

TRUE NORTH LIVING

INNOVATION

changing the perception of elderhood



Innovation is the
ability to see change
as an opportunity—
not a threat.

~ Steve Jobs

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“

Without change there is no innovation, creativity, or incentive for improvement. Those who initiate change will have a better opportunity to manage the change that is inevitable.

WILLIAM POLLARD

TNL

Music unlocks the mind.



Our brains are hard-wired to connect music with long-term memory. Beloved music often calms chaotic brain activity and enables the listener to focus on the present moment and regain a connection to others. In our **Music Makes Memories™** programming, we provide headphones and an MP3 player downloading playlists individualized for each person. Residents with anxiety and depression are less agitated and appear calmer, as the music transports them to a happier place in their minds.

We are thrilled with the positive results of our **Music Makes Memories™** project. To see the amazing outcome of this program or to find out more about our **Music Makes Memories™** program, please visit: compass-living.com/programs-resources.

A note from the Home Office...

It is an ever-changing world...



I have worked in Senior Living Communities for almost 30 years, and I am pleased to note that older adults are living healthier and longer lives now than they were in 1992. We

are frequently celebrating birthdays in our communities for elders in their late nineties and several 100+ birthdays!

Research has shown that elders who feel their life has a purpose, maintaining social connections, volunteering, or engaging in acts of kindness may be less likely to die from heart, circulatory, and other diseases, and are more likely to live longer and vibrantly.

What constitutes life purpose? It's about what people think is most valuable to them; achievement, reputation, relationships, spirituality, kindness--these can all feed into any one person's life purpose. So, there is not a specific definition for any one person.

Recognizing this, we have created some innovative programs to support the elders in their journey to a long and happy life. In our

Tiny Stories™ Project, we are recording stories and snippets of life and preserving their legacy for future generations. We also have a LifeShare app that families can download on their mobile devices to maintain connections to their family members, with photos, menus, activities, announcements, and more. The creation of the Compass Café gives the elders more choice in their meals.

It is an ever-changing world, and our elders are evolving too! Scan the QR code to see some of the other programs we have developed.



While we are thrilled with the advancing technologies, and opportunities to provide purpose and connection, the basics of caring for one another is our foundation. Caring is what makes us human.

- Dennis
Dennis Garboden, President
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compass-living.com





Innovation involves change and we all know how change can sometimes be met with hesitation or skepticism. Our community has found that change can also be a flavorful experience in our dining rooms with the introduction of a versatile *Compass Café* menu. The *Compass Café* menu is built around the concept of change with the intent to provide options and variety.

The *Compass Café* is an innovative "café/restaurant-style" menu that offers a multitude of alternatives to the featured menu like salads, sandwiches, light dishes, main dishes, and resident requests. Offering these additional menu items gives variety and choices that enhance our excellent dining experience. In an effort to keep the menu fresh and in-line with resident preferences, the menu is updated every 4-6 months with menu items that are resident favorites remaining on the menu while new options are being introduced to reflect resident requests and seasonality. The goal is to offer a broader range of dining options as well as to elicit anticipation and excitement when a new menu is launched.

As trends and preferences change, so will our *Compass Café* menu. We aim to evolve and conform to the needs and preferences of our residents by continually fine-tuning, adjusting, and improving upon our product and its general appeal. The evolution of this menu allows us to acknowledge our contributions of the past and helps us to embrace our advancement into the future.

The *Compass Café* is built with the concept of innovation & change and we look forward to collaborating with our community to shape the ideal menu and improve upon it as time goes on. The *Compass Café* is a welcomed addition to our dining experience.

Welcome to the *Compass Café*!





THE UNIVERSE
IS MADE OF

tinystories™

In today's modern world we have so many ways to stay connected. For years we have had libraries full of literature which hold tales about people's lives, memories, laughs, love and even hardships they have endured. We have the privilege to share Tiny Stories™, a Compass Senior Living Signature Program; a collection of our residents' lives told from their perspective. Our goal is to create a digital imprint of our residents' legacy available for their families, for our communities and for you.

We have a unique opportunity to harvest the wisdom, the humor and the tiny stories and memories we hear every day as we live and work beside elders who have lived almost a full century on this planet.

Through our simple process of capturing these memories, or tiny stories, we create a profoundly enriching experience for both the storyteller and the recorder. As elders tell their stories of adventures, challenges, and wisdom acquired along their life journey, deeper connections are made and the tiny stories can be preserved forever on digital media.

Tiny Stories™ Project is preserving the legacy of hundreds of captured stories told from our resident's perspectives speaking about different points in their lives. You can read it, you can listen to their voices, see their photos and imagine being in their shoes!

For tiny stories from around the USA, visit tinystoriesproject.com.

Visit Website



The best leaders inspire greatness in others.

