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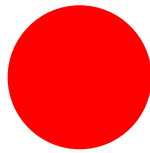
Holiday Issue #30

December 1999

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

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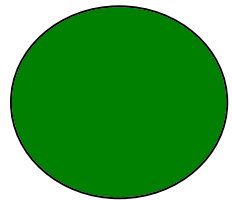
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HOLIDAY MESSAGE:

A New Light For A New Millennium

By Connie Saverino

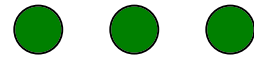
Do you remember a time in your past when you contemplated the year 2000 - some distant space age in which people like the Jetsons would fly about in glass-domed vehicles? then you realized, of course, that if you were lucky it would actually arrive during your lifetime and probably wouldn't be so "farfetched" or "futuristic." Here we are in the future and we've yet to see glass-domed flying vehicles. We have encountered an age where information, news and events are traveling further and faster than we are.

We would like to think that we have also arrived at a stage of humanistic sophistication far beyond that imaginable by the feudal land lords and their lowly serfs who celebrated the last millennium just before the Norman Conquest of the Saxons. No one can argue that we have come a long way since then, especially since most of what makes our lives vastly different from those of our ancestors in 1,000 A.D. has been invented in the last century - that is to say within the lifetime of someone we've known or who has known us. What will make the lives of our descendants so different from ours - 30 or so generations from now - as they celebrate the next millennium? Will it be "extreme technology?" Will it be an ability to travel at the speed which defies sound or light, or crosses time? Will it be interactions with beings from other solar systems? Will it be genetic engineering gone awry? What do we do to stop the screeching skid down this slippery slope? Will our descendants rise above it to celebrate a higher humanity or a greater respect for human life in all its diversity? We can hope so, but hope is not enough. We enter a new millennium with a bio-ethicist, Peter Singer, at the helm of Princeton's Center for Human Values, who promotes a very dangerous belief that the lives of many people with disabilities are not worth living. When one of our most prestigious universities can appoint a man of such questionable morality to a position central to the furthering of human values, we must express our outrage.

We cannot "hope" that people will see the light. We must show it to them, as often as it takes. We must shine a glaring light on ignorance and intolerance and prejudice wherever we encounter it. We can't let it hide in our universities. In a land where all views can be expressed, we have no weapon against the dangerous ones except the glaring light of day. Let it shine!



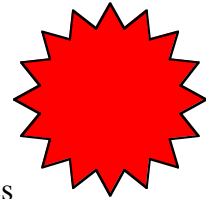
Anita Brambila - A Newly Naturalized U.S. Citizen



By David May, CSF

Anita Brambila had no idea why she had to follow her family in their move to the United States from lower Baja, California - Mexico in 1985. She soon learned that her family had wanted to settle and start a new life in San Diego. Anita immediately enrolled in special programs referred through the San Diego Regional Center. SDRC began assisting Anita in reaching her dream of citizenship. In June of this year, her dream came true as Anita was sworn in, becoming a full-fledged citizen of the United States. Anita admits to “blushing” while taking her oath, but she was very excited and happy. She now understands why her parents moved to this country as she truly enjoys her freedom and her home in San Diego. In August Anita received a United States passport so she could travel back to her homeland in Mexico. Anita would like to take this opportunity to thank San Diego Regional Center and TM! for helping her realize her dream of true independence. Congratulations, Anita - we wish you much prosperity!

Hiring Qualified Applicants with Disabilities: A Good Business Decision - *By Joseph Nacario*



TMI has an excellent track record in placing qualified applicants with disabilities. We have successfully placed nearly 300 individuals in businesses within their communities throughout San Diego County. Our responsibility during the pre-screening process is two-fold, in relation to our clients seeking employment, as well as to prospective employers. Our objective is to ensure a good match based upon individual skills and qualifications in meeting employer needs. Our Community Employment Services professional team realizes the importance in learning about our employers and their employees, and the nature of their business. We at TM! believe that hiring people with disabilities should be a good business decision. Below are some of the business benefits available to employers for hiring qualified applicants with disabilities:

- Large pool of pre-screened qualified applicants
- Reduction in turnover rate to 20% (compared to 80-90% retail; 80-250% restaurant)
- \$2,400 Work Opportunity Tax Credit per employee hired
- \$695.00 wage reimbursement per qualified applicant
- Reduction of Workers Compensation costs due to better safety records
- Reported excellent employee attendance records
- Reliable, dependable, and motivated employees
- Ongoing support by TM! staff at no cost to the employer
- Reported increase in staff morale
- Positive community image and public relations
- Helps to meet affirmative action goals in employee diversity as an Equal Opportunity Employer

TMI can assist with your recruitment needs! Please contact Louanne Davis at (858) 467-0600, Ext. 318 for more information.

