

TOWARD MAXIMUM INDEPENDENCE, INC.

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This newsletter is published quarterly for program participants, family, friends and colleagues of TMI, a non-profit organization

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A Word From Our Co-Executive Director Seeking Continual Professional Growth

By Connie Saverino

In October, TMI office staff held a retreat. Directors, supervisors, coordinators and administrative support staff gathered together for a day of professional growth, team-building and yes - fun. After a morning of focussing on effectiveness and the work of Stephen R. Covey - The Seven Habits of Highly Effective People, the group had lunch and then took to the expansive lawns surrounding the War Memorial building in Balboa Park for a rousing Bocce tournament. The afternoon afforded opportunities for both Community Living and Community Employment to present information gathered from available in-house resources or outside trainings. The topics were ‘Team-building’ and “Dealing with Difficult People” respectively. A good time was had by all.

The real value of such a day cannot be measured by the laughs however, but rather by the impact the lessons learned have on people’s ability to actualize the agency’s mission in the lives of the people who rely on our supports and services. The follow-up activities on the 7-Habits planned for upcoming management meetings will give participants an opportunity to become more actively involved in these principles of effectiveness. Directors are currently reading 7-Habits and Principled-Centered Leadership. There are bound to be changes to come from these enlightening works. It has become increasingly evident to some of us that our mission and values must lead us to look more closely at the management structure and leadership styles within the agency. The goal is to bring these into alignment with our mission and our values around inclusion, capacity-seeking and issues of choice and dignity. Participants are being encouraged to incorporate the benefits of these lessons personally, as well as professionally. We are discovering that our work, which is about developing competent, caring communities where diversity is celebrated, must begin at home - in our agencies, organizations, schools, families and in our personal lives.

STEP AEROBICS AT TMI

By Darin Trammell

On the 17th of November, TMI initiated a step class for its employees. There are two instructors that rotate teaching these classes. They are “Sizzling” Sandra Wsypianski and “Dynamic” Dena Hernandez (my “nice” nicknames for them). These two gals really make us go through the paces. Sandra loves to introduce new steps to keep the routine fresh and Dena, being the perfectionist that she is, makes sure we are doing the steps correctly. The class meets on Tuesday and Thursday at 11:30-12:30 at the TMI office.

The class is usually attended by 7-10 employees. It always commences with a steady warm-up followed by the main workout and then a cool down. After that we work on our stomachs and/or legs, weights for our arms, and then relaxation. After two months of participation, the class members are noticing many benefits, such as waking up in the morning with more energy, inches lost and, for me, increased stamina (I don’t get so tired walking to and from the refrigerator anymore! - just kidding!) We are all having a wonderful time and would like to extend the invitation to come and sweat with us!

IN MEMORY

James Hutton passed away on January 10, 1993. As an active participant in TMI's Integrated Work Program, James successfully maintained a job at Target (La Mesa) for 2-1/2 years. James is best remembered for his fun-loving personality. During TMI's social events, James could always be seen dancing and participating in activities. He had a special way of motivating others. Our deepest sympathy goes out to the Hutton family and friends. James will be remembered and always missed. A memorial service was held for James on Sunday, January 24, 1993.

Chip passed away on January 12, 1993 at Alvarado Hospital. Chip began receiving services from TMI in January 1991. Chip's mom, Marsha, was the guiding force to make sure her son's quality of life was enhanced. With the help of Bill Maquire (Chip's IHSS worker), Kay Freeman (SDRC), TMJ, and the love of family and friends, this goal was achieved. Our sympathy to his family and friends.

A memorial service was held for Chip on Friday, January 15, 1993.

Employer Interview

By Brent Ramsey

Popeye's Chicken is located at 3589 Santos Road in the heart of Murphy Canyon. Ted String-fellow is the newest addition to a very popular chain of chicken restaurants with a twist of cajun cuisine. Ted has been working at Popeye's since early Dec. 92t. Presently, Ted prepares the chicken to be fried. He enjoys working there and is supported by Michael Gash, CES's newest employee to Supported Employment. I remember approaching the restaurant and coming in contact with Ken Britcher the Assistant Manager. We talked for awhile and he stated that his wife was involved in our program through Hungry Hunter. This led me to Mike Goodson, who is the Gen. Mgr. at Popeye's. Mike was born in Indianapolis, and from the time he attended high school to his service in the Navy, restaurant management was his desire. He began his management career with McDonalds, Rallies and presently Popeye's. Mike enjoys the flexibility of his job which allows for other activities he enjoys. We talked about employment possibilities at the restaurant, and he agreed to hire an individual through our Supported Employment program.