They create an environment in which people are able to expand and evolve with the support and encouragement to become successful in whatever they pursue. Our Leaders are guided by goodness, loyalty, faith, and fun – our core values.

For those looking to make a difference in the world, working with the Greatest Generation is inspiring and rewarding. Team members gain self-esteem and personal satisfaction knowing that the work they do enriches their lives and the lives of the people around them. They have the added benefit of working with elders who have a lifetime of experiences and knowledge to share that broadens their perspective.

There is job security in Senior Living positions. Because of the aging population, the need for senior care professionals, including care team members at all levels, is growing and not expected to decline any time soon. The Senior Living profession cannot be outsourced or replaced with technology. As people live longer, demand for leaders and professional caregivers may create greater job stability, providing an opportunity for those in Senior Living positions to become highly competent in their roles.

Working in Senior Living is fun! The people who work with seniors have a true appreciation for those they have the honor to serve. Rather than

seeing elderhood as a time of decline, we have learned that elderhood continues to be a time of growth and discovery. Camaraderie and teamwork are imperative, as we grow together, harvesting the wisdom of elders and learning from one another. As we learn more about each individual, we begin to see what a difference we are making. Connecting in authentic relationships is the ultimate success.

In 2022 we are creating the **Compass Leadership Academy** which is a formal professional learning opportunity for our team members. We believe embedding our core values into our leadership curriculum will provide all team members with the language and tools to help them develop extraordinary leadership skills.

We have so many good people who love what they do and are interested in continuing or starting a career path in Senior Living. The **Compass Leadership Academy** will provide a career path for some just entering the Senior Living profession; and the academy will also enhance the leadership skills that many already have, allowing them to be mentors and guides.

If you would like to explore some of the positions we currently have available, scan this QR code or visit: compass-living.com/join-our-team. This could be the start of a wonderful new adventure!

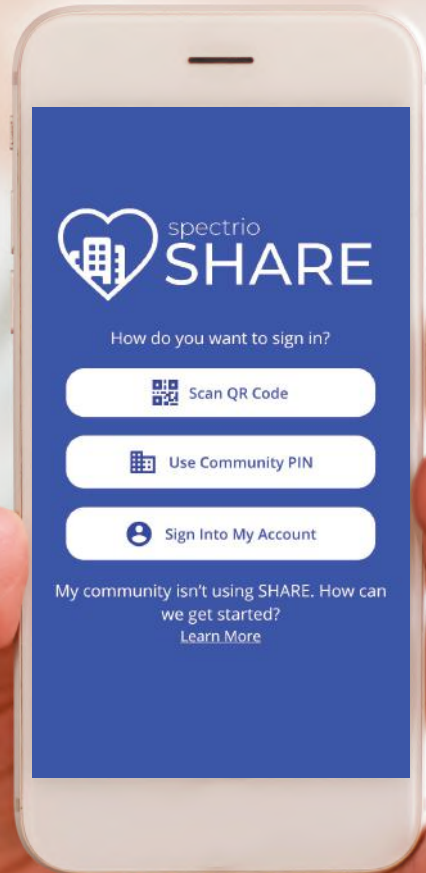


*Author: **Jean Garboden, People Experience Innovator.** Jean is an elder advocate and Eden Alternative™ educator with over 30 years of experience. Jean has studied and practices transformational leadership. As a public speaker, Jean is a passionate advocate for the power of caring; championing the fact that “caring is what makes us human.” For more information, contact jgarboden@compass-living.com*



INSPIRING OUR TEAMS TO GREATNESS

It is just this easy.



The SHARE app allows families, residents and team members to see what's going on in our community to stay connected and up-to-date on activities, menus, announcements, pictures, and so much more.

Scan the QR code to download the app and stay connected. This app is available for all residents and loved ones at our community. Contact our community to learn more and get access.





“

When you open your mind, you open new doors to new possibilities for yourself and new opportunities for helping others.

~ ROY BENNETT

Mango Strawberry Cheesecake



CRUST:

1-1/4 cups graham cracker crumbs
1/3 cup butter, melted
1/4 cup sugar

FILLING:

1 envelope unflavored gelatin
3 tablespoons cold water
2 packages (8 ounces each) cream cheese, softened
1-1/3 cups sugar
1 cup heavy whipping cream
2 teaspoons vanilla extract
1/2 large mango, peeled and cubed (about 3/4 cup)
4 fresh strawberries, chopped

GLAZE:

1 envelope unflavored gelatin
3 tablespoons plus 1/2 cup cold water, divided
1/2 large mango, peeled and cubed (about 3/4 cup)
Optional: Whipped cream, mango pieces and sliced strawberries

PREPARATION

In a small bowl, mix crumbs, butter and sugar. Press into bottom of a greased 8-in. springform pan.

