

# T M I

TOWARD MAXIMUM INDEPENDENCE - A non-profit agency assisting people with disabilities to live, work and participate in their communities.

ISSUE #31

OCTOBER 2000

## TMI Open House: What A Turnout!

By Connie Saverino

On June 28th TMI rolled out the Welcome Mat for “family” and friends. We opened our doors to share a monumental event - moving into our own place! Those who came to celebrate with us were treated to a plentiful buffet, continuous running power point presentations and video footage from KUSI, personalized guided tours of our great digs with treats along the way, as well as a chance to win one of several great door prizes! TMI also revealed its brand new sign to much fanfare. Thanks to Stacey Birch from Senator De De Alpert’s office for



Stacy Birch assists with the unveiling of our new building sign.

assisting in the unveiling. Thanks also to all the wonderful staff who worked very hard to make this event a big success.

TMI would like to say thanks to our generous donors and congratulate the winners of the fabulous prizes. A beautiful coffee table book, San Diego: Perfecting Paradise, was donated by TMI and won by Debbie Colligan. A \$25 gift certificate to Chili’s Restaurant, donated by TMI Board Member and Chili’s Managing Partner, John Larson, was won by Dwight Esch from the Department of Habilitation.

A beautiful silk floral arrangement was donated by Unforgettables and won by Bill and Janet Neustaedter. Gloria Lawrence of the Department of Rehabilitation won an “Earthquake Kit” donated by Kaiser Permanente and Joan Willrodt of SDRC won a “Caffeine Basket” donated by Unforgettables.

All in all it was a fabulous day and one many of us will always remember.

## IN THIS ISSUE

- ❖ Program Updates
- ❖ Thoughtful Living

- ❖ Open House Review
- ❖ Employer Interview

- ❖ Making News



# PROGRAM UPDATES

## COMMUNITY LIVING SERVICES

*By Simone Ferber*

This summer our program underwent several reviews. First we had an internal audit which reviewed both independent and supported living components. Thanks to all those who participated. In June we welcomed an awesome gathering of industry professionals who reviewed our Supported Living Services. John O'Brien headed a team which included Jeff Strully, Gail Jacob, Frank Gualco and Mary Ellen Sousa. Finally at the end of July, San Diego Regional Center started their week-long audit of Community Living Services. Whew!

Independent Living Services has received 31 new referrals over the last 6 months. Growth is something we are thinking a lot about. Those receiving supported living and those wanting to move into their own places are finding it difficult because affordable housing in San Diego is scarce!

Supported Living Services recently assisted two people to move out. We would like to congratulate the following people: Esther Santos, who recently moved out of a group home and into an apartment, Nathan Woods, who previously received foster services from TMI, also moved out into an apartment with Sylvester Owino. Other new roomies include Shannon Goodman and June Grillone, as well as Richard Daily and Blaise Donahue.

CLS would like to congratulate TMI CES Coordinator, Joseph Nacario on taking over as "pseudo" Office Manger in the North County office.

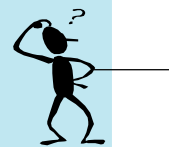
## COMMUNITY EMPLOYMENT SERVICES

*By Louanne Miller*

Community Employment Services recently completed annual program evaluations for Integrated Work and Supported Employment Services. We reviewed program specific objectives, outcome data and gained input from all of our stakeholders through satisfaction surveys. Program evaluation data including statistical data for each program is available at the TMI office. Give us a call if you would like copies.

Stakeholder surveys were mailed to Department of Rehabilitation Counselors and Habilitation Specialists, SDRC Service Coordinators, parents/careproviders, employers and program participants. We received valuable feedback from each stakeholder and incorporated their suggestions for improvement into our long-range plans for the upcoming fiscal year. Each survey contains a section in which our stake-

*continued on page 3*



holders can comment on TMI's services and we would like to share some of their comments with you.

**SDRC/Departments of Rehabilitation and Habilitation:**

"Your assistance to consumers is valuable and I appreciate your commitment."

"Caseloads are carried by one individual from start to finish."

"Job Coaches work diligently and collectively with the planning team to resolve problems."

**Participants:**

"I am very happy with my job coach and my job."

