

THE adjoiner MONTHLY

CREATING LIMITLESS PATHWAYS

JANUARY 2026 EDITION
THE LATEST ADJOIN NEWS

IN THIS ISSUE

From the CEO	1
Corporate	2
Veterans	3
Visalia	4
Fresno	4
Imperial Valley	5
Merced	5
San Diego	6
Stockton	7
OC	7
Anniversaries	8
Safety Spotlight	9
Policy of the Month	10
Team Engagement	11
SDGE	12

MESSAGE FROM THE CEO

BY: Wendy Forkas

Adjoin is celebrating 2026 as The Year of People — a year dedicated to empowering and uplifting every person connected to our mission. From our mission to our policies, we work to create a culture that is accepting, inclusive, and rewarding for clients, team members, and community stakeholders.

This year, we will focus on strengthening the foundation of our organization by completing a new strategic plan that keeps people — those we serve, our team members, and our communities — at the center of every goal. Our advocacy efforts will expand as we continue to speak boldly for the rights, inclusion, and belonging of individuals who are often marginalized. We will also grow and diversify our service options to ensure we are meeting the evolving needs of the people we serve with innovation, compassion, and excellence.

A year to uplift, empower, and invest in those who make our mission possible: the people we serve, the people who serve with us, and the communities in which we belong.



Equally important, 2026 will mark a renewed investment in our team. We will focus on recruitment, onboarding, training, and retention strategies that build a strong, inspired, and skilled workforce — striving to exceed our highest team member count to date.

Through enhanced training and consistent practices across all departments and locations, we will ensure quality, collaboration, and belonging remain at the heart of all we do. Together, we will grow our donor base, strengthen our community partnerships, and make 2026 a year that celebrates and advances people — the reason Adjoin exists and the source of our continued success.

Wendy Forkas

BOARD OF DIRECTORS

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ALAN WILLARDSON
Vice Chair

POPEH ZEINALI
Secretary

KENNETH MAZO JR
Treasurer

TRAVIS JANG-BUSBY
Director

KIM MCNEALY
Director

JOANN WILKINSON
Director

ROBERT WILSON
Director

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CORPORATE SAN DIEGO

The Corporate office had a small farewell gathering for Julia's last day! She is on to bigger and brighter things!



The Corporate office (with Carlos and one of our Board Members) joined the Veterans team for the WeAllCount homeless outreach event! After walking around at 5 AM, we stopped to get breakfast before continuing our day! This was most of our first time!

Employee Spotlight



BECKI

EXECUTIVE STRATEGIC IMPACT MANAGER



Jeff Clark, thank you for 5 years!



Happy Workaversary!

This month's employee spotlight is our newest corporate employee Becki! Becki shared a picture of her and her pup Dessi! Becki's been in the nonprofit sector since college, driven by a love for mission-centered work and a desire to make the world a bit better. Fun fact: she has never memorized a song in her entire life but happily sings her own improvised versions anyway.

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 **veterans** SAN DIEGO & IMPERIAL COUNTY



The Veterans team participated in this year's WeAllCount, like we do every year! This was Ruby's first time coordinating a whole site by herself and did a great job getting breakfast for the team at 5 AM!



Employee Spotlight



RUBY
VETERANS OFFICE MANAGER



adjoin

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January's employee spotlight is Ruby from our Adjoin Veterans team! Ruby has been with the Adjoin Veterans Division for four months and loves being able to support her hardworking teammates as they support our veterans. She shared she is an avid traveler and foodie and has visited over a dozen countries and eaten at 10+ Michelin Star restaurants. Thank you Ruby for everything you do for the team you are greatly appreciated!

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catalysts VISALIA

Maria celebrated her birthday surrounded by her family. Brandon also celebrated with friends and family with a Raider's theme. Shout out to the Visalia team for their hard work and dedication!



Happy Birthday
• Nancy, Gabriel,
• Rosalinda, Maricruz,
• & Lucero!



catalysts FRESNO

Client Tommy enjoys his advanced pottery class each week!

Happy Birthday
Justin, Andream
Maria, Kaila, &
• Ong!

Jessica Orosco, thank you for 3 years!

Happy Workaversary!



Fresno Office enjoyed celebrating Case Manager Kaila's birthday that came with a surprise cupcake to the face!

