchell ♦ Kate Murphy-Zgrabik ♦ Virginia Nachtwey ♦ Elissa Narow ♦ Amanda & Gary Nessel ♦ Katie Nottke ♦ Rick & Donna Nylander ♦ Christine Oats ♦ Eric Olskey ♦ Palumbo Family Foundation ♦ Layla Patterson ♦ John & Mary Perham ♦ Sue Perillo ♦ Nancy Polhman ♦ Courtney Poroprat ♦ Ken Pratl ♦ Brooke Pulido ♦ Darlene & Rich Purler ♦ The Quinlan Family ♦ Susan and Terry Ralston ♦ Mary Lou Rebbman ♦ Cathy & Judy Rehr ♦ Tina Revor ♦ Amy & John Roberts ♦ Danielle Robinson ♦ Fredda Rodewald ♦ The Rodriguez Family ♦ Meghan Romanski ♦ Alivia Rose ♦ Jayne Sanders ♦ Marilyn & Steve Sanderson ♦ Stephanie Sather ♦ Karen & Joe Scherer ♦ Michael & Rita Schergen ♦ Courtney Schmidt ♦ The Shalati Family ♦ Karen & Paige Siwinski ♦ Dana Skwirut ♦ Cynthia & Melissa Soncek ♦ Rachel Spata ♦ Cindy Spicka ♦ Pat Stewart ♦ Ralph & Jane Stewart ♦ Samantha Stoterau ♦ Claire Studer ♦ Beth Tabor ♦ Joan & Ken Thompson ♦ Lauren Tidball ♦ Angel Tobias ♦ Antoinette Trobl ♦ Carissa Tucker ♦ Brittany Van Swol ♦ Cathy Vogel ♦ Emily Vranicar ♦ Taylor Washington ♦ Ken & Capri Wettour ♦ Ted & Kimberly Winter ♦ Brendan, Mike & Thomas Witte ♦ Colleen, Debbie, Kathleen & Mike Wittman ♦ Patricia Wolf ♦ Elisa Woods ♦ Wynton Wright ♦ Colleen Wyncott ♦ Kim Wysocki ♦ Amy Youngberg ♦ Bart, Joanna & Paulina Zdanowicz ♦ Bayleigh & Wesley Zimmer ♦ John Zon

Thank you, donors!

Trinity medical professionals lead charge to keep people healthy, safe throughout COVID-19 pandemic

As the enormity of the coronavirus' threat began to be fully realized in America and throughout the world, the dedicated medical professionals at Trinity Services immediately began working to ensure that there was a plan in place to keep people as safe as possible.

Trinity Medical Director Dr. Rajani Patwari, MD, worked with Trinity Medical Clinic staff and residential network nurses to develop a six-prong approach to respond to the pandemic:

1. Under the supervision of network nurses, each person receiving residential support from Trinity has their health monitored through daily symptom logs.

2. Preventative measures like increased handwashing, hydration, and sanitization of high-touch surfaces are ongoing among staff members and people receiving support.

3. Efforts to increase education and awareness about the coronavirus and vaccines are ongoing for staff and people Trinity supports through webinars, flyers, discussions and

more.

4. Outside visitors have been limited throughout the pandemic.

5. In case of outbreaks, crisis prevention and response plans are in place.

6. Additionally, employees step up in every possible way to prevent the spread of the coronavirus, including by spending weeks and even months sheltering-in-place at group homes to eliminate shift changes and keep people as safe as possible.

"We were able to contain and control the spread of infection," Dr. Patwari said.

When someone Trinity supports begins to show symptoms of the coronavirus, a three-tier response is enacted to monitor symptoms. Medical Clinic staff and residential network nurses are tasked with monitoring symptoms of people Trinity supports.

In Tier 1, people with mild symptoms were monitored at home. In Tier 2, people with greater symptoms were monitored and evaluated in Trinity's Medical Clinic. In Tier

3, people with severe symptoms were admitted to a hospital.