CLS UPDATE

By Simone Ferber

It has been a busy quarter in Community Living Services. The CLS End of Year Program Evaluation has been completed. Satisfaction surveys were sent to individuals receiving supports, their family and friends, service providers and services coordinators at San Diego Regional Center. The survey results were very positive and the input received was useful. Thank you to all who participated and particularly to those staff providing supports who were specifically mentioned - keep up the great work!

Congratulations to two individuals in Supported Living who were able to reduce their supported living services to independent living supports. With time, assistance and diligence they have been able to utilize increased natural supports thus relying less on paid supports - that's what it's all about!

We have welcomed new administrative staff to CLS this year. Due to increased growth in the ILS program, longtime employee Georgia McWhorter has been promoted to half-time Coordinator. Sue Buechel has been hired as a full-time Coordinator and has been getting into the swing of things and doing a great job. Rosemary Willingham is a new Coordinator working in two components, part-time in CLS and as a part-time Social Worker in FSS.

This year's Supported Life Conference in Sacramento was attended by three Coordinators, a number of individuals receiving supports and their support staff. They all came back with useful information and great ideas. Reports say this year's conference was the best yet - inspirational and fun! The CLS Administrative retreat was held to review last year's long range planning goals. We also set new goals and objectives for the 99-00 fiscal year.

FINDING THE LINK TO SUCCESS

TMI's Success Links program has two new Coordinators. Rosemary Willingham, MSW, comes to TMI with experience working with juveniles in the criminal justice system. Susan Buechel, BS, has an AAS degree in Criminal Justice and has several years experience working with adults with developmental disabilities.

As you already know, Success Links is a program designed to address the needs of juveniles and adults with developmental disabilities involved in the criminal justice system. Our primary goal is to assist individuals, whether victims, witnesses, or defendants, to navigate within the legal system. We provide support and advocacy in order to ensure reasonable accommodations are made and that each person understands the legal terms as they pertain to his or her individual case. Support is provided to people which helps them follow through with court orders and the terms of their probation and parole.

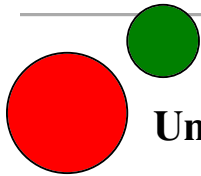


*Artwork by
Rosemary Anthony - Able Arts]*

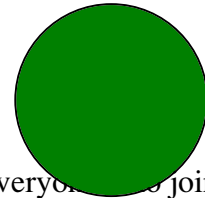
FINDING THE LINK TO SUCCESS - Continued

Success Links has been instrumental in advocating for the needs of individuals who are currently incarcerated, by attending court hearings, supporting diversion plans and by providing information regarding individuals with developmental disabilities to judges, lawyers and other court personnel. To access Success Links services a person does not need to be involved with TMI's other programs. Success Links has completed it's first year of service and we look forward to another productive year.

For referrals to Success Links or other programs offered by TMJ, contact your Regional Center Service Coordinator or call our office at (858) 467-0600.



Unforgettables Update - *By Pam Tamkin*



Happy holidays from all of us at Unforgettables. We would like to thank everyone who joined us at our 6th Annual Open House on November 5th. We appreciate your support. We had great music and fun was had by all. Karl Canfield provided the wonderful flute and guitar music. Thanks to Frances Brey who has done so many fantastic desserts at TMI functions. Frances is also one of our consignment artisans who makes quality handcrafted gifts for the store.

I would also like to thank one special consignment artisan who provides beautiful quilts, wall - hangings, quillows and more -anything that can be sewn, she can create. She also volunteers her time to help out at the store whenever she can. Thanks, Mom - that's Joy Kensinger to the rest of you.

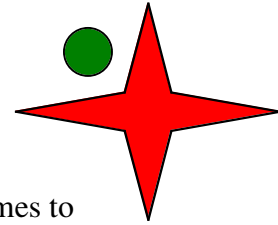
Last, but certainly not least, I'd like to thank all of the employees at the store for their patience with me and their willingness to try new things .when they really want to say, "she's got to be kidding!" Thank you Melinda Burciaga, Morris Brito, Jason Steiger, Bill Sumaya, Rex Neustaedter and David Ulin. They have worked very hard to provide the store with some new and wonderful product lines.

Our new hand-rolled Beeswax Candles are now selling. Morris, Jason and Melinda have been rolling away. Melinda has worked on many of the holiday items, including the harvest and Christmas table runners and wall-hangings. David Ulin has painted holiday pots for pointsettias. Bill and Rex are painting as well as keeping the store clean and polished! Along with all of our busy work, we still manage to run the store, help customers, put up and re-arrange all holiday decor and enter all consignment inventory into the computer database.

