



T M I



TOWARD MAXIMUM INDEPENDENCE

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

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



H O L I D A Y M E S S A G E

By Connie Saverino

When she was three years old, my youngest daughter, Ashley, came home from preschool with a Christmas gift she had made for us. It was a small banner hanging from a short dowel. On the front of the banner there was a dove - or a reasonable facsimile of a dove - outlined in the uneven stitches of a toddler. The dove was holding an olive branch and the banner said, in barely legible print, "Peace in the Middle East." That was 1987. Ashley is now 17 and while fourteen years isn't a long time when looking at world history, it is a long time in the life of a child or a family.

What constitutes the "Middle East" seems to be growing while the world as a whole seems to be shrinking. The peace that eludes this conflict-ridden part of the globe is also absent from so many other war-torn, desolate places on this planet. None of us could have predicted fourteen years ago how strife or U.S. policy in the Middle East could come to touch our lives in 2001. The fear, war, death and destruction which we could only imagine in some other far off place has invaded us here at home. No doubt, September 11, 2001 is one day each of us will remember always. As in the case of other defining moments in our history, we will remember where we were, our first reactions, and the vivid images forever imprinted in our mind's eye. Life, in many ways, will never be the same. We have been baptized by fire into a new world order. The cold war has been over for years and our archenemy, The Soviet Union, has been vanquished. Our new enemy isn't just seeking territory or power elsewhere, but rather our very destruction here at home. How could it be that there are those out there who don't love us? After all

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PROGRAM

Community Living

Congratulations

To Irma A. who recently received approval on a loan to purchase a new mobile home and Joaquina L. who just bought her first trailer! Nothing like being a homeowner - headaches and all, it's a blessing!

David C., Jerry G., and Michael B. have all found apartments this month. Housing is opening up!!

Nathan B. has two new roommates - whew - sure helps on the bills!

Theresa T. found a new volunteer position at the La Jolla Library - way to go!

Carlos S. and family welcomed a new baby boy!

Darrel and Gayle have secured new jobs - we wish you well!

Supported Living News

We have a few people in our program looking for roommates in various areas, like Clairemont, Escondido, La Mesa and El Cajon. If you are interested, please contact Gary Miller at Ext. 311. And, as always CLS is looking for weekend relief support staff, so if you are interested, please call Deb Callahan at Ext. 324.

PATH Training

CLS and CES Coordinators have received PATH training from a consultant who came in from New York and can now become facilitators for PATH.

Saying Good Bye

Lourdes Ramirez, CLS Coordinator, is leaving

her position to become an Intake/Assessment Coordinator for Aging and Independent Services. We have only had the pleasure of working with Lourdes since April of this year, but in that time period she has touched many of us with her award winning smile, dedication and professionalism. We will certainly miss you, Lourdes and we wish you well.

Community Employment

Congratulations

Terri H. who was hired at the Pizza Hut in Imperial Beach

Two individuals who receive job support in TMI's I.W. program, David G. and Jessica H., are being featured in Bayside Community Center's newsletter for all their outstanding volunteer efforts - way to go!

Other News

New employee, Aida Banaga was hired for the Wienerschnitzel site in the South Bay and brings a wealth of experience with her as she is tri-lingual. As a result of hiring Aida, one of the individuals she supports will be able to communicate clearly as she is fluent in sign language and he is increasing his vocabulary. We look forward to the progress he will make as a result of their working relationship!

New Sites

Albertson's - Del Mar and Ranch Bernardo
Boll Weevil - Bonita
Carlsbad High School
Carls Jr. - Escondido
Greenwood Memorial Park & Mortuary
Krispy Kreme Doughnuts - El Cajon
ProLein Services (2 Employees)
Pedus Services

NEWS



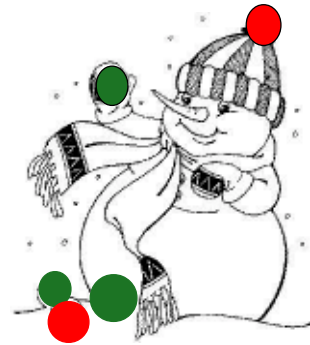
Quintrall & Associates Law Firm
Sea World (4 Employees)
San Diego Blood Bank
Smart & Final - El Cajon
Target - La Mesa (3 Employees)
Vons - El Norte Parkway and Santee
WalMart - Oceanside

includes time at Los Angeles County Department of Children and Family Services, the Department of Mental Health, Holy Family Services Foster Care, and Health Bridge Childrens Rehabilitation Hospital. Glenda looks forward to serving the dedicated parents, foster parents and children in the San Diego area.

