

THE adjoiner MONTHLY

CREATING LIMITLESS PATHWAYS

OCTOBER 2025 EDITION
THE LATEST ADJOIN NEWS

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MESSAGE FROM THE CEO

BY: Wendy Forkas

October was a month filled with fun, color, teamwork, and adventure across Adjoin! Our annual Management Retreat brought leaders together for meaningful learning and memorable moments—from exploring our strengths through The Color Code Personality Assessment to gaining new insights into how our different motivations shape the way we work. We rolled up our sleeves for literal team-building projects, dug into what really goes into creating a thoughtful budget, and reflected on integrity as our inner compass. And of course, no retreat is complete without a little outdoor adventure... including raccoon encounters, a bear sighting, and even some early-season snow!



Back at home, we also kicked off development of our 2026 budget, a roadmap that will guide us in the year ahead as Adjoin continues to grow and evolve.

I'm incredibly grateful for the amazing people who make up Team Adjoin—your dedication, heart, and hard work continue to move our mission forward every day.

Thank you for everything you do!

Wendy Forkas, CEO



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CORPORATE SAN DIEGO

Adjoin's 2025 Management
Retreat in Lake Tahoe!



Happy Halloween
from Corporate!



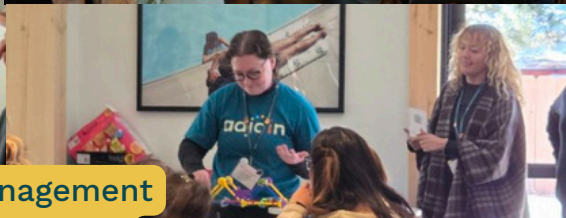
Happy Birthday
David, Jeff, &
Julia!



veterans SAN DIEGO & IMPERIAL COUNTY



Adjoin's 2025 Management
Retreat in Lake Tahoe!



Happy Birthday
Ana N., Amy,
Aquina, Taylor,
Randi, & Bianca!

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catalysts STOCKTON

VMRC

Resource Fair



Adjoin's 2025 Management Retreat in Lake Tahoe!



Happy Birthday Shawn!



Case Manager Appreciation Week!



Our clients enjoyed a Halloween Social in the ARTE office!



Happy Birthday Chelsea, Fualea, & Shawn!



Stephanie has been a valued member of Adjoin for a little over a year. Even with busy schedules, Stephanie appreciates that Adjoin encourages our team to take care of their health through their wellness program. Stephanie feels the best part of her job is getting to share social events with clients, creating fun memories together outside of the daily routine. The way she lifts up her team, encouraging development, celebrating their wins, and creating a space for everyone to thrive. Stephanie shared she is a foodie who loves trying new coffee shops finding the best almond chocolate croissants. She also loves nature and hikes a lot with her husband and their fur baby Bear!

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catalysts VISALIA

The month October was a sad month for our Visalia team. We lost one of our individuals, Charles. He has been with Adjoin for over 10 years and we were his family. You would always see him with his babies, that's what he would call his stuffed companions. He left us with so many memories that we will cherish forever.

Shawna was CVRC spotlight for the month of October. She got to share her life story, and they recognize her on how she never gives up even when she has faced some difficult challenges.

How grateful I am to have this wonderful team. They are just incredible. Thank you for hard work and dedication.

-Esmeralda Lopez

Happy Birthday
Frances,
Nathanael,
Norma, & Silvia!



Adjoin's 2025 Management Retreat in Lake Tahoe!



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 **catalysts** IMPERIAL VALLEY



This month's client spotlight: Diana!

Diana has been with the Tailor Day and ARTE programs for over a year. She has accumulated an array of skills and is one of ARTE's top sellers! She loves to make beautifully scented candles, soaps, resin jewelry, and paintings. Her color pallet is always very relaxing and soothing. Diana also enjoys yoga and reading. She really brightens up our creative space! We are so excited to spotlight Diana and share some of her amazing art!