Did I mention we custom gift wrap? We also do custom arrangements, wreaths and wall swags. You can purchase any of the ones made up or have one custom ordered in your color scheme and style. Mention this article and receive a 15% discount on your order.

We again send our thanks and hope you have a peaceful holiday.

Visiting With FSS - *By Kim Trotter*



Family Support Services is in need of families who want to support a child in their home. TMI believes that all children belong in families. We are seeking alternative families to provide stable homes to children with developmental, physical, behavioral, and/or cognitive disabilities. If you are 18 years of age, committed to our vision, willing to be part of a team, have no criminal background, then we should talk. Alternative parents receive a monthly stipend, respite support, training, support from a social worker, behavioral consultation and can participate in a support group. Please call Therese Rose, Director of FSS at 467-0600, Ext. 307 for more information.

FSS would like to extend our heartfelt appreciation to all our families for the support they give year round. To Lisa, Kathy, Monica, Mary, Maria N, Maria, Billie, Robert, Christy, Joe, Manuel, Ana, Belinda, Wendi, Joe, Bertha, Susan, Marie, Barbara, Rosa, Amy, Fernando, June, Peter and Josifina - thank you so much. Have a wonderful holiday!

This year, TMI's Alternative Family Program has two graduates who are transitioning to supported living programs. We wish them the best for the future. Nathan, who is nineteen, has been supported by TMI since 1991. He has chosen TMI's Supported Living Program. Nathan has his eye on an apartment in El Cajon and plans to be working at least 30 hours per week. Good luck, Nathan!

Rosemary, who is nineteen, has been supported by TMI since 1995. She has chosen Community Interface to support her into adulthood. Rosemary; who is hoping to find a roommate in San Marcos, expects to be attending Palomar College and working part-time. Way to go, Rosemary!

The holidays are a great time to reflect on warm memories of the past. Therese shares her memory of her family going to Midnight Mass on Christmas Eve and then opening gifts after (about 3:00 am) and having eggs benedict for breakfast. Dinner was traditionally roast beef and yorkshire pudding! Kim remembers waking early on Christmas morning and opening all the presents with her sisters and parents. Her favorite time was helping mom prepare a traditional meal to share with many friends and extended family!

FSS wishes everyone a safe, happy holiday season and a prosperous New Year!



*Artwork by
Sandy Fowler - Able Arts*

THOUGHTFUL LIVING

By Simone Ferber

Let's begin with three simple words to remember during the upcoming holidays Peace, Sanity and Simplicity~ Easy to say, but difficult to experience especially during the season of hectic shopping, entertaining and family get-togethers.

Humans tend to "over complicate" life, while dogs tend to enjoy life in all its simplicity. Consider learning a few things about dealing with holiday pressures from a dog.

- Comfort those who may be having a bad day by being silent, sitting close and patting them on the back occasionally.

- Refresh yourself by going outside and letting the fresh air revive you.
- Find simple joy in simple things. Never pass up an opportunity to do something that brings joy to you and others.
- Be yourself instead of pretending to be something you're not.
- Be loyal to those you love.

Sound easy? Try it!

Next, let's look at the pressures we experience trying to please loved ones with precious expensive gifts. This pressure can take its toll physically, mentally and financially. Instead of high priced gifts, try a bit of creativity. Discover what is important to the person. Could **it** be spending more time with you? (Time doesn't have to mean money, after all, we know how valuable **it** is, right?! How many times have you heard, "I haven't got the time!" So many gifts involve time. You would be amazed how "time" can mean so much to so many people! The thoughtful gift of time sends a heart-felt message which implies the true meaning of gift giving. Here are a few ideas which may help..

- Spend an hour or an entire day and make a difference in the lives of your loved ones, your community and the world! Every good deed and project benefits not just others, but yourself as well.
- Call a person you have unresolved issues with. Forgive those you feel have wronged you and forgive yourself for past wrongs you may have done. Here are some easy gifts..
 - Share a smile or your lunch
 - Share the beautiful gift of conversation - ask someone who seems stressed how you can help? It can be simply listening or getting them a glass of water. It "shouts" loud and clear that you care. This small act can improve another's outlook and they then pass on their good feelings to others. That's what giving is all about isn't it?

The potential we all possess in the simple act of kindness is incredible!

THOUGHTFUL LIVING - Continued

Now, how about your own stress? Would your loved ones benefit if you were less stressed during the holidays? Come on - be honest!