Family Support

Welcome

It is with a great deal of enthusiasm that TMI welcomes the new Director of Family Support Services, Glenda Chesire, who recently relocated from the Orange County area to San Diego. She brings to the position a background in adoption and foster care. Her work history



EMPLOYER HIGHLIGHT: Boll Weevil Restaurants

By Joseph Nacario

If you ask San Diegans where you can get a great hamburger, there is a great chance they will tell you to “try the quarter pound steerburger at Boll Weevil!” Many youth, high school and adult sport teams will choose Boll Weevil for post game or team parties. They also have an excellent track record for employing people with disabilities from TMI and their managers will claim that TMI employees are valuable to their business.

Bonita Boll Weevil is located at 4528 Bonita Road. Manager Bill Von-Gnatensky comments, “The work and service provided by TMI is absolutely invaluable which I couldn’t do without. I get good feedback from my customers on how clean my restaurant is. Their attention to detail is something I can’t get from other employees. Their Job Coach, Martha Santos, is the key role in their success. I can see the pride of accomplishment of Alma, Robert and Russell when I tell them that they are great employees. It is rewarding to me as a manager to see the appreciation on their faces when I hand them their paychecks on pay day.”

Lakeside Boll Weevil is located at 9741 Winter Gardens Blvd. This location happens to be the busiest Boll Weevil in San Diego County. The three clients are coached by Cheryl Quick. According to Manager, Lisa Domingo, “The TMI program is wonderful! Rebecca, Al and Steven do a really good job.”

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SpotLight

An Intimate Look

Interview With Darrel Clagett
By Sandy Burke

I had the pleasure of meeting with Darrel over the past several months and felt, since I had gotten to know him fairly well, that he would be the perfect person to interview.

SB: So, Darrel, how about sharing a little bit about yourself for our readers.

DC: Well, I am single but always looking for the right lady to spend the rest of my life with. I consider myself a good looking, charming guy (Darrel has a full head of grey hair, blue eyes - and NO body piercings!) I had a stroke a few years ago which left me in a wheelchair. However, I don't let my disability get in the way of what I really want to do!

SB: That's great, Darrel! So, what do you enjoy doing with your life?

DC: I enjoy going to Balboa Park, the Market Place at the Grove, the beach, staying at home and watching videos or listening to music, good conversation and, of course, Bingo! I also like good food! I just love Mexican food, pork chops and mashed potatoes, Pepsi, candy (I'm not overweight). I'm not "Popeye," so I don't do spinach! Ha! Ha!

SB: You sound like an outstanding, fun guy Darrel. How about the serious side of you?

DC: Well, I am a non-practicing Catholic, but a strong believer in God. This is mainly because, at a very early age, I made the choice not to have my father in my life due to his alcoholism and abuse. I believe God has helped me do this so I could have a better life.

SB: It sure sounds like you are satisfied with the

way things are going in your life. In what areas has TMI helped you?

DC: Well, TMI has helped me move into my apartment, helped me find a job and is now helping me look for a new apartment. I have a wonderful group of people who support me like Andrea, Sandy, Manny, my on-call worker, Darryl, and his wife, Debra. Rebecca, who is great and, of course, Debbie. I receive supports to take me to medical appointments and outings, to help me with personal care and budgeting, shopping, and making me laugh! Oh, and Debra's cooking is excellent!! I just want to add that even though I don't say it, I also feel much more secure with all the support services I receive and am very appreciative. P.S. A very special thanks to Andrea, who doesn't believe I appreciate her - she'll never know how much I really do!

SB: Well, Darrel, we thank you for giving this interview. You are a very special guy!

Employer Highlight - Continued from Page 3

Kearny Mesa Boll Weevil is located at 9330 Clairemont Blvd. TMI supported employees Howard, Anthony and Brenda have been employed six months and work 5 days/week. All three agree that they work hard and enjoy their work.

Central San Diego Boll Weevil is located at 7149 El Cajon Blvd. Manager Yolanda Compton fondly refers to her employees from TMI as "my girls." She states, "Laurie and Rosalinda have been working here three years and know exactly what to do. I am very, very pleased with the TMI program. Artie Guerrero is an excellent job coach. The owner has told me that the restaurant looks excellent! I remind the owner the credit goes to "my girls" from TMI!

TMI would like to thank Boll Weevil for hiring people with disabilities in their communities. Please support these restaurants with your business and enjoy a great meal!

The holidays are here! Take a few deep breaths, relax and read of few of my Thoughtful Living tips!

ORGANIZING DETAILS

Ease up on Expectations

and avoid the “harried holiday syndrome.” Imagine your ideal holiday then write down what your real life holiday generally looks like. Once you see the difference between the two, you can make adjustments.

Make a Master List covering all the holiday basics; housecleaning, gift giving, cooking, decorating and party planning. Mark special holiday dates on your calendar in green and red to help distinguish them from other family appointments. Reschedule any non-urgent appointments for after the holidays. Call your babysitter now to reserve dates!

