



T.M.I.

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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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Our Mission

It is the mission of TMI to support the value, right and responsibilities of all people with the support of their advocates to make informed choices regarding how they live, work and express their membership in community. We accomplish this by providing personalized supports to people in their own homes, workplaces, schools, families and neighborhoods.



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Employee Recognition



By Connie Saverino

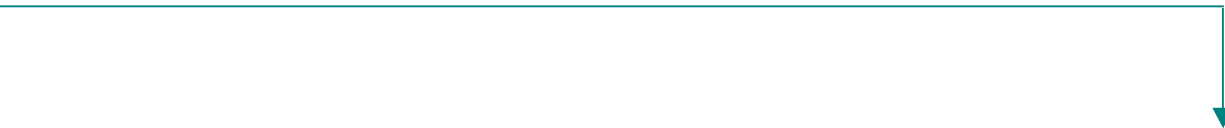
January's "All Staff" meeting gave us an opportunity to celebrate both longevity and quality of service. Fortunately, these are very compatible concepts at TMJ. We gave out six certificates of service for persons reaching the five-year and ten-year mark with the agency. Receiving five year certificates were Rhonda B., Wendy H., Lynn M., Shannon S. and Michele T. A lone ten-year certificate went to Simone F. We noted, by listing on the board, all staff who have been with the agency at least one year up to 15 years.

Program recognition Awards in 1997 went to one person from each of the three programs, Community Employment, Community Living and Family Support. These awards are given individuals who have exhibited qualities which exemplify TMI's values and work ethic. They are always difficult to select because there are so many people in each program who are deserving. The 1997 awardees are all people who work hard, extend their interests and volunteerism beyond the scope of their specific programs or job descriptions, are dedicated to improving the quality of life for persons they support, are well-respected by everyone who works with them and are known for their flexibility and reliability. This year the special recognition went to alternative parent, Joellen M. in FSS, to Community Employment Facilitator, Sheila S. in CES and Community Living Coordinator, Simone F. in CLS. Way to go ladies you are all amazing!

Again this year, there were many deserving nominees for Employee of the Year, but only one was formally recognized. This year's award went to someone who epitomizes both longevity and quality. She has been at TMI for over ten years, has fiercely supported and defended the agency's values and beliefs, has exhibited the deepest regard for those she supports, has stood by people through tough times in their lives, regularly celebrates people's strengths and abilities, approaches issues and problems with an open mind, remains calm amidst stressful circumstances, listens intently to people who have difficulty communicating, and is always looking for creative solutions or new and better ways of doing what we do. We are proud to have recognized Georgia M. as the Employee of the Year-1997!

It is important that we continue to recognize excellence and effort among all our staff and to that end we make a few honorable mentions. Thanks to Becky H. for her assistance with TMI's Holiday Adopt-A-Family and for her caring and professionalism in support of Monica, whose mother, a CLS participant, died in December. We want to acknowledge Roy V. for a long and back breaking day in Borrego, volunteering his time on behalf of TMI and Unforgettables! thanks to Target, Grossmont Center for the donated Christmas tree and to Joanne L. who picked it up and delivered it to a deserving CLS participant! The social workers in Family Support worked hard to provide generously to their holiday "adopted child," Monica. Thanks especially to Darlene J. and her family for their generosity. Again, this year we want to thank Maureen B. and her team of council and staff volunteers who helped with the 1997 Holiday Party at the War Memorial Building. Thanks also to our cosponsor this year, S.D. Parks & Recreation Disabled Services.

We will continue to make an effort to recognize the dedication and hard work of an incredible staff on an ongoing basis! Thank you all for another fine year!



Point of Transition Grant Update

By Carla Jacobs

As you may be aware, TMI has been working with the San Diego School District for the past four months on a grant to provide better support for and from an inter-agency collaboration for those individuals in their final year of public school.

One of the main goals of the grant is to secure employment that has an opportunity to last longer than the school year. Although the facilitators are supporting the individuals in their various classes and volunteer activities, employment opportunities have been minimal thus far. A few days before Christmas, however, a job site was secured for three individuals at the new Gas Lamp movie theaters and will begin late January. Another site at Vons is set to begin after the first of the year for a supported employment individual, so we are on the move!