"I like that you have people help with our job search."

**Employers:**

"We are very happy and have enjoyed our team members and coaches."

"TMI is very involved in the training of employees."

**Parents/Careproviders:**

"I appreciate TMI's willingness to go the extra mile."

"TMI worked with my son at his own pace, gave him confidence, and stayed with him until his fears were gone."

Community Employment Services would like to welcome Mary Brushaber to the Supported Employment team. Mary was hired this spring as a Coordinator of "Community Employment Services-Direct Placement" which is a new service offered by TMI and funded by the Department of Rehabilitation. Mary moved here from Virginia and has over 15 years of experience in Supported Employment. She has been a very valuable addition to CES and TMI.

**FAMILY SUPPORT SERVICES**

*By Kim Trotter*

FSS would like to send a fond farewell to Therese Rose who resigned as Director to take a position in New York as a trainer with the Helen Keller Institute. Therese will be missed and we wish her the best of luck.

Kim Trotter has taken over the reigns as Interim Director. She recently held a meeting with all the Alternative Parents to focus on getting back to basics. The turn-out was great; thanks to all the families who attended. We would also like to welcome Margie Barder as a new Social Worker to FSS. Margie came to us from St. Vincent de Paul. She brings a lot of compassion and energy to our program. She will be coordinating our monthly support groups held for our current Alternative Families and Family Focused Services. Parents interested in attending these support groups can contact Margie at Ext. 337. FSS is currently recruiting for another social worker, so keep your eyes and ears open!

*continued on page 7*





## THOUGHTFUL LIVING

By Simone Ferber

### Fall Cleaning! Didn't I Just "Spring Clean" The Place?

Does the thought of cleaning in the Fall have your springs sprung? As summer rapidly diminishes into shorter days we realize those long summer days that seemed to go on forever and made our world a little brighter are over once again. Well, don't despair - with Fall, comes Winter and all the holiday fun is upon us again! You can actually smell the change of weather coming! I love the cooler time of the year in San Diego. To continue feeling the positive energy we have had during the past seasons, the Fall, like Spring, can be a great time to organize and nurture ourselves both physically and spiritually!

Like a lot of us, all through the summer we seem to accumulate the latest summer paraphernalia - like cool new pool rafts and pool toys, new summer clothes, fun summer outdoor candles and plastic wear. How did I collect so much! I have a friend who actually changes one of her rooms seasonally! Well, unless you've got a housekeeping staff, chances are you've got stuff everywhere and that summer plastic wear is going

to look weird next to the holiday settings! How do you go about putting summer away and getting yourself organized and ready for winter? A-ha! - that is the question, is it not? Well for those who would like to stick to seasonal cleaning on the "physical" plane, here are a few tips to help lighten the ole' home-load.

*Keep donation boxes, bags or baskets (depending on your taste) in each closet. Put stuff that needs to go to another room outside the door so you'll remember. Don't leave the area, just keep sorting those piles. Believe me, if you don't the distraction monster may pay you a visit!*

*Focus on one room at a time, otherwise you'll end up cleaning up your own "organizing."*

*Be patient with yourself. Small steps create success and inspiration. Creating fun and not drudgery is only a step away!*

*Before you go out to purchase organizing products, know what you want and measure!*

*How do I find the time to get organized you ask? Well - just picture it! Picture yourself entering a tidy room finding your holiday decorations right where they belong. No homeless items because you've already taken care of putting them away or donating them.*

*Work at your peak time. Are you a morning person? Then don't do it after lunch. Even if it's only for an hour - take it! Set the timer. Usually once inspiration strikes it will be hard to stop! Suppress the need to get it all done at once. Save your sanity! Ignore the phone! Do what you need to do - it works.*

*Pack up the kids and trade child care with someone. Keep the distraction monster at bay.*

continued on page 5



*Treat yourself - it's a lot easier to devote a few hours to de-cluttering if you have already scheduled a movie, massage, bath or a night out as a reward. Wow! you just got a double whammy... a sense of accomplishment and a treat. Good for you!*

Speaking of treats, how about giving yourself a “perk” on the spiritual plane? Summers are great but can take their toll on us in many ways. Vacation planning, barbecues, weekend activities, gardening, etc. You name it - life just seems to be busier in the summer! We all have the power to make the world (or our little piece of it) kinder and more positive and, by doing so, you will feed your spirit and those of others! Take a moment and think of something or someone you're mad at or annoyed with. Make it positive by then considering if the negative feelings are worth it in the long run. If not replace those “icky” feelings for just a moment, with a positive, nice thought; wow, doesn't that feel better?