This is the first time Mike has been involved with a program such as TMI. He likes the idea that working with our program promotes interaction with the other staff, and also improves his management skills.

I would like to thank Mike Goodson for giving our program an opportunity to reveal that we support individuals who are hard-working and dedicated. It's also nice to know Popeye's hires dedicated, hard-working managers like Mike.

A STORY OF FRIENDSHIP

By Nancy Medaglia

I have been in San Diego for 9 months now, and have met some really neat people who have become my friends. For the past eight of those nine months I have been employed at TMI, and have also made friends with some of my coworkers. My position at TMJ is part-time Job Developer and my job duties take me all over the county to various job sites where, of course - you guessed it - I have met and become friendly with some of the coworkers of the people I support. Well, with all of these friends I have made, there is one friend in particular that I want to tell you about. Her name is Jackie and she lives in Chula Vista with her husband Jim who is in the Navy.

I met Jackie in August at a job site. I started her first day at work with her as her job coach and did 100% coaching with her in the first two weeks. Jackie was very challenged at work when we started and we had many days where she wanted to quit. Being her facilitator, I was the first person she released her frustrations on and, at times, I didn't think Jackie liked me much. But as time went by, Jackie overcame her challenges at work and my support on the job decreased. Her job performance was great. She reached all of her six month goals within the first 1-1/2 months. She also made some friends. At this point, I noticed Jackie and I were spending more time on the phone and we couldn't wait to get through the work questions so we could "chit-chat." Jackie has since quit her job due to lack of hours. This was the end of my support as a job coach, but the beginning of a great friendship. Since then we have become very close. Currently, we are working on getting her enrolled in Southwestern College. She wants to go into child care and Southwestern offers a program in which she can get her certificate.

She and her family have opened up their hearts and home to me. I see them at least once a week and I'm considered one of the family now. I spent New Years Eve with them and ate the best homemade tamales ever! I'm very lucky to have met Jackie and her family, for they are truly wonderful people.

I want to thank TMI for introducing me to all the people I have met and especially for Jackie.

PROGRAM NEWS

Community Living Services is unique in that it provides all levels of support services to individuals in the greater San Diego area. While serving such a large area creates its own challenges, we believe it provides more flexibility to individuals to choose the area they would prefer to live. Three individuals are now receiving intensive levels of support through CSLA funding, which means that 50% of the funding comes from the federal medicaid waiver program. Each participant in CSLA is assigned a "Community Monitoring Team" member to serve as their personal advocate. This "Community Monitoring Team" is coordinated through Area Board XIII. The Community Living Advisory Committee (CLAC) is always looking for new members. The committee meets the first Tuesday of every other month at 10:00 AM in the TMI office. The next meeting is scheduled for March 2, 1993. If you are interested in participating on this committee, please contact the TMI office.

Family Support Services has had a great quarter! We held our first FSS retreat and developed a "Program Futures Plan" with the facilitation support of Connie. A lot was accomplished and we are all feeling re-newed and re-directed. Thanks to Connie, Mark, Tracy, Darin, Paul, Shana, Monica (and me, too) for making this a fun and productive

PROGRAM NEWS - CONTINUED

day. An important development was having a more definitive commitment to consensus decision-making. We're all working on improving our skills.

Thanks to all the families and kids who attended the TMI Christmas party (see the photo). A very good time was had by all!

We're looking forward to our first Beach party, which will take place by the time you are reading this. We are also happy that our old friend Lee Graber will be in San Diego on March 5-6. He will be the Keynote speaker at IEP Day Saturday, March 6 and will provide training at TMI on March 5 from 1:30-4:00.

FSS submitted an Idea Statement for a new Program Development Fund grant to start a prevention program, providing the same level of support to birth families that we do to alternative families BEFORE the family feels the need for out of home support. We really hope we will be able to start this program since it's one of our original goals and very critical to keeping families together. We will report back on the success of this application next time.

Community Employment Services currently has 45 participants in our Integrated Work program and 18 individuals receiving support through our Supported Employment component. We would like to recognize the following San Diego area businesses who have recently provided employment opportunities to individuals in CES: Popeyes on Santos Rd, San Diego; Wendys on Broadway, El Cajon; Jack In The Box on Mission Aye, Oceanside; Trader Joes on El Camino Real, Encinitas; and Vons on Sweetwater Rd, Spring Valley. We look forward to a long and mutually beneficial relationship with each of them.

Thanks once again to all the TMI employees who have provided job leads to CES this last year. Through their efforts, seven new job sites were secured for people in integrated work and supported employment. Please keep these job leads coming to Brent. Remember, for each job lead that results in a paid position, you will earn \$50.00.