Simplify, Simplify, Simplify! Instead of buying gifts for every one agree to spend an evening out with friends. Think about buying gift certificates. You may save someone a trip in the return lines after the holidays or simply provide them an opportunity to shop for what they really need. Parents can avoid long lines and visit Santa at a time when others are likely eating dinner. There is an abundance of great decorating and home-crafted ideas. Decorate only high traffic rooms. Tabletop arrangements can be whipped up in minutes with everyday items. Use what you already have and save money (remember the three RRR’s!) Fill a bowl with a strand of white lights or slip a favorite holiday card into a picture frame. Let kids decorate their rooms by covering their doors with gift paper so they look like giant gifts! Develop a Holiday card strategy. Use postcards to save on envelopes and postage. Use last year’s holiday cards by cutting them up and



THOUGHTFUL LIVING

By Simone Ferber

making handmade cards. Save time (our most precious commodity) and have the family help. For holiday gift wrap, purchase a large roll of brown or white paper and decorate with paint, stickers, doilies or old holiday cards. Wrap gifts in usable tote bags, placemats or decorated hand towels or napkins.

IMPRESS GUESTS WITHOUT STRESS:

ERR ON SIMPLICITY SIDE

If you’re hosting a holiday party, get together around a “one pot” meal like a bountiful soup or stew. Costco has wonderful large serving prepared meals to offer - add some festive garnishing and your ready to go! Keep the kitchen stress free by cleaning up as you cook. Line as many baking pans with aluminum foil as possible and spritz kitchen scissors and knives with nonstick cooking spray before chopping sticky food items. Keep a large plastic tub with warm water and a few drops of soap in another room to stow dishes, glasses and silverware as they are dirtied. Limit cocktails to one seasonal drink you can make in bulk. Stick to recipes that you’ve made before and are comfortable cooking. Serve the meal buffet-style, pulling the table out so guests can walk around keeping the line moving. Here’s the best tip - CHEAT ON CHORES! Defy dirt! With all the activity there is little time to tidy up, and even less to thoroughly clean! Instead, dim the lights in the living room and bathroom and light candles when unexpected company comes to call - the dust vanishes before your eyes! Finally, after the holidays, give the house a good overhaul, take a seat on your favorite couch or chair, put your feet up and relax - next year will be here before you know it!

● *Happy Holidays to all!*

we are the great and powerful and compassionate Oz. At the very least we were the complacent Oz and that complacency was shattered on September 11. American resolve, however, was galvanized. Patriotism abounds. Flags are waving everywhere, from buildings, from car antennas, from local businesses and from every other house on the block. Is it being attacked or lashing back that has brought the country together? Oh, that we could be as united behind a quiet idea like the quest for peace or the sappy notion of “loving thy neighbor!”

As holiday decorations go, the little dove banner pales in comparison to so many other elaborate adornments. I’ll take a pause this year when I pull it from its storage box. PEACE. How can we ever achieve it if we only call it to mind once a year?

From All of Us at TMI to
our colleagues, coworkers, and friends,
especially those we support,
may the coming year bring us all
many thoughts of PEACE and a
growing sense of gratitude
for our countless blessings.

STAFF'S CORNER

Welcome New Staff

New To Employment Services

Aida Banaga, Martha Bautista, Carolyn Caretto, Edward Dixon, Keith Duell, Jessica Gomez, Omar Limon, Shirley Placide, Josh Thompson, Briana Turpin, Pamela Wan

New To Community Living

Anabel Becerrill, Scharlett Goettsch, Elsa Mendez, Alvin Owino

New To Administration

Glenda Chesire, FSS Director;
David Cieslak, CLS Coordinator;
Kristina Erickson, CLS
Coordinator, Bridget Palmer,
CES-IW Coordinator;



Christina Stanley, CES-SE
Coordinator; Erin Tully, CES-SE
Coordinator

New Web Site

We are very excited to announce our new and improved web site and are anxious for you to check it out! In the Employee Log In section you will soon be able to access agency paperwork forms to print out from your computer, take a virtual tour of our board room and conference center at the Rental Facilities section. You can also access our current agency newsletters and soon the entire library containing the very first issues. Lots of other great stuff, so check us out at www.tmi-inc.org



HAVING FUN AT THE EMPLOYEE APPRECIATION MASQUERADE BALL

By Mark Saverino

For the people that thought the Cinco De Marko party in May was our best party ever, I'm here to tell you that the Masquerade Ball this past October was even better! Pam Tamkin wove her creative magic and transformed the parking lot into a wonderful medieval setting complete with candlelight and "bejewelled" tables! While dining on great food from Pernicano's, "Buffed Out" played great music all night long culminating in what turned out to be the highlight of the evening with our own Joseph Nacario playing electric guitar and singing several songs with the band. Most staff dressed up in incredible costumes - with characters such as Kings and Queens to gorillas and ghosts. We even had a touching rendition of "God Bless America" when "the Statue of Liberty" won an award for most patriotic costume! Many other costume winners were handed gift certificates to be spent at the Fashion Valley Mall. It was a great way to recognize and appreciate our staff. Thanks to all of the staff who took the time to come out and enjoy the party with us! What's next? