

Helping people with disabilities flourish and live full and abundant lives

4th Quarter
2018

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

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Trinity Services Independent Living Coach Jennifer Saunders stands with some of the hats she crocheted for people supported by Trinity.

Thank you, supporters!



Thank you for your support on **#GivingTuesday** and throughout the giving season. Read more about your impact on **Page 7**.

Trinity Services staff member creates, donates hundreds of crocheted items

Jennifer Saunders took her hobby to new heights this year when she single-handedly crocheted and donated 200 hats, 40 scarves and 22 blankets for people supported by Trinity Services.

Saunders is an independent living coach at Trinity. She has worked at the organization since August 2017 and provides intermittent services to people supported by Trinity's Residential Network 5, which serves portions of Joliet, New Lenox, Homer Glen and Lockport.

As an avid crocheter, Saunders was looking for a way to give back through her cre-

ations, and she knew that these items would brighten people's days.

Saunders has crocheted since she was just 8 years old. She originally learned the craft from her grandmother, and she enjoyed the hobby so much that she has kept up with it in her free time throughout the years.

"It's like therapy," she said. "It's an anxiety release."

Some of the people Saunders supports have taken an interest in crocheting, and she has given them lessons or simply demonstrated her craft to those who enjoy watching her work.

(Continued on page 5)

Letter from the President of the Board



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Dear Friends,

I hope you had a wonderful end of 2018 that made way for a great beginning of the new year.

The fourth quarter of 2018 was busy for Trinity Services, as the people supported by Trinity and staff gathered for parties, took trips to see loved ones, and spent time creating gifts for others and opening gifts given to them.

Trinity is very lucky to have the support of community members who find value in sharing their resources with people who have developmental disabilities and serious mental illnesses. For example, some people who receive services from Trinity do not have ties with family members and do not have many friends outside of the organization with whom they could share a holiday. Community members and organizations who recognize a need for added brightness in these people's lives around the holidays donated gifts to Trinity during the month of December. Additionally, countless people gave monetary gifts to Trinity to help enrich the lives of the people receiving services during #GivingTuesday and through the end of the year.

I would like to extend my sincere gratitude to all of Trinity's supporters for their kindness during the holiday season. It is because of people like you that Trinity is able to do more to help the people it supports flourish and live full and abundant lives.

Stories of sharing talents, time and resources abound in this issue of *The Compass*, and I hope these stories' subjects inspire you as much as they have inspired me. Our cover story features an independent living coach who chose to put her love for crocheting to a chari-

table use this holiday season. The story on the adjacent page highlights program participants at New Lenox Woodworks who worked together to give back to the veterans in the New Lenox community. Recaps of #GivingTuesday and Trinity's Dinner and Concert Gala on Pages 7 and 8 offer a glimpse into the generosity displayed by Trinity supporters during these yearly fundraising events.

On Page 4, you can read about an outstanding addition to the Trinity Services team. This quarter, we were proud to welcome Bob Taylor as our new chief financial officer. Bob brings years of financial leadership experience with him to his position, and as a parent of someone with a developmental disability, he also brings an awareness and knowledge of the field.

While welcoming Bob, Trinity said goodbye to Mike Sieling, who provided 29 years of service as the organization's CFO, keeping the organization fiscally strong and responsible through a large growth period. I wish him joy and plenty of new experiences in his retirement.

Looking ahead, Trinity is planning another Paint Night at the ROXY for 6-9 p.m. Thursday, Feb. 28, in Lockport (See Page 5). The first Paint Night was a great success thanks to all of the creative individuals who decided to put paint to canvas to benefit the people Trinity supports, and this event will be just as adventurous and enjoyable.

Please consider joining us, and may you have a great start to 2019!

Sincerely,

Raymond D. McShane,
Chairperson of the Board

Trinity Services' New Lenox Woodworks donates handmade Adirondack chair to VFW Post 9545

Program participants at Trinity Services, Inc.'s New Lenox Woodworks donated their time and talents to making a custom, patriotic Adirondack chair for Harry E. Anderson VFW Post 9545 in New Lenox.

Nine woodworkers from the program, along with Program Coordinator Ryan Nieders, Independent Living Coach Jacquelyn Anderson and Director of Community Day Services Lori Hausherr, presented the chair to Quartermaster Larry Paveza on Friday, Nov. 9.