"When someone we support tests positive, he or she quarantines and has symptoms monitored closely," Dr. Patwari said. "Anyone who was exposed to that person is tested."

The person continues to be monitored until they test negative for the virus.

Trinity's Medical Clinic is very active in performing tests for staff members and people Trinity supports who have been exposed to the virus.

Dr. Patwari said the most difficult part of the pandemic response has been keeping people contained in their homes after testing positive for the virus.

"I am really proud of our staff who worked very hard and with compassion," she said. "I salute them and feel that Trinity could not have come this far without them.

"We are still not out of woods, but it seems to be coming to the end with the final step of vaccination. Just hang in there."

(Continued from page 1)

area in Will, Grundy and Southern Cook Counties during Illinois' stay-at-home order. This initiative aimed to help people manage feelings of anxiety, fear and stress created by the pandemic and to provide a confidential, remote, stigma-free way for people to receive counseling. Trinity also provided six free counseling sessions to each of its employees in response to the pandemic and offered free subscriptions to the Calm smartphone app for employees.

More than 3,800 nominations from organizations of all sizes and in virtually every industry were submitted to the International Business Awards this year.

Stevie Award winners were determined by the average scores of more than 250 executives worldwide who participated in the judging process from July through early September.

Judges recognized Trinity's quick, adaptive response to the pandemic, as

well as the commitment and selflessness of its staff members, who put the needs of the people they support first.

"The world needs more organizations like Trinity Services," one judge wrote. "The way the staff banded together, stepped up and willingly stepped into residential roles speaks volumes about the quality of this organization. Not only has Trinity provided critical care to people in significant need, but they provided much-needed support to their staff, as well."

"Trinity Services staff members are truly heroes, and I am so proud of all that they have done for the people they support during this pandemic," said Thane Dykstra, Ph.D., president and CEO of Trinity Services. "This recognition at an international level belongs to our amazing staff members. Through a very difficult situation, they remained resilient, and went above and beyond to ensure people remained safe

and healthy. Our ability to respond effectively and flexibly during the pandemic is thanks to our staff members banding together, supporting each other. Together, we are Trinity Strong."

"Despite the unprecedented impact the COVID-19 pandemic has had on organizations and working people worldwide, the number and quality of nominations we received in this year's International Business Awards attests to the continued outstanding performance of many organizations. The commitment we've seen through these nominations to maintaining the success, health, and safety of employees, customers, and communities is truly impressive," said Stevie Awards president Maggie Gallagher.

Details about The International Business Awards and the lists of Stevie Award winners are available at www.StevieAwards.com/IBA.

Someone You Should Know

Samantha Stockman



“When I see the people we support succeed on the job when they might’ve been told they couldn’t, it makes every day worth it.”

Samantha Stockman is driven by a passion to help other people achieve their goals and succeed, and she isn’t afraid to step outside of her own comfort zone to ensure others are succeeding.

As Trinity’s director of Employment Services, Stockman leads a team of 12 people who all strive to help people with developmental disabilities and mental illness secure competitive community employment.

Since graduating with her master’s degree in women’s and gender studies from DePaul University in 2017 and her bachelor’s degree in English and women’s and gender studies from Concordia University in 2014, Stockman has dedicated her entire professional career to supporting people with disabilities at Trinity Services.

In 2017, she was hired as a team leader in Trinity’s Residential Network I, in the Joliet area.

“I knew I wanted to do something where I was helping people,” Stockman said. “I was looking at different social service agencies in the area and seeing where the missions aligned with my beliefs. I came across Trinity, and something sparked.”

Stockman said her experiences as a team leader, particularly learning about people’s goals and dreams, inspired her to apply for the director of Employment Services position when it opened up in October 2019.

“When I saw the opening, it was another spark,” she said. “That’s kind of how I live my life. If I have this gut feeling, I just go for it.”

Stephanie Behlke Leigh, director of Community Day Services, hired Stockman when she oversaw Network I and again for the director role. She said she was inspired

by Stockman’s passion for empowering people with disabilities.