*Be honest with yourself. All of us have strengths, weaknesses and different priorities in life. Be tolerant. Right or wrong, it doesn't matter. It's very easy to dwell on our flaws. For just a moment, list the positive points and forget the negative. These points will help conquer your shortcomings and, in turn, help you turn those negatives about yourself and others into gentler shortcomings.*

*Be a grown-up! The path to true respect and self-esteem comes from taking responsibility for your own actions. Invite input from others, but don't try to please everyone - that's impossible. It's OK to disagree.*

*Talk it out. Don't keep difficult issues bottled up within yourself - it will take its toll on you and others. Feelings of guilt and shame will prevent you from opening up to someone else. Talking invites another's perspective and eventually helps you make better decisions.*

*Enhance Relationships! Give compliments freely.*

*Add some praise to constructive criticism! Ask for help and cultivate a circle of support. Let go of the need to be right or assign blame. Be a great listener. Even if you can't wait to share your views. Most people just want to be heard and acknowledged. Your quality of life depends on making the most of what you have, not about having more. Spend your energy and money in pursuit of what is most important to you. The best things in life aren't “things” are they? That's quite a challenge for those who are “stuff impaired.”*

*Have some fun! Indulge in more spontaneous pleasures. If you need help losing your adult inhibitions, mentor a child or volunteer to baby-sit.*

*Contribute your money, time or energy to a worthwhile project! Everyone has unique talents and interests to offer. Remember Martin Luther King and Mother Theresa positively proved that even those who have little can change the world!*

*Daily dose! Simple daily gestures are easy to do and a pleasure. Donate blood, hold doors open, donate a book to your local library, offer your neighbor a few of those freshly baked cookies or offer to mow the lawn for an elderly neighbor. They might also appreciate that leftover soup simmering on your stove.*

*Choosing to be kind; to live with a generous spirit, discovering the good, not fixating on the bad. All of these choices will affect you in the most subtle ways. You'll notice yourself taking more pleasure in simple things - I guarantee it! By cultivating kindness, you'll make the world a better place, one good deed at a time!*

Until Next Time . . .





# EMPLOYEE NEWS

By Roger Orstad

## Welcome New Employees

### New to Administration

Margie Barder, FSS; Janice Bartholomew, CES; Rebecca Boy, CLS; Mary Brushaber, CES; Ginger Cohen, Office Manager; Dianna McCafferty, Front Office Assistant; Gary Miller, Director; Lee Sonnenberg, CLS; Sally Wiese, Front Office Assistant

### New To Community Living Services:

Richard Daley, Jerry Duszka, Shannon Goodman, Krysti Hook, Drita Hoti, Michael James, Sylvester Owino, Kathryn Pedgrift, Alhim "Amy" Razok, Marilyn Rick, Susy Saldana, Richard Surret, Tracy Valentine, Jean Weaver

### New to Community Employment Services:

Sheri Ameri, Elizabeth Baddour, Jose Barraza, Lilian Caro, Johnson Chol, Rafael Cobian, Christina Dawson, Kevin Dublin, Rebecca

Findlay, Robert Gonzales, Gary Hinkley, Shannon Kramer, Torrey Palovchik, Larissa Payton, Marlene Perry, Manuel Sablan, Susy Saldana, Amy Sample, Martha Santos, Shirley Stringham, Alicia Uribe, Kelly Zimmerman

## Get Well Wishes

Janice Bartholomew has had a rocky recovery since her surgery on July 12th. We wish her a full recovery and look forward to her return.



## Employer Highlight

### ZyGam, Inc.

By Joseph Nacario

TMI client, Michael McGowan, has been an employee at ZyGam, Inc. since March 2000. He was offered employment as an Animal Studies Technician and

recently earned a 17% increase for his outstanding performance.