"On behalf of Harry E. Anderson VFW Post 9545, I would like to thank all of you for the donation of this wonderful chair," Paveza said.

The chair was handmade and decorated by people with developmental disabilities who receive supports from Trinity Services. It has a red-striped back and blue arms adorned with stars. "VFW Post 9545" is burned onto the front of its seat by hand.

Nieders, who is a U.S. Army veteran, conceptualized the chair and decided to donate it to the VFW in celebration of Veterans Day.

"We decided we wanted to donate a chair to the VFW for Veterans Day,



The completed patriotic chair from New Lenox Woodworks, for VFW Post 9545.



Harry E. Anderson VFW Post 9545 Quartermaster Larry Paveza (seated) accepts the donated chair from New Lenox Woodworks Program Coordinator Ryan Nieders (behind chair), Independent Living Coach Jacquelyn Anderson (kneeling), and program participants (standing, left to right) Bill Halaska, Mike Powell, Shaun Knight, Dennis Brown, John Duggan, Bobby Brown, Dave Tschiggfrie, Mike Burger, and James Maack.

which I was excited about, being a veteran myself," Nieders said. "We then came up with a few different ideas before settling on doing a flag design. I wanted to do a minimalist design so we could show off the wood grain and color as much as possible, which is how we eventually got to the final product."

It took about five days to create the chair. The process involves cutting wood pieces using templates the program created, sanding the parts, drilling holes in each piece, assembling the chair and painting two coats of sealant on the chair to protect it from the elements.

"It feels great to know that so many other veterans will get to see and use something that we created," Nieders said.

Adirondack chairs are a specialty creation at New Lenox Woodworks. The chairs can be sold plain, or they can be painted or stained to customers' specifications. They start at \$150 and increase in price based on customizations.

Chairs are just one product the program is able to create. It has a variety of outdoor and indoor furniture, decorations big and small, and household essentials like dog dish holders and bottle openers available for purchase. All are customizable.

Proceeds from sales at New Lenox Woodworks benefit program participants, as well as the continued sustainability and growth of the program, which teaches people with disabilities new skills and provides a fun, artistic outlet for them to enjoy the creativity of woodworking and the company of their friends.

The program is accepting orders for Valentine's Day and upcoming holidays.

For more information about New Lenox Woodworks, to see more of its products, and to place orders, follow the program at Facebook.com/NL-Woodworks or call (815) 463-4692. Customers may also call to coordinate an in-person visit to the program, which is located in New Lenox.

Bob Taylor named Chief Financial Officer of Trinity Services, Inc.

Trinity Services, Inc. is pleased to announce that Bob Taylor has joined its leadership team as the organization's chief financial officer.

Taylor brings more than 20 years of financial leadership experience and a strong commitment to the well-being of people with disabilities to his role at Trinity. He previously served as the chief financial officer of a creative agency, an educational publishing company and a global communications agency, all based in Chicago.

He is a certified public accountant and has an accounting degree from the University of Minnesota.

In addition to his strong financial background, Taylor has volunteered for social service organizations including Young Life and the Center for Economic Progress, and has served as a coach at Sabre Hockey Association and Chicago Black-



Mike Sieling retired from Trinity Services in November 2018 after providing 29 years of service to the organization as its chief financial officer.

"I would like to help Trinity be as successful as it has been in the past 68 years."

hawks Special Hockey. He is the father of a daughter with Down syndrome.

Taylor said he was drawn to work at Trinity because it offered him the opportunity to combine his professional skills with the values that drive his volunteerism.

Taylor said he has already run into people supported by Trinity who he previously coached in hockey. He said he is impressed by the services that Trinity offers to help people with disabilities be active members of their communities and would like to support all of the work the organization does.

Of his previous achievements, Taylor said he is proudest to see people he hired and worked with move into roles as controllers, CFOs and directors.

Taylor will resume the work of Mike Sieling, who served as Trinity's CFO for 29 years, to ensure the organization has a strong financial base from which it can carry out its mission of helping people with developmental disabilities and mental illness flourish and live full and abundant lives.