“Her passion for advocacy is a perfect match for assisting people find jobs,” Leigh said. “Sam is extremely bright and creative. If she does not know how to do something, she will put in the research and effort to gain the expertise. Her high standards raise the bar for those around her, and she holds the highest standard for herself.”

In her role, Stockman meets with representatives from state departments like the Department of Rehabilitation Services and from other organizations to discuss best practices to support people, and frequently meets with her team to discuss how to best help each person the department supports. Whether it is helping someone find a job, through the interview process or on the job, the team works together to determine how to help people succeed. Career Access Milestone, Supported Employment, Individual Placement and Support, Project SEARCH and The Branch: Well-Being and Enrichment Program are all under the umbrella of Employment Services.

“Oftentimes, I feel like the people we serve aren’t always given a fair chance, and when I see them go out of their comfort zone and gain that employment and succeed on the job when they might’ve been told they couldn’t, it makes every day worth it,” Stockman said.

Stockman and her team have continued to support people to get jobs during the pandemic and have helped people overcome obstacles, as well, like by teaching people how to read body language as an alternative to relying on facial expressions. Some people have gained more confidence during the pandemic from having their jobs labeled “essential.”

Stockman and Leigh recently presented about employment at the Arc of Illinois’ Virtual 70th Annual Convention. This was Stockman’s first experience presenting at a professional conference, and she said it was great to share information about employment with people who were committed to helping the people they support.

Looking back on other experiences from her career so far, Stockman said she is proudest of the moments she has been able to help people overcome obstacles, grow and flourish. She is also proud of overcoming her own self-doubt and stepping out of her comfort zone to take on the director of Employment Services role.

“I think this was a move that was meant for me to make, and I’m excited to see what I can accomplish in the next five years in this role,” she said.

Stockman hopes to grow outreach within Trinity and in the larger community to inform more people about the services her team provides.

“I want to see us at forefront, being leaders in helping people with disabilities gain employment,” she said.

“I am so thankful that our critical Employment Program rests in Sam’s capable hands,” Leigh said. “The accomplishments she had during one year are impressive. I am eager to see what the future holds for this dedicated leader.”

Outside of the workplace, Stockman enjoys cooking new recipes with her wife, making bread, and watching “The Great British Baking Show” and other reality TV shows.

For more information about Trinity’s Employment Services, visit www.trinityservices.org/employment-services.

“When I dare to be powerful – to use my strength in the service of my vision – then it becomes less and less important whether I am afraid.” ~ Audre Lorde

Trinity program participants, staff at day programs, school adapt to hardships created by pandemic

When the COVID-19 pandemic hit in March 2020, no one could have anticipated just how long it would last.

Now, as a new year has come and as the 12-month mark is quickly approaching, it is evident that despite the hardships COVID-19 has consistently created for staff members, people supported by Trinity Services, and families, they are not only adapting to the changes but flourishing within them.

In the wake of the pandemic, Stephanie Behlke Leigh, Community Day Services and Network VI director, said staff members who usually worked in community day service programs did not think twice about switching to residential settings and sheltering-in-place there for the safety of the people they support.

“I was extremely proud of people’s willingness,” Leigh said. “The vast majority of staff were extremely willing to do something new, and they understood right away what they needed to do and why they needed to do it. And, certainly, their minds were focused on supporting the people that we serve and keeping people as safe as possible — even if they didn’t know them and hadn’t worked with them before.”

Leigh said that one staff member in particular, who was relatively new to

Trinity, was one of the first to transfer to a residential setting and remain there throughout the pandemic. She ended up officially transferring to work at that house because she fell in love with the people who live there.

Joy Vrlec, the director of Trinity’s school, said back in March, the impending unknowns of the pandemic came as a shock to everyone at the school.

“It took us by surprise for sure,” Vrlec said. “We knew [other schools] were closing, and we knew that our school was just around the corner. Our initial thought was just that, it’s not going to work. The students we serve need to be here with us.”