There are a few other solid leads that are set to be followed-up on after the holidays. Hopefully, these can provide some work experience for the other individuals who are enthusiastic about both their contributing role in society and the pay check.

Also in January, TMI is going to hold an inservice meeting for the care providers of the individuals in transition. There will be speakers from a variety of agencies present at this meeting to address issues such as living options, social security concerns, and employment opportunities and programs.

As you can see, this grant project continues to try to fulfill all the needs of the individuals' being served. In the bigger picture, TMI is also building a system and forming a foundation for a more effective transition for individuals across the United States, some of whom are likely to work in factories and workshops .if they work for money at all.


More updates will be provided on the grant's progress as new events unravel.

KNOWLEDGE IS POWER ... Changes In The Electric Utility Industry

The Following Is A List Of Changes In The Electric Utility Industry That Will Affect You:

1. CHOICE

Due to deregulation of the electric utility industry, residential customers and small businesses of investor-owned utility companies will have a choice as to which company will supply electricity to your home or business. Investor-owned electric companies include San Diego Gas and Electric, Pacific Gas and Electric and Southern California Edison. Customers will be allowed to choose from over 200 new providers. This change pertains to the generation of electricity and will only affect 25% of your bill. The change could result in lower rates for your electricity.



2. 10% RATE REDUCTION

Rates for residential and business customers will be reduced after January 1, 1998 by 10 percent for four years after the changes begin. Currently, customers are paying 14 cents per kilowatt hour for electricity. You can expect to save \$5-\$7 on your monthly electricity bill assuming your usage stays the same.

3. SAFETY & RELIABILITY

Even for customers who choose to buy their electricity somewhere, the lines that bring electricity into their homes or businesses will stay the same. San Diego Gas and Electric will continue to distribute power and maintain those power lines. Your bills will still come from SDGE and you will call them for any service concerns.

4. CONSUMER RIGHTS

Even in the new marketplace, electricity customers will still have consumer rights and regulatory protections. The California Public Utilities Commission will continue to be responsible for monitoring companies selling electricity, including enforcing customer protection.

April Is Disaster Awareness Month

By Simone Ferber

Are you and your “pack” ready if a major disaster occurred? Here are some questions you should ask yourself and facts you should be aware of.

- Does your family have an evacuation plan and an emergency contact person who lives out of state. Phone lines have a strange ability to work going out of a state that has experienced an earthquake, but not those coming in.
- When and if you and your family are separated when an earthquake strikes, do you all have rendezvous sight or plan for reuniting? A place to meet?
- If you have to leave your home, remember to leave a note or sign as to where you’re going and how to reach you. Remember, even if you have a plan of action it may change suddenly. Think about writing information down and put **it** in your wallet. During times of extreme stress, people may suddenly draw a blank as to any or all plans that have been made.
- Know where your nearest evacuation center is located? Have a plan for your animal companions? If you are away from home when a disaster occurs, do you have any neighbors to make sure your pets are OK, or have a place to go?
- Is your car prepared with water, flashlight, and radio?
- Make preparations for your pets. Ask your vet for spare medications and records of their vaccinations to keep in their emergency kit. Also remember to have extra food at hand. Most evacuation centers that have an outdoor section and will accept pets, but only if they are in a crate and have records of their current vaccinations. Also, bring one of their favorite toys or blankets.
- If you have to leave your pet at home make sure they have plenty of water available. Think about always leaving your toilet lid up and your bathroom door open. Make sure your pets have access to a place they feel safe in the house. Bathtubs are good water holders, but remember, immediately after an earthquake hits, remember to fill the tub.

Disaster Awareness Month - Continued

- Don't forget First Aid kits aren't just for the human species! Iodine, Milk of Magnesia, Neosporin and aspirin can all be used for both you and your pet!
- Keep a small stash of money too! You just may need to buy food, batteries, etc. ATM's may not be working for 3-7 days.
- Do you have Emergency lighting in your home when the electricity goes out? Home Depot carries Inexpensive lighting that plugs into your outlet at home and when the electricity goes out - they come on!
- A treasure box containing all your valuables is a good idea for any disaster! Think about keeping irreplaceable things in a fire-proof safety box.

