

THE adjoiner MONTHLY

CREATING LIMITLESS PATHWAYS

FALL & WINTER EDITION 2024
THE LATEST ADJOIN NEWS

IN THIS ISSUE

From the CEO	1
Corporate	2
Fresno	3
Merced	3
Stockton	4
Orange County	4
Visalia	4
Imperial Valley	4
San Diego	5
Veterans	6
Anniversaries	7
Policy of the Month	8
Safety Spotlight	9

MESSAGE FROM THE CEO

BY: Wendy Forkas



🌟 Adjoin Declares 2025: The Year of Integrity 🌟

At Adjoin, integrity is more than a value—it's the foundation of everything we do. As we look ahead to 2025, we are proud to announce The Year of Integrity, a celebration of our unwavering commitment to excellence, transparency, and hashtag#trust in all we undertake.

By embodying integrity, we aim to uphold the highest standards of quality, build meaningful relationships with our stakeholders, and foster a culture of respect and ethical leadership that drives sustainable growth and impact.

🌟 What Integrity Means for Adjoin in 2025:

Empowering People: Listening, learning, and prioritizing the needs of those we serve, our team, and our communities through meaningful feedback and impactful programs.

Maintaining Excellence: Achieving CARF accreditation, ensuring transparency, and maintaining top ratings with Charity Navigator, Candid, and the Better Business Bureau.

Fostering Relationships and Growth: Launching dynamic community engagement strategies to amplify awareness, inspire involvement, and spotlight the incredible work happening across our organization.

Guided by our tagline, **Together We Ignite Possibilities**, and our mission of creating limitless pathways for people to belong, we commit to making 2025 a year of purpose, principle, and transformation.

👉 Join me in this journey as we continue to lead with honesty, transparency, and trust. Together, we will deliver on our promises and create opportunities that change lives.

Here's to a year of integrity and impact!

Wendy Forkas, CEO

BOARD OF DIRECTORS

KIM MCNEALY
Chair

LISA LARSON
Vice Chair

JARROD HAMMES
Treasurer

ALAN WILLARDSON
Secretary

ROBERT WILSON
Director

TRAVIS JANG-BUSBY
Director

JOHN DIMICHELE
Director

**WINDUS FERNANDEZ-
BRINKKORD**
Director

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CORPORATE SAN DIEGO



Our Board had their annual in-person board meeting this month that was hosted in our new Adjoin Veterans office! Dustin introduced the Flores family to share about their experience and shared a video of their move-in. Marcos Flores shared their journey and thanked the leadership for creating a positive work culture that could be felt throughout the organization and process. Jeff shared a video of the 2024 Q3 Crushing It Award winner, Tommy, his sister Elizabeth, his mom Martha, Direct Support Coordinator Samantha, and Case Manager Kaila shared Tommy's journey before Adjoin and the progress he has made. Tommy's mom and sister shared that he is better at communicating his needs, more motivated to try new things and make new friends.



Congratulations to Wonder Wendy and Julia Doran for making it in the top 5 of the Resolutions in Motion Wellness Challenge!



Starting off our 2025 Team Member Spotlight is David! David is our Business Development Manager out of our San Diego Corporate Office. He joined the team in September 2024 and we are so lucky to have him! David said that he has enjoyed the change of pace from the corporate environment to the nonprofit sector, and the challenge of growing a brand and platform in Path-Now that has the ability to benefit the IDD community of California in a variety of ways. David also is the head coach for high school boys basketball.

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 **catalysts** FRESNO



Case Manager Kaila celebrating her birthday with a picnic at the park

Client Nick celebrating his birthday on our Lunch crew outing



Client Daphne back at school enjoying her ceramics class



Clients Stefan and Ryan performing at Art Hop as the Wiggles



Clients Daphne and Nate at the movies

 **catalysts** MERCED



The Day Program had an outing at the Fresno Zoo





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catalysts STOCKTON



Tina receive these beautiful flowers for her birthday from the team! Happy Birthday Tina!



Wendy and Victoria braved the wind and rain to visit the Stockton office! We all enjoyed a nice lunch at BJ's!



catalysts ORANGE COUNTY

The Catalyst Division in Orange County had a fantastic month of connecting with its clients and building independent living skills. Recruitment for a new Coordinator continued and we are thrilled for the anticipated growth and opportunity of 2025. We appreciate all our team members' significant contributions to our IDD community. Go OC - Catalysts!

catalysts VISALIA

Congratulations to Anavel Hernandez from for making it in the top 5 of the Resolutions in Motion Wellness Challenge!

motion
connected

IGNITE

WELLNESS



catalysts IMPERIAL VALLEY



Congratulations to Lizbeth Lopez, Direct Support Professional, for winning the SPARK Luminary Award! Lizbeth's innovation and creativity has turned the Catalyst Social Club into a hit with the clients! More clients are motivated and love to participate. Clients are very happy with the changes that Lizbeth has made! Lizbeth is a great person and worker; she is always willing to help others in the office as well as her clients. Lizbeth has always been a team player, who is always willing to help others in the blink of an eye. She has helped cover the Day Program at the last minute on several occasions.

SPARK
Luminary
Award

adjoin

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catalysts SAN DIEGO



Congratulations to Linsey Stidham from for making it in the top 5 of the Resolutions in Motion Wellness Challenge!



In January we celebrated a few Milestone Anniversaries. DSC's Tiffany G with 5 yrs and Jacqueline G for 15 yrs. . They both were thrilled with their Gifts.

TERI: I wanted to say a HUGE THANK YOU to Vanessa and Ron for helping out with our Private Pay clients. Our Client recently had a fall that landed him in the hospital for back surgery. With our client in the hospital, that leaves our client's mom alone and unable to support herself (shopping for food and household items). The mom only speaks Spanish which can limit her ability to let us know what help she needs. Ron and Vanessa have stepped in to help ensure our client's mom has food for herself and the animals in the house. With the knowledge his mom is being looked after, it allows our client to spend his time working on his health and recovery. You guys are ROCKING IT!!

JEANNIE: A special shout out goes out to the hard-working San Marcos Staff, as well as the SNTF Staff in San Diego...Y'ALL ROCK! No matter what the program, time of day, or random issues that arise, everyone is always ready to take on the assignment and challenge



DURRY: We've truly enjoyed having Alex Chen as part of our Tailored Day program! He has achieved many successes in helping clients reach their goals and is an outstanding role model. Alex is always there to support our clients, ensuring their needs are met and advocating on their behalf. We're incredibly grateful to have him on our team and excited for all that's ahead. Thank you, Alex!



head on. Thank you for creating safe spaces, strengthening their independence, and encouraging them to live life to the fullest! You are all admirable. THANK YOU...Reinita Bradley, Ron Clayton, Marti Daglio, Kim Dunn, Orlando Garcia, Tiffany Gradiz, Jacquelin Gritton, Janet Johnson, Jenni Roth and Eula Wilburn.

VANESSA: First and foremost, I would like to thank the entire SD Team for all of their hard work and dedication to providing wonderful service to our clients. Great job Team!!

Second, I would like to shout Diana Mendoza & Claudia Hayes who have been a trooper while assisting their Independent Living client Melissa Blenis transition into Supported Living with a new agency and train the new staff taking on Melissa.

Thank you, I appreciate you both very much. Congratulations to TD client Avery on 18 months of sobriety. Keep up the great work, we are all so proud of you. Adjoin!!

Lastly, I would like recognize Catherine Stevens who has been a great support system for her client Avery and Avery's recovery.

WELCOME TO ADJOIN SAYED KASHANI !!

Catalyst Social Club: Shakey's Pizza Parlor is becoming our regular hang out for the clients in the North San Diego County. North County group of CAC recently had a "Lunch and Movie day. Client and staff gathered at our local Shakey's Pizza to enjoy their great lunch buffet before heading to the movies. Everyone enjoyed the Pizza, Salad bar, Chicken tenders, potato skins and more. Not only was the meal delicious, but the company was also enjoyable. Clients and Staff were able to mingle with another and decide which movies to see. After eating our fill, we all moved over to the theater. Several clients and staff went to "Moana 2" or "Mufasa" while others went to "One of them days". Whether it was with a group or individually, they all had FUN today.



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veterans SAN DIEGO & IMPERIAL COUNTY

Wendy Doll woke up at the crack of dawn and joined our Adjoin Veterans team during the annual Point in Time Count! Our Adjoin Veterans team looks like they had so much fun!



Congratulations to Thomas for winning our 2024 Q3 Crushing It Award! Thomas came to Adjoin Veterans experiencing homelessness while working a part-time job. In the few months he has been with Adjoin, Thomas has made significant strides toward self-sufficiency: purchasing his own car, securing a beautiful one-bedroom apartment, and obtaining a full-time position at a recovery center while maintaining his own sobriety. As he continues to reach his goals, he can also enjoy some of his favorite hobbies to stay active like hiking, cross fit, jogging, and his newest interest: hanging out with his recently rescued dog named Arie! Here's to being your best, giving back, and absolutely crushing it!



Congratulations to our Veterans Director, Dr. Dustin Potash, for winning our SPARK Leader Award! He successfully coordinated the Veteran office move and rebuilt his team members to meet 2024 headcount goals. He really cares about his team and shows his care through both his words and his actions! He has always had an open-door policy for his team members, and works to make the Veteran's office a comfortable and collaborative work environment. His ability to inspire his team, foster a positive and inclusive culture within the office, and drive meaningful progress has been impactful for Adjoin Veterans.

CRUSHING IT AWARD



Congratulations to Valentina for making it in the top 5 of the Resolutions in Motion Wellness Challenge!