Sieling retired in November. During his time with Trinity, he helped lead the organization through a large period of growth in services and ensured the organization remained fiscally sound through the Great Recession and through the ongo-



Bob Taylor joined the Trinity Services team as its chief financial officer in October 2018.

ing workforce crisis that providers of developmental disability services are facing statewide due to low Medicaid reimbursement rates.

"I would like to help Trinity be as successful as it has been in the past 68 years," Taylor said. "I want to keep things moving in a positive direction and do what I can to help people do their jobs better."

He added that he would like to maximize resources in order to improve the organization's salaries.

"Bob has a strong professional background and personal values that closely align with the work we do at Trinity Services," said Thane Dykstra, Ph.D., president and CEO of Trinity. "I am very pleased to welcome him to the Trinity team and look forward to the work we will be able to do together in the best interests of the people Trinity supports."

Taylor can be reached at (815) 320-7190 or btaylor@trinityservices.org.

Crocheted donations

Saunders began work on her recent donations in early 2018. She went through numerous spools of yarn and spent countless hours of downtime working on her creations.

Some of Saunders' donations were distributed directly to people who requested these items as Christmas gifts, and some were given to Trinity's clothing store, where all people supported by the organization can shop for items they need or want to round out their wardrobe.

"Recipients were very thankful and happy about it," Saunders said. "Getting any kind of gift is a true joy for many of the people I work with."

Lisa Dillon, Saunders' supervisor and residential director of Network 5, took notice of Saunders' hard work and the joy it brought to those who received one

(Continued from page 1)

of her pieces.

"It's very cool to see people wearing hats that Jennifer made," Dillon said. "They're very thankful."

After seeing all of the joy that her gifts created this year, Saunders said she is already working on a batch of items to donate next year.

In addition to blankets, hats and scarves, Saunders said she enjoys making ponchos and shawls. She added that she likes to create matching outerwear sets for people using their favorite colors.

"I love it," she said. "It's very gratifying that something so small can brighten peoples' days. I probably get more out of it than they do."

Housemates in one community-integrated living arrangement (CILA), or group home, supported by Trinity wanted to share in that gratification

by giving back to an organization that helped them. Earlier in the year, they received a generous donation of patio furniture from Sharing Connections, a nonprofit organization based in Downers Grove that provides furniture and household items to families in need or in crisis.

The housemates decided to create care packages for people supported by Sharing Connections, and they included hats made by Saunders in the gifts.

Saunders described her role at Trinity Services as much more satisfying than anything she has done in the past. Prior to working at Trinity, she worked in customer service jobs, sold insurance and was a loan officer at a bank. She said now that her children are adults, it is nice to be able to work in a caring role, assisting people who rely on her and who are happy to see her every day.



PAINT NIGHT
AT THE ROXY

NO PREVIOUS SKILL OR ART EXPERIENCE NECESSARY!

A Trinity Services, Inc. Event
THURSDAY
FEBRUARY 28, 6-9PM
\$30 PER PERSON

Location:

1017 S. State Street
Lockport, IL 60441

Trinity Paint Night artists will provide step-by-step instructions for creating your own artwork. Cash bar is available. All proceeds benefit


Services, Inc.



REGISTER ONLINE
TrinityServices.org

OR CALL
815.717.3750

Someone You Should Know

Keith Swanberg



“I knew that something had to be done, and someone had to do it.”

Trinity Services has a workforce of roughly 1,000 people, including all full-time and part-time staff, and contract workers. There are about 29 pay dates in a calendar year, amounting to a total of approximately 29,000 paychecks issued annually.

Keith Swanberg works behind the scenes to make sure all of Trinity's staff members are paid accurately and on time. As the payroll manager in the Business Office, he works in tandem with the office's dedicated staff members who he has come to think of as family.

Though he oversees payroll now, Swanberg has proved himself to be a true utility player for the office. During his first year with Trinity, from May 2015 to October 2016, he stepped up to fill a variety of roles, as Trinity needed. He served as the accounts payable manager, budget analyst, client accounts manager, accounts receivable manager and support business accountant at different times during this period.

“I just knew that something had to be done, and someone had to do it,” he said of how he coped with the various job transitions. “I guess I felt I had a sense of duty toward it.”