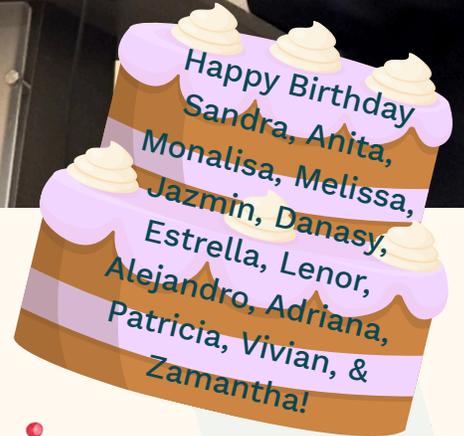
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 **catalysts** IMPERIAL VALLEY



Erik, a Catalyst client from Imperial Valley received a thank you gift for serving on the San Diego Regional Center Board at their annual meeting! What a great advocate for people with intellectual and developmental disabilities!



 **catalysts** MERCED



 **adjoin**

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catalysts SAN DIEGO

As part of Adjoin Catalysts division's mission to foster meaningful connections, our Arte Clients in San Diego and Imperial Valley have collaborated on a treasure chest art project. This innovative initiative enables clients from both regions to share stories, artwork and words of encouragement, bridging the 118-mile distance and sparking lasting friendships. Every 2-3 months, each office takes turns creating and exchanging letters and art pieces, promoting cross-cultural understanding and empathy.



Sergio has been an client with Adjoin for 12 years! Sergio is very independent. He lives on his own, drives independently, and is very active within his community. Sergio is always eager to do something new and exciting. Sergio's special talent is that he has the ability to convince others to join, purchase, or attend something that he has or is wanting to do. His nickname is "the Client Whisperer".



Happy Birthday
Eula, Reinita,
Diana, Alex, &
Aleesa!



Alex is one of our extraordinary Tailored Day team members. He is compassionate, respectful, and consistently goes above and beyond his job duties. He never makes excuses when it comes to supporting his clients, and he is always willing to step up. We are extremely proud of his work and grateful to have him as such an awesome team player.



This is Ronald Gervais. Our client out in a new spot for him, on a walking adventure for better health. He got to meet with the Hodgie monster at Lake Hodges.



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 **catalysts** STOCKTON

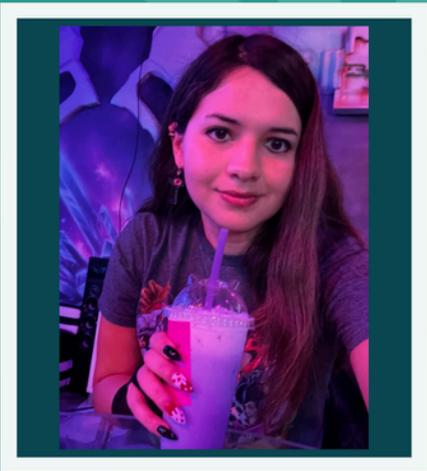
We celebrated Angel's birthday!



Happy Birthday
Jayla &
Angel!

 **catalysts** ORANGE COUNTY

Client Spotlight



This month's client spotlight is Alondra! Alondra has been with Adjoin since March of 2023, she is currently in the Independent Living Services program. She plans to continue attending her local community college to obtain her degree for an Associate's in Arts/Digital Arts. Alondra creates art pieces in her free time for various family members, friends, and for her coursework. She is always listening to music while she does so. Alondra hopes to one day display her art in museums! Thank you for being our client spotlight Alondra! Adjoin is so proud of your hard work!



Happy Birthday
Maya!

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ANNIVERSARIES TEAM MEMBERS

24 Shawn Benson	Stockton	4 Lilia Montano Dulce Trejo Jacquelyn Duffy	Imperial Valley Imperial Valley Stockton
23 Rosa Vizcaino	Stockton	3 Jessica Orosco	Fresno
17 Maria Lopez	Visalia	2 Linsey Stidham Vaughn Melbourn Oscar Garcia Huante	Veterans Veterans Veterans
12 Mary Eros	Imperial Valley	1 Graciela Flores Kenda Comstock Sara Duarte Rosa Maldonado Wanda Brownell Sayed Kashani Angela Gutierrez	Visalia Fresno Imperial Valley Fresno Stockton San Diego Visalia
6 Rebecca Frausto Tiffany Gradiz Maria Meyer Diana Mendoza Steven Bonilla	Visalia San Diego Veterans San Diego Fresno		
5 Jeff Clark Annie Souphilavong	Corporate Merced		