But despite the original apprehension of being outside of the classroom, the students and teachers at the school rolled with the changes. Throughout the course of the pandemic, the school has developed comprehensive plans to ensure that the students are able to learn — even if it is outside of the classroom.

Some staff members deliver packets with the curriculum for each week to students’ homes. Some taught in an outside setting for speech and occupational therapy over the summer, and others have translated documents completely in Spanish to assist Spanish-speaking families, Vrlec said.

Since Thanksgiving, classes have been completely remote, and the students are adjusting to the hardships of this change, as are their parents. Curriculum packets include detailed instructions on following remote guidelines for both the people assisting students and the students themselves.

“Our families are doing good,” Vrlec said. “They’re doing their best, and I’m really proud of them. We’re just helping each other survive this.

“It’s not easy, but we’re making it work for everybody’s sake.”

Similar adaptations have come about for other programs at Trinity Services, including the Psychosocial Rehabilitation Programs.

Mike Wittman, clinical director of PSRs at Trinity, said the biggest change for his network was the closure of PSR programs from mid-March until mid-August, when therapists spent this time completely

within residential homes.

“For five months, all we wanted was for the programs to reopen,” Wittman said. “However, making that a reality actually took nearly two months of planning and presented new challenges and needing new procedures to be in place. I will say I think all of us have surprised ourselves with how much we can handle during the pandemic and how we can rise to the challenges.”

Wittman said that although this has not come without its struggles for the people Trinity supports, they have proven to be strong in fighting to overcome these challenges. Some people have used this time to work on their artwork or writing, and others have shown their appreciation for all that the staff have done to adapt.

“I’ve said this countless times over the pandemic, but I do really believe those we support are more resilient than many of us,” Wittman said.

Taylor Rook, Trinity’s therapeutic recreation coordinator, said her job has changed significantly over the pandemic, turning fun activities she normally guided into virtual ones. Fortunately, the challenges she has faced in doing so have eased over time.

“I think it has gotten easier as we go, because we are in a groove of what needs to be done and what type of activities are successful and work for the people we serve,” Rook said. “There are some challenges still as we go through this because of the unknowns of the pandemic.”

Leigh said that, luckily, CDS programs were able to reopen in August by following state guidelines and creating a COVID Preparedness Plan for each building. Although not everyone has been able to return to programs in-person, the fewer numbers have given staff the opportunity to personalize activities and perfect curriculum for the future.

“Due to having fewer people, we’ve been able to offer more individualized supports and personalized activities than we ever have before,” Leigh said. “Our staff have been able to work on a curriculum that is based on positive psychology, which is going to be a year-long curriculum. Because we had the downtime during some periods, we were able to really enhance the quality of our services for years to come.”



Trinity School Teacher Annette Bailey reviews health and safety protocols with one of her students virtually over the summer.

Trinity's Homeless Support Program helps roughly 50 people find housing during COVID-19 pandemic

Throughout the COVID-19 pandemic, people have been told to stay home in order to stop the spread of the coronavirus and save lives, but for people experiencing homelessness, this precaution was not possible.

In Will County, that is where Trinity Services' Homeless Support Program (HSP) stepped in. The team sprung to action when shelters closed at the beginning of the pandemic, working to support people in hotels and find housing for them. The team worked with the Will County Veterans Assistance Commission, MorningStar Mission, the Will County Center for Community Concerns' Continuum of Care, and United Way of Will County.

The team of six, led by Peggy Schronski, has been able to help approximately 50 people find housing and greater independence since March 2020 through rapid rehousing and permanent supportive housing. Rapid rehousing helps people living on the streets, in their cars or in emergency shelters overcome immediate obstacles to housing. Permanent supportive housing helps people who were chronically homeless and who have disabilities secure stable homes in which they can receive the supports they need.

Schronski said the pandemic created challenges around finding housing for people, and some landlords only offer a certain number of subsidized units. HSP staff members were on the front lines daily, taking people to see potential homes and helping them move in if a location was a fit. The team also worked to help people get furniture and other household items they needed, especially as manufacturing and supply of these items suffered because of the pandemic.