Swanberg is a New Lenox native and has lived in the village his whole life. He attended Lincoln-Way Central High School and earned his bachelor's degree in finance from Illinois State University in 2015. He was hired by Trinity Services one week after his graduation.

He said he looked up to his uncle, who worked in finance for Walsh Construction. Swanberg spent some time working with him, and his uncle inspired him to go into finance, as well.

“I like that it's structured,” Swanberg said of finance and his work with payroll.

“You know what you have to do every two weeks, but it still stays interesting. There is always some kind of curve ball that spices it up every time. It never gets boring.”

The bulk of Swanberg's work is split into two-week cycles. During the first week, he distributes paychecks from the previous cycle, corrects errors, and enters new hire and termination information. During the second week, he gathers and submits the timekeeping information for the next run-off of checks.

“That's the simple version, but it gets more complicated when you look at all of the details involved,” Swanberg said.

Swanberg must be very attentive to detail and diligent in his role to ensure that all employees' hours are submitted accurately. Many employees at Trinity Services work overtime and at more than one location.

“There are some outstanding staff,” he said. “Some of them put in hours of overtime. Then you have people who are constantly moving between locations. It's unbelievable the dedication you see from some of our employees. It's really incredible.”

For all of the organization's employees, there are roughly 20 timekeepers who submit their departments' information to Swanberg. He then compiles that information and manually enters time schedules that are uncommon or resulting from special circumstances. Swanberg must complete this manual entry to ensure that these times are correctly submitted to Trinity's payroll processing system so that employees are accurately paid.

“It's finalizing the work of the timekeepers,” Swanberg said. “They do the majority of the running around and getting time corrected and submitted to me.”

Trinity's Behavioral Health Network

has the largest number of employees in the organization, and it has multiple timekeepers. Lorie Dirks and Jessica Parker both described Swanberg as someone who is easy to work with.

“He approaches the many timekeeping needs we have with not only patience and understanding, but often a touch of humor, as well,” Dirks said. “I know I can count on Keith to help me through the many unique problems that seem to pop up.”

“He takes the time to make sure that we understand why we need to do it the way he is showing us,” Parker added.

Swanberg said what he enjoys most about working at Trinity is the familial feel and close connection between colleagues. He takes the opportunity to show his appreciation for his colleagues when he can. Last year, Swanberg had the opportunity to attend Trinity's annual two-day leadership retreat, but some members of his office had to stay behind to keep business operations running. For those colleagues, he left an envelope with some money, and he encouraged them to buy pizza.

Of all of his accomplishments and jobs at Trinity, Swanberg said he is proudest of building payroll up, and he hopes to continue to standardize timekeeping standards in the future for greater efficiency.

“It took a whole year before I could get comfortable with everything,” he said. “The amount of support that everyone showed me to build that up is a really spectacular thing.”

In his free time, Swanberg enjoys playing video games like Grandia and Doom, playing the card game Magic: the Gathering, and helping to coach the chess team at Lincoln-Way Central.

“Day after day, ordinary people become heroes through extraordinary and selfless actions to help their neighbors.”

~ Sylvia Mathews Burwell

Trinity welcomes hundreds to warm up at A Frozen Christmas event during Christmas in the Commons

The excitement in the air was palpable Sunday, Dec. 2, at Trinity Services' Corporate Center in New Lenox. Children and even a few adults talked in excitement as they lined up to meet Elsa and Anna from the Disney movie "Frozen."

This year, Trinity took part in the Village of New Lenox's Christmas in the Commons Kick-off Celebration by opening its doors to the public from 2-6 p.m. during the event for A Frozen Christmas.

The princesses were the main attraction at Trinity, but children could also play games like "Pin the Tail on Olaf," participate in a marshmallow challenge, color and enjoy refreshments.

Outside of Trinity, the public enjoyed the Village's light displays, a market, ice skating and, inside Village Hall, visits with Santa.

A Frozen Christmas was free for all visitors, and Trinity Services plans to offer the event again in December 2019.



The Taylor family participates in the Marshmallow Challenge.



Children color pictures during the event.



New Lenox Mayor Tim Baldermann meets Elsa and Anna.



Vickie Randolph (middle) and family gather for a photo with Elsa and Anna.