ANNIVERSARIES CLIENTS

30 Jonathan R.	San Diego	10 Stacy G. Connie G.	El Centro Visalia	3 Katsuichi V. Joane A. Patricia B. Moses N. Yadira A.	San Diego San Diego OC Stockton Stockton
29 Plai M. Sou T.	Fresno Fresno	8 Dora A.	Fresno	2 Christopher C. Rene R. Tait C. Rosemary J. Gregory B. Stephanie B.	San Diego San Diego San Diego Fresno Stockton Stockton
26 Mark K.	San Diego	7 Francisco L. Cesar V. Rosalinda E.	El Centro El Centro El Centro	1 Karla P. Steven S.	San Diego Stockton
23 Susan M.	San Diego	6 Mary B. Adrian R. Nathan W.	San Diego San Diego Fresno		
21 Steven R.	San Diego	5 Cindy S.	Stockton		
17 Lincoln G. Steven M.	El Centro Stockton				
11 Esteban C.	El Centro				

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SAFETY SPOTLIGHT

CARBON MONOXIDE AWARENESS

Understanding the Risks:
Carbon monoxide is a colorless, odorless, and tasteless gas that can be fatal.



Symptoms:

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

Detection & Prevention:

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

Response & Mitigation:

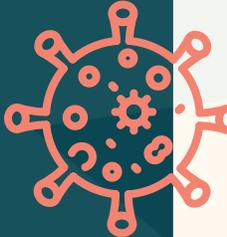
If a carbon monoxide alarm sounds, evacuate the area immediately. Seek medical attention if necessary.

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POLICY OF THE MONTH

COVID-19 PREVENTION PLAN



RISK MITIGATION

Our comprehensive COVID-19 prevention plan identifies and minimizes the risks of transmission to help protect employees.



FREE



HEALTH & SAFETY

Adjoin provides COVID 19 testing free of charge to employees displaying symptoms during work hours.



RECORDKEEPING

Adjoin maintains a record of all COVID 19 cases for at least 2 years, and records of COVID 19 close contacts for 3 years.

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 **TEAM ENGAGEMENT** WE WANT YOUR FEEDBACK!

Submit your ideas to sparktank@adjoin.org!

The Spark Tank is a standing committee of Adjoin team members who serve as an intermediary between all levels of the organization and leadership to help identify gaps, explore opportunities, and create solutions that can enhance the services Adjoin provides.



Olivia is Adjoin's Chief Compliance Officer!

Any grievances can be directed to Olivia Blaylock at olivia.blaylock@adjoin.org

Submit an anonymous comment on the Adjoin Team page!

All team members can access the Team page on the Adjoin Website and submit an anonymous comment at the bottom of the page.

adjoin.org/team

What is on your mind? Send Adjoin anonymous feedback or your great idea!

MESSAGE *

Please enter your comments.

e.g. The reason for my anonymous message is...

SEND ANONYMOUS MESSAGE

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STAY COZY WHILE KEEPING HEATING COSTS DOWN

Colder weather is here, but that doesn't mean your heating costs have to rise. Try these simple ways to save while staying comfortable and in control of your bill this winter.



1. Choose the right pricing plan. Being on the right plan can make a difference on your bill. Compare your options by logging into [MyEnergyCenter.com](https://www.sdge.com/MyEnergyCenter) to ensure you are on the best plan for your household.



2. Shift appliance use. Use major appliances before 4 p.m. or after 9 p.m. when demand and costs are lower.



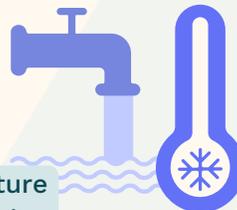
3. Get more predictable bills. Sign up for the Level Pay Plan at [sdge.com/LPP](https://www.sdge.com/LPP). Level Pay averages your bill every three months; you don't pay less or more.



4. Let the sunshine in. Take advantage of the world's best heater – the sun! Open your curtains during the day to naturally warm your home.



5. Reverse your ceiling fan. Since hot air rises, set your ceiling fan clockwise, at the lowest speed. This helps push heat back down into the room.



6. Use less hot water. It takes energy to heat water. Wash your clothes in cold water and install low-flow faucets and shower heads.



7. Clear heating vents. Move furniture and belongings away from heating vents so warm air can circulate freely.



8. Explore assistance programs. If you're having trouble paying your energy bill, SDG&E® offers a variety of programs to help, including payment arrangements, discounts and financial assistance. Learn more at [sdge.com/assistance](https://www.sdge.com/assistance).

Visit [sdge.com/SimpleSteps](https://www.sdge.com/SimpleSteps) for more energy-saving tips and tools.

Actual savings may vary and will depend on various factors, including geographic location, weather conditions, equipment installed, usage rates and similar factors. Completing multiple energy-saving measures will not necessarily result in cumulative savings.