DISASTER PREP. RESOURCES:

San Diego Humane Society: For disaster preparation, plans and first aid for your pets. Red Cross: Information on preparedness evacuation centers.


SL Apartment binder-resource section. Simone F. @ TMI

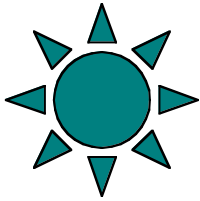
Involved Exceptional Parents' Day (IEP Day) "Supporting Our Families"

Article Submitted by Sara Couron of Area Board

San Diego, California - In 1998, the Involved Exceptional Parents' Day conference will be celebrating FIFTEEN years of offering valuable information to parents of children with special needs and the special education professionals who work with them. This year's conference (IEP Day) is Saturday, March 14, 1998 at the University of San Diego - Shiley Theater, 9:00 AM to 4:00 PM.

IEP DAY is a unique, one day conference, that continues to bring a wealth of information to families and professionals. The conference fee is \$20.00 per person (\$30 couples/same household). The registration deadline is February 20, 1998. This year's keynote speaker is John D. Kemp. Mr. Kemp is an attorney and President, CEO for Very Special Arts, which is an international organization that provides learning opportunities through the arts for children. Additional conference highlights include:

- A variety of workshops with topics such as, legal rights and protections, promoting positive behavior, inclusion, assistive technology, etc. There are several workshops offered in Spanish, as well.
 - Exhibits from various community resources.
 - The availability of child care from the age of 2 years to 7 years and a supervised recreation program for ages seven and above. The child care fee is \$10 per child with the parent providing their lunch.
- 



NOTABLE NEWS



GOOD-BYES

Angie S . . who began with us in1993 and you're leaving just when things are getting interesting in North County! We'll miss you and wish you the best in life!

Pam B... a "long timer" (11 years) is going to be enjoying the good life of retirement, and to that we say, "YOU GO GIRL." We'll miss you!

Eric S of CES. We will miss you!

NEW EMPLOYEES

Community Living welcomed Wendy M to Independent Living and Noland H and Robert F as Companions in Supported Living.

Community Employment welcomes Catherine H, Ruth G, Julie H and Michaela S to Integrated Work and Sandra F to Supported Employment

KNOW YOUR EMPLOYMENT LAWS

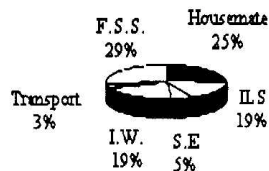
New overtime laws in California are in effect as of January 1, 1998. Overtime is now calculated on hours worked over forty in a week. March 1, 1998, California raises minimum hourly wage to \$5.75.

CONGRATULATIONS

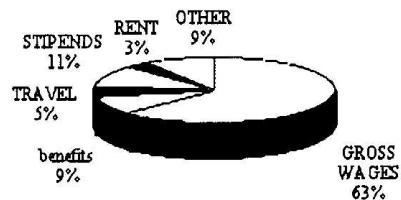
Congratulations to the East County Support Group for a "job well done" on their fourth annual Thanksgiving party!