Filling: in a microwave-safe bowl, sprinkle gelatin over cold water; let stand 1 minute. Microwave on high for 10-20 seconds or just until water is warm but not hot. Stir and let stand until gelatin is completely dissolved, about 1 minute. Cool until partially set.

In a large bowl, beat cream cheese and sugar until smooth. Gradually beat in cream, vanilla and gelatin mixture until blended. Fold in mango and strawberries. Pour over crust. Refrigerate while preparing glaze.

Glaze: in another microwave-safe bowl, sprinkle gelatin over 3T cold water; let stand 1 minute. Microwave on high 10-20 seconds or just until water is warm but not hot. Stir and let stand until gelatin is completely dissolved, about 1 minute. Cool until partially set. Meanwhile, place mango and remaining 1/2 cup water in a food processor; process until pureed. Stir in gelatin mixture; pour over filling. Refrigerate, loosely covered, overnight.

Loosen sides from pan with a knife. Remove rim from pan. If desired, garnish with whipped cream, additional mango pieces and/or strawberry slices.

Beef Brisket with Bourbon & Peach Glaze

DRY RUB:

- 2 tsps smoked paprika
- 1/2 tsp cinnamon
- 1 T onion powder
- 1 T garlic powder
- 1 T coarse ground pepper
- 2 tsps coarse kosher salt

Mix together the dry rub ingredients. Coat the brisket with the Dry Rub and set aside until slow-cooking method is prepped.

BRISKET:

- 4 pound beef brisket (1814g)
- 2 c low sodium beef broth
- 3 T soy sauce
- 1/4 c ketchup

Mix the last three ingredients in the slow cooker, pressure cooker, or roasting pan.

Place brisket in the sauce to slow-cook for 10 hours on low in a slow-cooker or 1 hr 15 minutes in a pressure cooker or 5 hours in the oven at 320F/160C. After slow-cooking, carefully place brisket in a skillet over high heat, melt butter and add olive oil. Sear brisket for 30-seconds to 1-minute per side just to brown.

BOURBON & PEACH GLAZE:

- 6 slices thick cut bacon, chopped
- 1 large shallot, thinly sliced
- 2 T unsalted butter
- 1 T olive oil
- 1 c peach preserve
- 1 T brown sugar
- 2 T fresh thyme, chopped
- 3/4 c bourbon
- Salt and pepper to taste

In a skillet over medium heat, cook the bacon until crisp. Set the bacon aside. Allow to cool. To create the glaze, add butter, olive oil, garlic and shallot to a saucepan, over low heat, sauté 5 minutes. Add the bacon and remaining ingredients excluding the bourbon and allow to thicken for 10 minutes. Add bourbon and simmer for 5 more minutes. Season with salt and pepper before reducing heat to serve.

FINISH & SERVE

Slice brisket and top with the delicious bourbon & peach glaze. Serve over roasted root vegetables.

BRAIN GAMES



1	2	3			4	5	6	7	8			9	10	11	
12			13		14							15			
16					17							18			
19				20						21	22				
				23					24						
	25	26	27			28	29	30		31		32	33		
34					35		36		37			38		39	
40					41	42					43				
44					45				46	47					
	48		49	50		51		52		53					
			54		55			56	57						
58	59	60						61				62	63	64	65
66						67	68					69			
70						71						72			
73						74							75		



ACROSS

- 1 Caustic substance
- 4 Widely known
- 9 Peanut butter brand
- 12 Austin novel
- 14 "Gone With the Wind" actress
- 15 Antelope
- 16 Bad rain
- 17 Boldness while facing danger
- 18 Smell
- 19 Mocking actor
- 21 Register
- 23 Usage
- 24 East northeast
- 25 Make small talk
- 28 Newsman Rather
- 31 Western Athletic Conferences
- 34 Like hippie's clothing
- 36 Kisser's need
- 38 The other half of Jima
- 40 Chances of winning
- 41 Adjust
- 43 Eager
- 44 Electroencephalograph (abbr.)
- 45 Gnawer
- 46 Have as a goal
- 48 Studied a book
- 51 Possessive pronoun
- 53 Scream
- 54 Fold-up bed
- 56 Cooking fat
- 58 Cloth with motto or emblem
- 61 Energetic action
- 66 Healing plant
- 67 Comparable
- 69 Prick
- 70 Musical and marching group
- 71 Computer phone
- 72 Duck
- 73 Be
- 74 Fence supports
- 75 Sink