Many of the people the HSP supported during this time lost their jobs because of the pandemic, and for those who continued to work, most had to quarantine at least once

because of exposure to the coronavirus.

The pandemic delayed progress for some clients who were already receiving support from the HSP. One woman was scheduled to exit the permanent supportive housing program on Dec. 1 to live on her own, but two weeks before, she was laid off from her job and tested positive for the coronavirus. After being without work for a month, she found a new job and is now working toward reaching independence.

"It's difficult especially for clients trying to get on their feet," Schronski said. "Depending on how many days they miss work, it's a paycheck they miss out on."

"The hardest part is it's heartbreaking that the shelters were full, and hotels were full. Just to see all the people working together to make this happen, to get clients housed, was the best thing."

HSP staff, along with staff from aforementioned partner community organizations, worked together to ensure people had the support they needed while they were in hotels, waiting to be connected with more permanent housing. Local food pantries and businesses donated meals to people staying in the hotels. The HSP also received referrals from Guardian Angel Community Services.

While supporting people in the hotel, HSP staff helped a pregnant woman and her children who were survivors of domestic violence, which has been exacerbated during the pandemic. The abuser was removed

from the hotel and not allowed to return, and the HSP found housing for the woman and her children.

"She had the baby some months ago, and she's doing very well," Schronski said.

At all times, HSP staff worked to ensure that people staying at the hotel were safe. When people entered the hotel, depending on where they were coming from, they were asked to quarantine for two weeks.

During the pandemic, the HSP helped three permanent supportive housing clients move into their own housing, independent of the program, and helped support three new families through the program. Schronski said all of these households are doing well, and people who were laid off were able to find new jobs.

"One woman had a baby this year and is doing very well in her own house with her family," Schronski said. "Another woman is a hair stylist. Times were very difficult for her, but she's doing very well now, has moved out on her own and is working."

"We're excited for our clients to move on and be out of their own, and to accept three new families."

As the pandemic continues, HSP staff members conduct phone and video chat visits with their clients to ensure that they are doing well and have all of the resources they need.

The staff members also work to maintain positive relationships with landlords by ensuring clients pay their portion of rent and explaining circumstances to the landlords if payments are delayed.

Schronski said she and her team look forward to the end of the pandemic so that they can go back to visiting and supporting their clients in person, and so that the obstacles that the HSP helped so many people overcome turn into a distant memory.

Trinity Services supporters come together for people with disabilities during 2020 virtual fundraisers

The COVID-19 pandemic caused the cancelation of all of Trinity Services' in-person fundraisers throughout 2020, but it could not cancel the support that so many generous donors and friends of Trinity Services have for the organization.

Throughout the year, countless people donated items like masks, hand sanitizer and gifts like puzzles and games for people to use while staying safe at home. Others gave generous monetary donations, and many helped amplify Trinity's needs as the organization faced the challenges of the pandemic.

During the second half of the year, three major fundraisers took place virtually — the Virtual Trinity Triumph 5K from July 16-30, the Better Together Virtual Fundraiser on Oct. 22 and #GivingTuesday on Dec. 1.

Trinity is so grateful for all who participated in the 5K; virtually attended, sponsored, or otherwise supported the Better Together Virtual Fundraiser and its raffle or silent auction; and donated to or helped spread the word about Trinity Services' #GivingTuesday fundraiser.

The virtual 5K allowed people

to complete the race wherever and however they liked, including at home on a treadmill, around their neighborhood, or at a local track. Approximately 185 people participated in the race.

The top male finisher was Mark Eisenbrandt, with a time of 19:06, and the top female finisher was Mary Farrell, with a time of 23:54. Janice Cholke won the drawing for an Amazon Fire HD Tablet.