AGENCY PROJECTED BUDGET FOR 97/98 FISCAL YEAR

1997-1998 BUDGET INCOME BY PROGRAM



1997-1998 PROPOSED BUDGET EXPENSES





THOUGHTFUL LIVING

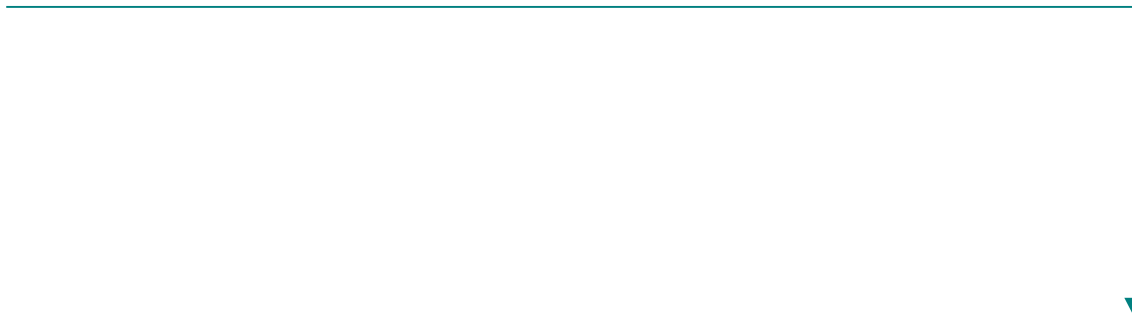
By Simone Ferber

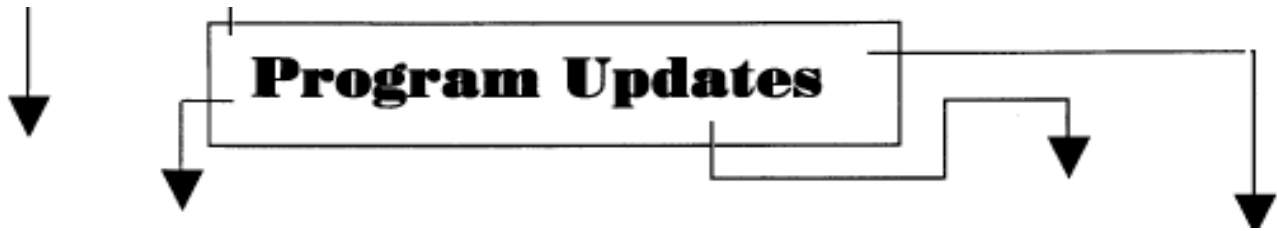
Greetings all you thoughtful living devotees. It closed and capture that heat! sure is good to be back! For all you other new folks, welcome to my article and prepare yourself for some real and practical ideas that you can practice to make a difference in the world today. I Remember, a lot of little differences make a BIG difference! Hopefully these ideas will make you say, “hum... .why didn’t I think of that?”

Just remember - a small group of thoughtful, concerned citizens can change the world. Indeed, it is the only thing that ever has. - Margaret Mead

So it’s winter, heaters are on (don’t forget to give your heater a safety check) and SDGE bills are high, right? Here’s a few things to remember before you start shivering. . . keep a hot water bottle close and if you don’t have one, just grab one of your closest furry companions and snuggle!

- * After taking a bath/shower, keep the door closed and capture that heat!
- * Bundle up with layers of clothing. Did you ever think about wearing 2 pairs of socks?
- * Keep your blinds and curtains closed. It’ll keep the heat that is inside - inside!
- * Drink lots of warm liquids, to keep you warm inside and out. Did you also know that you can drink hot water to sooth indigestion too - a double wammy!
- * If you want even more info to conserve both money and energy, call SDGE for a free home energy usage survey and other useful and helpful hints.
- * Get a jump on the flea season and begin the battle in March by thinking about a trip to your vet to obtain those flea birth control pills.
- * April 7 at 2:00 AM is time to “spring forward” and turn your clocks ahead one hour.





COMMUNITY EMPLOYMENT SERVICES

Integrated Work Services currently supports 54 participants. Fifty-one of those individuals are currently employed. Integrated Work has recently received three referrals, and Pizza Hut of Imperial Beach has hired another individual. Two new employment opportunities opened up at Casey Office in Old Town. The program would like to welcome three new Community Employment Facilitators: Cathy H., Ruth G. and Julie H.

Supported Employment program is currently supporting 31 individuals with placements throughout San Diego County, with two new referrals this past month. We would like to welcome two new employment sites: Warner Brothers Studio at Horton Plaza and Pizza Hut in Escondido. Currently, Marylin W. is researching the “Welfare to Work” program to ascertain the possibility of incorporating this population into our current program. Marylin will also be contacting the Greater San Diego Chamber of Commerce to look at possible membership.

We are looking forward to a great year!