As many of you know, Karen Castellanos, CES's Coordinator, has been on maternity leave since mid-December and Renee Gontarz has stepped in for her. We would like to take this opportunity to let Renee know how much she is appreciated by CES staff and to thank her for the fine job she has done since assuming her new position.

WHAT'S NEW

Welcome New Employees!

Barbara "Beth" Pueschel, CSF CLS

Michele Tong, CSF - CLS

Jason Kalmar, CSF - Supported Living

Dawn Phillips, CSF - Supported Living

Steve Weinberger, CSF - Supported Living

Michael Gash, CEF - Supported Employment

Kendra Hargis, CEF - Supported Employment

Nora Morones, CEF - Integrated Work

Tina Dixon - Administrative Office Aid

Congratulations:

To Karen Schmalz-Castellanos and her husband Alfonso on the birth of their daughter, Brooklyn Noel, born 12/29/92.

Employee Of The Quarter - 4th/1992 Karen Schmalz-Castellanos - CES

Employees Of The Year - 1992:

Dena Hernandez - Administration

Maureen Burns - Comm. Living Services

Faith Andrews - Comm. Employment Services

Families Of The Year - 1992:

Mickie Cochran and Andrea Wylie/1992 - FSS

Manuel and Ana Fuentes/1991 - FSS

Congratulations to these shining stars whose efforts were recognized at the January 93 All Staff Meeting!

If one of your New Year's resolutions was to get in shape, here are some neat ideas!

The Torrey Pines Ski Club offers recreational and fitness bike rides, Meeting places vary. Call 583-8832 for more information.

The Bonita Road Runners sponsor walking, jogging and running groups for all ages and abilities. The group meets each Saturday and Sunday at 8 AM in the West parking lot of the Chula Vista Municipal Golf Course, 4475 Bonita Road, Bonita.

We wish a speedy recovery to Kathy Sorenson, Supported Living CSF in East County, who fractured her ankle and is on temporary disability.

The International Association of Runners and Walkers sponsors a walk at 8 AM every Sunday at DeAnza Cove, Mission Bay. For more information, call 276-7298.

San Diego Community College District sponsors walks designed for people age 55 and older, but registration is open to everyone. Meeting times are 8:30 to 10:30 AM, Wed and Fri, and 4:45 to 6:15 PM on Tues & Thurs. Groups meet at Kearny Mesa Rec Center, 3170 Armstrong St. To register call 230-6950.

OUR LIVING PLANET - By Simone Ferber



Happy New Year!

Did you know that heating accounts for 20% of your SDG&E bill? For every degree you set your thermostat above 68 degrees, your heating costs increase by 5%!! With the cold season at our doorsteps, here's a few tips on how to stay warm, conserve energy, and take control of your energy bill! You can make a difference.

- Try using a portable space heater if you want to heat just one room.
- Wear warm, loosely -layered clothing around the house.
- If you're home during the day, set the thermostat at the lowest, comfortable level and don't readjust it. At night, when you're snuggled in your bed or when no one is home, try keeping your thermostat at 60-64 degrees - you'll save 10% on your heating bill!
- If you have a waterbed, give it the layered look and keep it covered at all times. It will keep the heat in your bed - not on your SDG&E bill!
- Cover the cracks under the doors to keep the heat in and the cold out.
- Cover the windows at night and uncover them during the day. This lets the sun in to help warm the house. The heavier the drapes the more heat you'll keep inside. Hang a blanket if you don't have drapes.
- Leave your bath water in the tub and the bathroom door open overnight. All that hot water you just paid to heat can also heat the other rooms.
- If you're in the kitchen cooking, your oven can help keep the area warm and the thermostat down.

One more tip for conservation - Let nature work for you during the rainy season. Leave a few buckets outside and give your indoor plants a drink. Just remember - we've only got one home and one earth!

HEALTH WATCH - By Cathy Cosner

Vitamins!

They are essential to our bodies. Did you know that Vitamin C helps our body's immune system fight off things such as the common cold? It's not a cure-all but, by eating proper foods like vegetables and fruits, we can build a healthy defense system. Here are a few food sources that are not only high in Vitamin C, but also of them contain anticancer agents and fiber!

Orange Juice, fresh (8 oz)	124MG
Cantaloupe (1/2)	113MG
Broccoli, cooked (1 cup)	98MG
Orange Juice, frozen (8 oz)	97MG
Green Pepper (whole)	95MG
Papaya (1/2)	94MG
Strawberries (1 cup)	85MG
Cauliflower, cooked (1 cup)	69MG
Cabbage, raw-shredded (1 cup)	43MG
Honeydew melon (1 cup)	42MG