Supporters of Trinity Services make a difference in people's lives this #GivingTuesday, giving season

For the fifth consecutive year, supporters of Trinity Services let their generosity shine on #GivingTuesday and throughout the end of 2018 by donating to and spreading the word about the organization's fundraising campaign.

As evidenced by the many generous donors' names listed on Pages 9-12 of *The Compass*, countless people and organizations shared their resources with those who are supported by Trinity Services at the end of 2018.

Their kindness and generosity will ensure that Trinity can continue to fulfill its mission of helping people with disabilities and mental illness so that they

may flourish and live full and abundant lives. Each donation helps Trinity obtain or maintain the resources it needs to help people achieve the outcomes that they seek to accomplish for themselves.

Additionally, thanks to donors' graciousness, Trinity met the requirements of a \$10,000 matching grant opportunity provided by The Coleman Foundation, increasing the impact of donations. The total amount raised during #GivingTuesday was \$74,353, including the match.

"We cannot thank our donors enough for deciding to give to the people we support," said Thane Dykstra, Ph.D., president and CEO of Trinity Services. "Each donation creates new possibilities

as Trinity works to help people flourish and live their best possible lives."

#GivingTuesday remains one of Trinity's most successful fundraising efforts. Trinity is proud to take part in this global giving movement and simultaneous statewide movement, #ILGive, that encourage people to give back on the Tuesday following Thanksgiving and neighboring shopping days.

Donors and supporters of Trinity Services sustain and enhance the organization's mission.

For more information about how to donate to or get involved with Trinity Services, visit www.TrinityServices.org/Get-Involved.

'An Evening of Holiday Music' Dinner and Concert Gala delights guests for fifth year

The smooth sounds of jazz and the wide smiles of friends warmed the room at Trinity Services' Fifth Annual "An Evening of Holiday Music" Dinner and Concert Gala.

The event was held Friday, Nov. 30, at Butterfield Country Club in Oak Brook.

Vocalist Jess Brooks, pianist Clay Corso, bassist Wes Nelson and drummer T.J. Thompson, of the Elmhurst College Jazz Band, performed a variety of jazz selections, including variations on holiday favorites, for attendees during dinner. Flutist Emma Krause and harpist Catherine Ramsey, both juniors at Downers Grove North High School, performed during the event's cocktail hour, creating a festive, relaxing environment.

Guests browsed and purchased tickets to win raffle items, and a few lucky winners walked away with new items like an Apple Watch, Bose headphones, an iPad Mini, Google Home and more.

At the event, Trinity President and CEO Thane Dykstra, Ph.D., thanked guests for their support and discussed

the impact they had by deciding to take time out of their schedules to attend the gala for the benefit of the people Trinity supports.

Dykstra told the crowd that their generosity makes them leaders in their communities. It creates a ripple of positivity, inspiring others to give back through their actions and resources, as well.

Attendees left the event with a copy of "Beeing a Leader: Insights from the Trinity Beehive", a book composed by 91 Trinity staff members. Each entry in the book explores a different characteristic of leadership, and each tie into an element of positive psychology.

Trinity Services extends its thanks to all attendees, sponsors, donors and volunteers who made the gala such a successful, memorable event. Because of generous supporters, Trinity is able to sustain its mission of helping people with developmental disabilities and mental illness to flourish and live full and abundant lives.

Get involved

Are you looking for an opportunity to make new friends and give back to your community?

Trinity Services' Concert Gala Committee is searching for new members to contribute to the planning of this elegant, philanthropic event.

This is a great opportunity to shape the future of the Concert Gala, and to make a difference in the lives of people with disabilities and mental illness who are supported by Trinity Services.

For more information on how to get involved, contact Trinity Services Director of Development Sherry Ladislas at (815) 717-3750 or sladislas@trinityservices.org.



The Elmhurst College Jazz Ensemble performs during dinner.



Members of the Concert Gala Committee gather for a photo.



Guests browse ornaments for sale at the event's Giving Tree. Photos by Jorge Garza Norrick



Harpist Catherine Ramsey and flutist Emma Krause perform during cocktail hour.

Donations

October-December

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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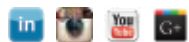


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*We sincerely apologize for any errors or omissions.