DOWN

- 1 Jump
- 2 Young Men's Christian Association
- 3 Ruler
- 4 Rock and Roll "King"
- 5 Stopped
- 6 Swing
- 7 Gone by
- 8 Trio
- 9 Jujitsu
- 10 Teen hero
- 11 Roll
- 13 Hubbub
- 15 Asian nation
- 20 Moral obligation
- 22 Compass point
- 25 Beverage
- 26 Avoid
- 27 Spots
- 29 Having wings
- 30 Clip
- 32 Nonmilitary
- 33 Eddy
- 34 Foot extension
- 35 Hearing part
- 37 School group
- 39 Poem
- 42 Morse code "T"
- 43 Baboon
- 47 Monetary unit
- 49 Blemished
- 50 Deer
- 52 Tube projected into the air by gas
- 55 March
- 57 Objects
- 58 Baby's "ball"
- 59 Like a wing
- 60 Not any
- 61 Helps
- 62 Value-added tax
- 63 Chilled
- 64 Central Thai
- 65 Bark in pain
- 68 Water closet

		7				9		8
	3		1	7				4
					6			
6	9	8	7	4		3		
		3		1		4		
		1		3	9	7	6	2
			4					
9				5	1		4	
4		5				1		

SWIMMING

Find the words in the grid. When you are done, the unused letters in the grid will spell out a hidden message. Pick them out from left to right, top line to bottom line. Words can go horizontally, vertically, and diagonally in all eight directions.

T	D	H	E	L	D	D	A	P	E	M	A	N	O
W	E	E	H	D	Y	O	D	E	P	T	H	C	I
S	Z	K	S	R	E	W	I	M	I	M	E	I	E
N	I	O	G	A	L	A	G	U	A	A	I	K	N
F	N	R	S	U	D	T	S	R	N	T	O	H	S
R	O	T	E	G	E	N	A	L	I	R	S	K	I
E	R	S	D	E	M	T	S	E	T	V	I	T	D
E	H	K	I	F	R	W	A	S	K	C	E	E	E
S	C	C	V	I	O	A	T	O	K	A	M	R	S
T	N	A	E	L	C	S	K	N	L	O	L	W	T
Y	Y	B	L	S	A	R	T	H	E	F	S	T	R
L	S	A	R	E	E	N	A	P	O	O	L	G	O
E	H	T	R	H	O	F	I	W	T	K	J	R	K
S	T	B	U	T	T	E	R	F	L	Y	R	P	E

- Backstroke
- Breaststroke
- Butterfly
- Crawl
- Depth
- Dive
- Float
- Freestyle
- Kick
- Lake
- Lane
- Lifeguard
- Medley
- Ocean
- Paddle
- Pool
- River
- Shallows
- Sidestroke
- Suit
- Synchronized

Brain Game Answers:

L	Y	E	E	C	L	A	T	J	I	F			
E	M	M	A	L	E	I	G	K	U	D	U		
A	C	I	D	V	A	L	O	R	O	D	O	R	
P	A	R	O	D	I	S	T	E	N	R	O	L	
				U	S	E	E	N	E				
C	H	A	T	D	A	N	W	A	C	S			
T	I	E	D	Y	E	L	I	P	I	W	O		
O	D	D	S	A	D	A	P	T	A	V	I	D	
E	E	G		R	A	T	A	S	P	I	R	E	
R	E	A	D	H	E	R	Y	E	L	L			
				C	O	T	O	I	L				
B	A	N	N	E	R	A	C	T	I	V	I	T	Y
A	L	O	E	A	L	I	K	E	A	C	H	E	
B	A	N	D	M	O	D	E	M	T	E	A	L	
A	R	E		P	O	S	T	S		D	I	P	

1	6	7	5	2	4	9	3	8
2	3	9	1	7	8	6	5	4
8	5	4	3	9	6	2	7	1
6	9	8	7	4	2	3	1	5
7	2	3	6	1	5	4	8	9
5	4	1	8	3	9	7	6	2
3	1	2	4	8	7	5	9	6
9	7	6	2	5	1	8	4	1
4	8	5	9	6	3	1	2	7

T	D	H	E	L	D	D	A	P	E	M	A	N	O
W	E	E	H	D	Y	O	D	E	P	T	H	C	I
S	Z	K	S	R	E	W	I	M	I	M	E	I	E
N	I	O	G	A	L	A	G	U	A	A	I	K	N
F	N	R	S	U	D	T	S	R	N	T	O	H	S
R	O	T	E	G	E	N	A	L	I	R	S	K	I
E	R	S	D	E	M	T	S	E	T	V	I	T	D
E	H	K	I	F	R	W	A	S	K	C	E	E	E
S	C	C	V	I	O	A	T	O	K	A	M	R	S
T	N	A	E	L	C	S	K	N	L	O	L	W	T
Y	Y	B	L	S	A	R	T	H	E	F	S	T	R
L	S	A	R	E	E	N	A	P	O	O	L	G	O
E	H	T	R	H	O	F	I	W	T	K	J	R	K
S	T	B	U	T	T	E	R	F	L	Y	R	P	E

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