Congratulations to Brian, Case Coordinator for Adjoin Veterans, on being the 2024 Q4 Agent of Action! Brian has gone above and beyond in his work by helping veterans obtain safety equipment for their homes, completing trips to food pantries for them, and even helping a senior veteran find new permanent housing while the veteran was living in a hotel. We have consistently heard from those that Brian works with that he is compassionate, reliable, and dedicated to his work. Brian is a strong advocate for his veterans and consistently goes the extra mile on their behalf.



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ANNIVERSARIES TEAM MEMBERS

23 Shawn Benson Stockton

22 Rosa Vizcaino Stockton

16 Maria Lopez Visalia

11 Mary Eros Imperial Valley

5 Steven Bonilla Fresno
Rebecca Frausto Visalia
Tiffany Gradiz San Diego
Diana Mendoza San Diego
Maria Meyer Veterans

4 Jeff Clark Corporate
Annie Souphilavong Merced

3 Jacquelyn Duffy Stockton
Lilia Montano Imperial Valley
Dulce Trejo Imperial Valley

2 Jessica Orosco Fresno

1 Oscar Garcia Huante Veterans
Carmen Mamane Veterans
Natalie Matsche Veterans
Vaughn Melbourn Veterans
Linsey Stidham Veterans
Emily Rivera Imperial Valley



ANNIVERSARIES CLIENTS

29 YEARS!
John R. San Diego

28 YEARS!
Plai M. Fresno
Sou T. Fresno

25 YEARS!
Mark K. San Diego

22 YEARS!
Susan M. San Diego

20 YEARS!
Steven R. San Diego

16 YEARS!
Lincoln G. El Centro

12 YEARS!
Gustavo P. Stockton

10 YEARS!
Esteban C. El Centro

9 YEARS!
Stacy G. El Centro
Connie G. Visalia

7 YEARS!
Dora A. Fresno

6 YEARS!
Rosalinda E. El Centro
Francisco L. El Centro
Cesar V. El Centro

5 YEARS!
Mary B. San Diego
Adrian R. San Diego
Nathan W. Fresno

2 YEARS!
Joane A. San Diego
Katsuichi V. San Diego
Connor A. Stockton
Brandi C. Stockton
Catherine B. Stockton

1 YEARS!
Christopher C. San Diego
Tait C. San Diego
Rene R. San Diego
Rosemary J. Fresno
Isabelle J. Fresno
Gregory B. Stockton

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POLICY OF THE MONTH

INJURY & ILLNESS PREVENTION PROGRAM

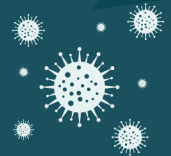
Important aspects of the Injury & Illness Prevention Plan include:

1. Safety committee meetings
2. Compliance
3. Hazard assessments / safety inspections
4. Injury and illness investigations
5. Correction of unsafe conditions
6. Employee training
7. Record keeping



Hazard Assessment & Safety Inspections
Identifying Risks

1. Systematic approach
 - a. Monthly office inspections are conducted to identify potential hazards, evaluate risks, and implement corrective actions.
2. Focus on details
 - a. Periodic evaluations of client living quarters are conducted to ensure safety for all.
3. Prompt response
 - a. Inspections may also occur when injuries happen or when new equipment is introduced.



Injury & Illness Investigation
Understanding causes

1. Thorough investigation
 - a. May involve the location, the causes, and procedures or preventative measures.
2. Corrective actions
 - a. Based on findings, corrective actions are implemented to prevent similar incidents.
3. OSHA Form 301
 - a. All findings and corrective actions must be recorded to OSHA Form 301 - Injury and Illness Incident Report



Correction of Unsafe or Unhealthy Conditions

1. Prompt Action
 - a. Unsafe or unhealthy conditions are addressed immediately or with most appropriate timeframe based on severity of hazard.
2. Imminent hazard
 - a. If an immediate hazard exists that threatens an employee or property, all exposed employees are to be removed except those necessary to correct the issue.

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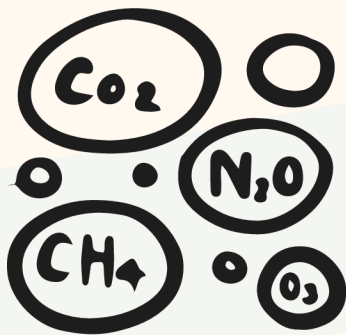
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SAFETY SPOTLIGHT

CARBON MONOXIDE AWARENESS

Here are some tips on how to detecting and mitigating this silent threat



Symptoms

Flu-like symptoms but no fever (headache, nausea, dizziness), up to memory loss and personality changes under severe poisoning.



Response and mitigation

If carbon monoxide alarm sounds, evacuate the area immediately and seek medical attention if necessary.

Understanding the Risks

Carbon monoxide is a colorless, odorless, and tasteless gas that can be fatal.



Detection and Prevention

Install, test, and maintain carbon monoxide detectors, ensure proper ventilation in work areas and follow safety guidelines.