- Money - a huge issue during the holidays! Curb your spending to no more than 1.5% of your gross annual income on gifts.
- How about driving? Partake in deep breathing while on the roads. Resolve yourself to being less stressed and anxious in order to arrive home safe and at peace. Your friends and family will thank you!
- Don't be a deadline addict - always racing for the finish line. You may end up neglecting what's really important.
- Try to let go of unfulfilled expectations of the holidays and count your blessings daily! Deal with potential loneliness and develop a plan for spending time with others. Process any grief surrounding your life or the holidays. Recognize the pain and get emotions out in the open. Learn to cry as well as laugh.
- Focus on the spiritual aspects of the holidays as a time for inner growth!

Other giving ideas to consider that may, or may not take time -depending on your perspective and what's important:

- Donate items you aren't using to your local shelter or charity
- Make a lunch for an older neighbor, friend or family member.
- Clean a beach, park or river
- Recycle and give the cash to a person in need or charity.
- Fulfill a wish, big or small, for a needy family.
- Ask an agency what **it** needs and do all you can to provide what ever you can
- Teach a child about something you love to do.
- Think about a small gesture or deed that someone has done for you and do **it** for someone else.
- Pledge to help one person in some small way, each week for the next 52 weeks.

Consider what people will say about you on your 86th birthday. Then decide what you want them to say!



As you make room in your homes and hearts for family and friends, may you also find a place for someone whose life is not quite as rich, whose circle of friends is not quite as full or whose blessings are not quite as many.

CES On The Move

By Louanne Davis

As we rapidly approach the year 2000, it seems only natural that we take time to reflect on the history of TMI's vocational component. Please take a few moments to journey with me through the development of Community Employment Services. Our journey began with the belief that all people are capable of performing real work for real pay. This basic tenant led to the development of an array of employment services that focuses on helping people to enter the workforce. Our first step was taken in 1989, the year we were vendored to provide integrated work services. With the help of our friends at Interwork Institute, three job coaches, and a very green Director from Wisconsin, we embarked on a new adventure into the "world of work". Ten years later, 95 individuals are receiving on the job and community skills training through integrated work services.



From Left to Right: Quincy Youngkin, Nick Pelosi, Joseph Nacario, Brent Ramsey, Louanne Davis, Bonnie Barker-Stanley, Marion Barcelona, Karen Castellanos

Our journey did not end here, however. During our travels, as we began to learn more about vocational services for adults with disabilities, we recognized the need to provide support to individuals who did not qualify for or want integrated work services. In 1991, we were authorized by the Department of Rehabilitation to provide supported employment services. Today, with the addition of former participants of Integrated Resources Institute who transitioned to TMI's supported employment program this summer, we are providing job placement and training to 78 individuals.

In November of 1994, TMI opened "Unforgettables" -Hillcrest Garden & Gifts, our first venture into the retail world. Start up funding for "Unforgettables" was obtained through a statewide targeted Program Development Fund grant. It was designed to offer employment opportunities to individuals who have been traditionally excluded from real work. Over the past 5 years, more than 20 individuals have worked in the store assisting Pam Tamkin, the store manager, to create floral arrangements, ornaments, table runners, candles, and numerous other arts and crafts. On November 5, 1999, the employees at "Unforgettables" hosted their Sixth Annual Holiday Open House, which was a big success.

Ten years ago, when TMI first embarked on our journey into the "world of work", we focused primarily on providing services to *adults* with disabilities. This changed in 1997 when we were given the opportunity to work with transition age students from San Diego City Schools through the "Point of Transition" grant project. This grant was specifically designed to assist students, who are in their last year of high school, to transition to adult services with paid employment. TMI, in collaboration with our colleagues from City Schools, Interwork Institute, and the Departments of Rehabilitation, Habilitation, and Developmental Services, began working with 12 students. This school year, the number of students has increased to 26. Quincy Youngkin, TMI's Transition Coordinator, is commended for her dedication to making this year a success!

CES ON THE MOVE - Continued

Our journey would not be complete without recognizing and thanking the Coordinators in Community Employment Services. Karen Castellanos, Bonnie Stanley, and Marlon Barcelona are commended for the work they do in integrated work each day to ensure that quality services are provided to our participants and their employers as well. A big thank you also goes out to the Coordinators in supported employment affectionately known as “the three amigos” - Joseph Nacario, Brent Ramsey, and Nick Pelosi. They have developed a strong team approach to job development that has resulted in a record number of job placements over the past several months. Last but not least, we applaud the 60 plus job coaches who make **it** possible each day for participants to realize their dreams of working in real jobs for real pay and of becoming active, contributing members of their community. TMI recognizes that without their hard work, perseverance and willingness “to try another way”, Community Employment Services would not be the success story **it** is today. They are the backbone of CES.

The staff of Community Employment Services sends our best wishes for a safe and happy holiday season to all those we support, their families and the wonderful employers we work with!