The Better Together Virtual Fundraiser featured a presentation from Trinity Services President and CEO Thane Dykstra, Ph.D., a music and American sign language performance of Leonard Cohen's "Hallelujah", interviews with people supported by Trinity and Trinity staff members who volunteered to shelter-in-place at group homes during the pandemic, and more. Additionally, the event had a silent auction and a preferred raffle online for people to bid on or try their luck at winning a variety of trending items.

Trinity wants to give a special thank you to the event's Platinum Sponsors, listed below this article, for all their help ensuring the event was a success and their dedication to

people with developmental disabilities and mental illness.

On #GivingTuesday and during the month leading up to the annual day of giving, Trinity Services had the phenomenal opportunity to receive a \$12,500 matching grant from The Coleman Foundation. The foundation matched \$125 of any donation of \$125 or more made to Trinity from Nov. 1 to Dec. 1.

With the help of generous donors and supporters who spread the word, Trinity was able to achieve the requirements of the matching grant by receiving at least 100 donations of \$125 or more.

"We know that this year has not been easy for anyone, and words are not enough to thank you for choosing to support the people we serve despite this," said Thane Dykstra, Ph.D., Trinity Services' president and CEO. "Your support helps us continue to respond to ongoing needs created by the pandemic and helps ensure that the people we support are continuing to flourish and live full, abundant lives. Thank you for standing by us through these difficult days. Together, we are Trinity Strong."

Thank you, Better Together Virtual Fundraiser Platinum Sponsors!

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Leave a lasting legacy by helping people with developmental disabilities, mental illness

Imagine being able to make a difference in people's lives — a lasting positive impact that can withstand the test of time as it passes through generations.

Trinity Services' Legacy Society allows supporters to do just that by giving them the means to ensure the financial security of future generations of people with developmental disabilities and mental illness.

Through planned gifts such as a specific dollar amount or percentage of one's estate, real estate, life insurance policies, stocks, bonds, charitable remainder trusts or other planned gifts, supporters of Trinity Services can further the mission of the organization.

Legacy Society members share



Trinity's vision and want to ensure that its mission can be carried out for years

to come, ensuring people with developmental disabilities and mental illness in Illinois always have somewhere to turn where they can receive the best quality of services and supports.

They take pride in the fact that their contributions will ensure others are flourishing, living full and abundant lives. Their contributions ensure their legacy continues long after their lifetimes.

To find out more about how to become a Legacy Society member, contact Trinity's Development Office at (815) 717-3750, or email Development Director Sherry Ladislas at sladislas@trinity-services.org.

To become a member, cut out, fill out and return the form below using the envelope in this issue of *The Compass*.

Letter of Intent for a Future (Estate) Gift

As evidence of my/our desire to provide a legacy of support to Trinity Services, Inc., I/we hereby inform the Trinity Foundation that I/we have made provision for a gift to Trinity Services, Inc. in my/our estate plan. I/we understand that this commitment is revocable and can be modified by me/us at any time.

_____	_____	_____	_____
Name	DOB	Second Name (if joint gift)	DOB
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It is my/our intent to leave a legacy to Trinity Services, Inc. through my/our:

- Will Retirement Plan Assets Life Insurance Policy Living Trust Charitable Remainder Trust

Other _____

I/we wish to inform the Trinity Foundation, for long-term planning purposes only, that as of this date, the value of my/our gift is: \$ _____. (If your gift is a percentage of your estate, please indicate the approximate present value of that percentage.)

I/we understand that, by stating an amount, my/our estate is not legally bound by this statement and I/we may choose to add, subtract, or revoke this bequest at any time, at my/our sole discretion. (Trinity Foundation requests notification any time you make changes or adjustments to your gift.)

Please enroll me/us into the Trinity Foundation Legacy Society under the following conditions:

- Feel free to publish my/our name(s) among your lists of Legacy Society members as a motivation for others to leave a future gift to benefit Trinity Services, Inc. I/we wish my/our name(s) to appear as:
 Do not publish my/our names on any donor roster (this is an anonymous gift).