Michael's prior work experience was related to janitorial and food service duties. Michael states, "I cannot believe how supportive all my co-workers are at ZyGam. My supervisor, Susan, is the best boss I have ever had!"

ZyGam, Inc is a biotech research company located in Vista, CA whose mission is to develop innovative life science products intended to improve global human and animal health. One of ZyGam's products is a safe, nonlethal and nontoxic rodent control product that specifically causes infertility in rodent pests. Rodents are reported to cause an annual loss of \$40 billion in our global food supply. Additionally, rodents carry more than 55 different diseases which have caused over 10 million deaths in the last century.

*continued on page 7*



*ZyGam, Inc:  
Continued from page 6*

Susan Barefield, Animal Studies Manager, has many praises for Michael as a team member. “We all appreciate his work here because he is very important to this company. Michael brings to the job a pleasant and positive attitude which contributes to his outstanding performance with his tasks and duties. His eagerness to learn has resulted in his expanded job responsibilities. He is a wonderful example of an individual who demonstrates initiative and takes responsibility in the work place. He continually strives to contribute to the company’s success. We feel honored to have an employee of his caliber.”

Transportation is always a consideration when TMI works with employees in placing their clients within their communities. Michael lives only 5 miles from ZyGam and would have to walk about 1.25 miles to the closest bus stop. Kelly Zimmerman, his TMI Job Coach, was going to facilitate specialized transportation for people with disabilities through the North County Transit. When ZyGam President/CEO, R. Scott Cranford, heard that this process could take weeks, he quickly took unprecedented action! Michael’s ZyGam

co-workers presented him with a top-of-the-line 21-speed mountain bike, safety helmet and, yes, a lock! “I just could not believe that they would do this for me, not even in my dreams!” declared Michael. He says that riding a bike to work is good for his health and stamina. “I have nothing but positives to say about ZyGam! Since I have been working there I feel very proud and feel good about myself!”

R. Scott Cranford refers to Michael as “part of the family” at ZyGam. As an employer he says, “We appreciate Michael’s enthusiasm, honesty, dedication, performance and drive to improve. These are qualities you want from any employee. He is a top performer despite his disability. He has earned our respect and admiration because of who he is as a person and as an employee.” Mr. Cranford feels that any employer would benefit in hiring from the untapped labor pool of people with disabilities.

The management of ZyGam is committed to Michael’s continued growth and success. His job success has created employment opportunities for other individuals with disabilities who are looking to make a similar contribution. TMI would like to thank ZyGam for providing the wonderful employment opportunity which has greatly enhanced Michael’s quality of life. Good job, Michael!

*FSS Update:  
Continued from page 3*

### ***Youth News***

FSS is pleased to announce the graduation of Nathan B. from our foster care program to supported living services. Nathan now lives in the community with a roommate. Good luck to you, Nathan, as you enter “adulthood.”

We would like to welcome Nicolas M. to our program. Nicholas has been placed in the Carter home and seems to be settling in well. We look forward to many years of supporting Nicolas.

### ***Parent News***

We would like to welcome a new parent to our program, Gricelda Ortega. Gricelda has supported adults with developmental disabilities for several years. She was referred to our agency by another family, the Morales’.

### ***Family Outlook***

Alternative families are needed who want to make a difference in the life of a child. If you are interested, please contact Kim Trotter at TMI, Ext. 307.



# 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.

## ■ TMI BOARD OF DIRECTORS

Tom Colligan  
Cathy Cosner, *Staff Representative*  
Ana Fuentes  
John Larson, Chair  
Georgia McWhorter, *Staff Representative*  
Bob Morris, M.A.  
Ian Pumpian, Ph.D.  
Pam Villalobos  
John Whiteman

## ■ NEWSLETTER COMMITTEE

### *Contributing Journalists:*

Simone Ferber	Roger Orstad
Louanne Miller	Connie Saverino
Joseph Nacario	Kim Trotter

### *Design Layout/Editor:*

Sandra Wyspianski

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

---

Toward Maximum Independence  
4740 Murphy Canyon Road  
San Diego, CA 92123