Current Employment Sites:

Bahia Hotel - *West Mission Bay*
Baskin Robbins - *Chula Vista*
Bennigans - *Mission Valley*
Boll Weevil - *Lakeside*
Burger King - *Clairemont*
Casey Office - *Old Town*
Catamaran Hotel - *W. Mission Bay*
Chili’s Restaurant - *Escondido, Mission Valley*
Classic Reprographics - *Downtown*
Danka - *Kearny Mesa*
Family Maintenance - *Poway*
Hyatt Regency - *Downtown*
McDonalds - *Kearny Mesa*
Mossy Acura - *National City*
Motel 6 - *El Cajon*
Page Net - *La Jolla*
Pizza Hut - *Tierrasanta, Chula Vista, Imperial Beach, Poway, Linda Vista, La Mesa*
Pretzel Time - *El Cajon*
Red Lobster - *Chula Vista*
Round Table Pizza - *Poway, Rancho Bernardo*
Rubios - *San Diego*
San Vincente Inn & Golf Club - *Ramona*

PROGRAM UPDATES - Continued



TOIF Restaurant - *La Jolla*
T.J. Max - *Point Loma*
TMI - *Kearny Mesa*
Taco Bell - *Chula Vista, Poway*
Target - *Clairemont, La Mesa, Point Loma, Encinitas*
Trader Joes - *Pacific Beach*
Unforgettables - *Hillcrest*
Vons - *Rancho Bernardo*
WalMart - *El Cajon, Santee, South Bay*
Warner Bros. Studio - *Horton Plaza*
Weinerschnitzel - *South Bay*

COMMUNITY LIVING SERVICES

The Independent Living program is currently supporting 151 individuals and Supported Living is serving 29. We would like to welcome new I.L. staff: Sue R and Wendy M.

Congratulations to several individuals in the ILS program who have begun the process of purchasing a home through the Home Ownership Coalition. WAY TO GO!

Supported Living is moving forward with gusto! The program will be starting three new living arrangements over the next month! That's a record! The growth spurt is affecting the North County office as two of the three living arrangements are in that area, with the addition of two more potential living arrangements! WOW! And, there's more. CLS is seriously contemplating moving the N.C. office from Valley Center to San Marcos movers and shakers!!

New staff to the S.L. program are Bobby C. and Wanda K. who began in December and live in the East County and Bobby F. now supporting Clayton N. in OB. Welcome aboard!

FAMILY SUPPORT SERVICES

Family Support Services is pleased to announce the completion of our Fall Series of New Parent Training. We are excited about our 6 new families who are anxiously awaiting to serve a child. We look forward to a long relationship with these families.

We would like to thank Hayward and Dorothy M. for their hard work and dedication to their consumer. We appreciate your commitment.



PLAN YOUR TRAVELS

With The Happy Traveler!

Are you planning to take a trip you've always dreamed about? Or perhaps you take several trips a year. As a business person, you may take many out-of-town business trips. Booking the flight and arranging your stay can be very hectic. Wouldn't it be nice if you had someone taking care of those headaches for you? If you agree, you may want to take advantage of a terrific travel agency - The Happy Traveler. Just call Carol at the Happy Traveler and let her expertise save you from all the hassle. Carol and her staff will give you prompt and friendly assistance! I know because I've worked with them for the past 4 years booking all of TMI's travel arrangements.

So, call the Happy Traveler for all your travel needs and let the experts make your trip a breeze!

TMI Advocacy Meeting Information

Advocacy means to speak up for oneself. There are many Advocacy Groups that meet regularly and their goal is to help people to become aware, informed and able to speak up regarding issues in their lives. You can call Area Board XIII for updated information at **637-5563**.

List of Advocacy Groups In Your Area:

1. Council People First: Meets on Saturdays every other month
2. TMI Council: Meets every third Monday at TMI.
3. San Diego Group: Meets monthly, 3rd Wednesday of each month at 5pm.
4. South Bay Group: Meets monthly, 2nd Tuesday of each month at 5:00 PM.
5. East County Group: Meets 3rd Tuesday of each month at different locations. Please check location lists. 5:30 PM.
6. North County: Contact Area Board for current groups.

Additional Advocacy Groups and Representatives:

- California People First Representative:
 - DDS Advisory Committee Representative Norma R.
 - For Your Information: There are dozens of other advisory committees in San Diego. Call Area Board XIII.
- 