_____	_____
Date	Donor Signature(s)

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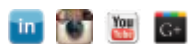
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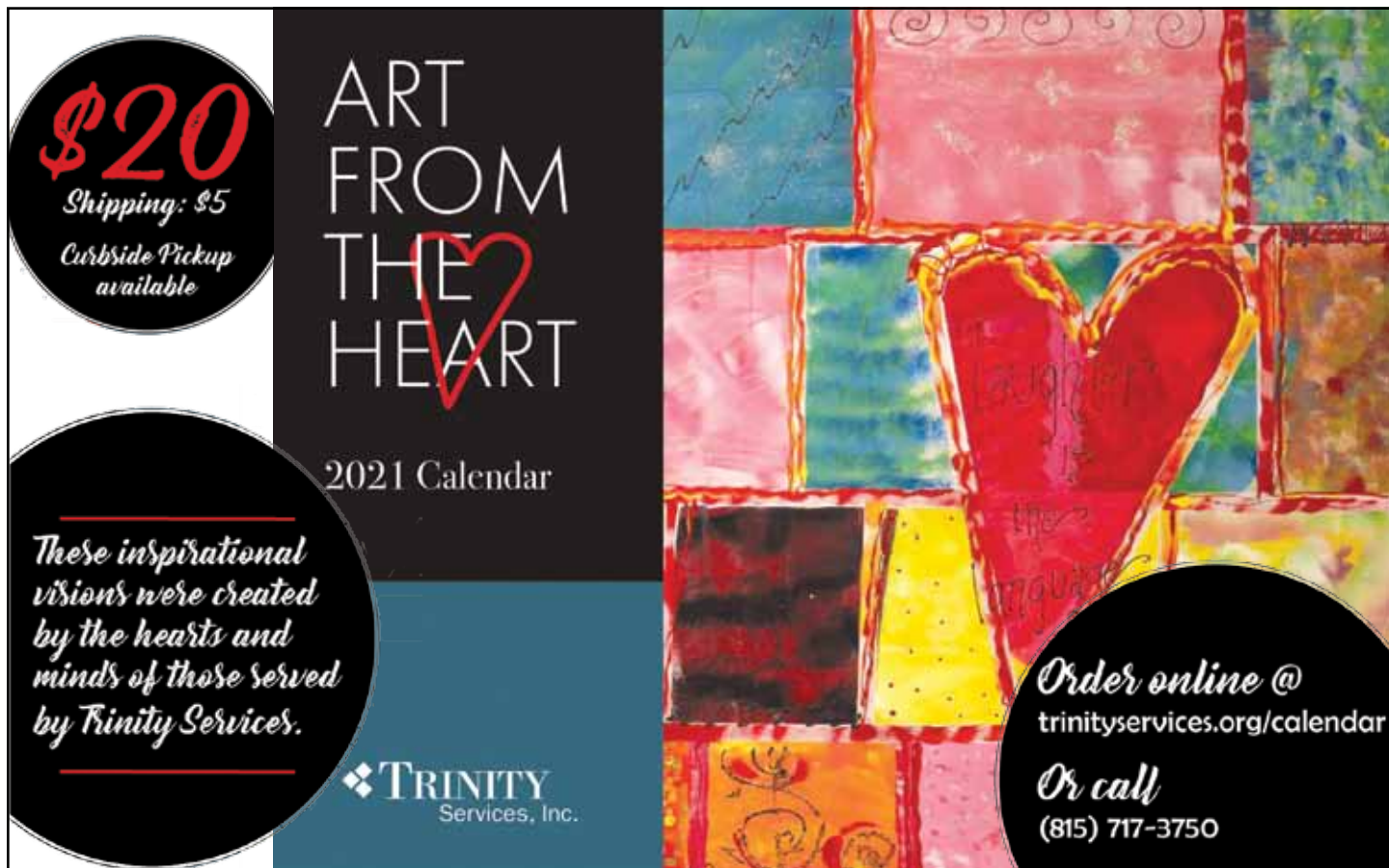


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