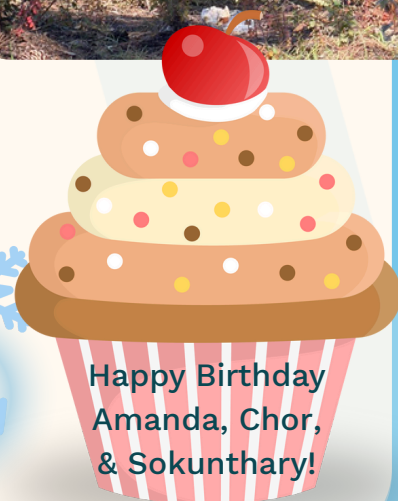
Adjoin's 2025 Management Retreat in Lake Tahoe! The IV team were some of the lucky few who ran into a bear while walking around Lake Tahoe!



 **catalysts** FRESNO



Adjoin's 2025 Management Retreat in Lake Tahoe!



 **adjoin**

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catalysts MERCED



Mari represented Merced all by herself at the 2025 Management Retreat in Lake Tahoe! It was so nice to connect with all of our locations, big and small!



catalysts ORANGE COUNTY

Adjoin's 2025 Management Retreat in Lake Tahoe! Shannon hanging out with our fellow Southern California offices!



catalysts SAN DIEGO



Adjoin's 2025 Management Retreat in Lake Tahoe! San Diego and Fresno stopping to take in the warm sun and crisp air!



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ANNIVERSARIES TEAM MEMBERS

- | | | | |
|---------------------------------|-----------------|------------------------|-----------------|
| 13 Alejandrina Diaz Meza | Visalia | 2 Carla Casby | Visalia |
| 12 Vanessa Durbin | Visalia | Darren Artaud | Veterans |
| Conchita Figueroa | Imperial Valley | Dhanya Nair | Corporate |
| 11 Lesley Ramirez | Imperial Valley | Emillie Ramirez | Visalia |
| Sheena Hill | Visalia | Emily Miller | Visalia |
| 4 Reginald Esquivel | Visalia | Marina Benitez | Visalia |
| 3 Gabriela Garcia | Visalia | Erika Herrera | Imperial Valley |
| | | Juvelyn Ganson | Veterans |
| | | 1 Antonio White | Corporate |
| | | Christine Frowiss | Fresno |
| | | Veronica Rodriguez | Corporate |
| | | Victoria Dumon | Corporate |
| | | Yadira Mancera | Imperial Valley |



ANNIVERSARIES CLIENTS

- | | | | | | |
|-----------------------|-----------|-----------------------|-----------|---------------------|-----------|
| 35 Martin P. | San Diego | 6 Benjamin R. | El Centro | 2 Anthony A. | El Centro |
| 17 Miguel M. | Merced | Maria V. | Visalia | Aliza M. | El Centro |
| 13 Maritza A. | El Centro | 5 Luis V. | San Diego | Fernando M. | El Centro |
| 12 Peter F. | San Diego | Norma P. | Stockton | Irene V. | El Centro |
| 11 Rosemary M. | Fresno | 4 Alejandra R. | El Centro | Felipe D. | Fresno |
| 8 Becky S. | Visalia | Vic M. | Stockton | Cody M. | Merced |
| Sandy S. | Visalia | Veronica G. | Visalia | Brittany B. | Merced |
| 7 Marco E. | El Centro | Thomas P. | Stockton | Nico A. | El Centro |
| Beverly B. | San Diego | 3 Jose S. | El Centro | Jaxen R. | San Diego |
| Lee Roy B. | San Diego | Bonnie H. | San Diego | 1 Yahir L. | El Centro |
| Raphael M. | El Centro | Colby M. | OC | Guadalupe V. | El Centro |
| Juan N. | El Centro | Kyle W. | Stockton | Luciele H. | San Diego |
| | | Lilian H. | El Centro | Christine A. | San Diego |
| | | Jorge R. | El Centro | Erin M. | San Diego |
| | | | | Mary C. | Stockton |
| | | | | Janett N. | Visalia |
| | | | | Alexei J. | El Centro |
| | | | | Jillian S. | San Diego |
| | | | | Moses C. | Stockton |

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SAFETY SPOTLIGHT

CYBERSECURITY THREATS



**SAFEGUARDING
DIGITAL ASSETS**

IDENTIFY THREATS

Understanding the common cybersecurity risks, such as phishing from spoof emails, malware from sketchy websites or fake downloads, and data breaches (haveibeenpwned.com).



IMPLEMENT SAFEGUARDS

Utilize 2FA, a password manager, and up-to-date antivirus software. Additionally, ensure OneDrive is enabled on your device.



STAY PROACTIVE

Stolen data is only useful if still valid. Use different passwords on different sites and update them if you suspect suspicious activity.

**UPCOMING
THREATS**



AI CHAT OR DATA TOOLS

Any input data can be used to train the AI. Don't use confidential / HIPAA data!



INCORRECT AI SUMMARIES

Auto-generated AI summaries can pull incorrect information or can be targeted and manipulated.

PASSKEYS

New security feature allowing you to use a trusted device (e.g. smartphone) as a form of authentication.



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POLICY OF THE MONTH

MANDATED REPORTING

LEGAL DUTY

Mandated reporting refers to the legal requirement for certain professionals to report suspected cases of abuse, neglect, or exploitation.

These laws aim to safeguard the well-being of children, the elderly, and individuals with disabilities.

PROTECTING VULNERABLE POPULATIONS

ETHICAL RESPONSIBILITY

Reporting suspected abuse is not just a legal obligation, but a moral duty to protect those in need. This applies to children, dependent adults, elders, and intimate partner violence.

BEST PRACTICES

UNDERSTANDING YOUR ROLE

As an Adjoin team member, we are all mandated reporters.

REPORT IMMEDIATELY

Child Abuse and Neglect Reporting Act (Canra) requires initial reports be made by phone to law enforcement ASAP, written follow-up within 36 hours.

LEGAL PROTECTIONS

Mandated reporters are protected from liability with a good faith report and their identity is kept confidential.



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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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PREPARING YOUR HOME FOR FALL: 10 ENERGY-EFFICIENCY TIPS

As the leaves change color and the air gets crisp, it's the perfect time to cozy up – and cut down on energy use. Simple adjustments can make an impact on your energy savings this season. Here are a few creative ideas to stay warm and efficient this season:

1

Use a humidifier: Moist air feels warmer than dry air, so you can stay comfortable at lower thermostat settings.

2

Cook in batches: Make soups, stews or casseroles in bulk. You'll use less energy reheating food than cooking from scratch daily.

3

Maintain your heating system: Make sure your heating system is running efficiently by scheduling a maintenance check. Replace filters regularly to ensure your system is working at its best.

4

Clean light fixtures and bulbs: Dust can reduce brightness. Clean bulbs shine more efficiently, reducing the need for extra lighting.

5

Use ceiling fans wisely: Set your ceiling fans to rotate clockwise at a low speed. This will push warm air down from the ceiling, helping to keep your rooms warmer.

6

Close the fireplace damper: When your fireplace is not in use, make sure the damper is closed. An open damper allows warm air to escape up the chimney.

7

Use rugs on bare floors: Rugs add insulation and help rooms retain heat, especially in homes with tile or hardwood flooring.

8

Take shorter showers: Heating water with natural gas can be a big energy expense. Try to take shorter showers and consider installing a low-flow showerhead to reduce water usage.

9

Close off unused rooms: Shut doors and vents in rooms you don't use often to direct the heat where it's most needed.



Use natural light: Open curtains during sunny days to warm rooms naturally and close them at night to retain heat. Also, thermal curtains help trap heat and reduce drafts.

By following these tips, you can enjoy a warm and cozy home this fall while keeping your energy bills lower. Find more energy-saving tips at [sdge.com/SimpleSteps](https://www.sdge.com/SimpleSteps).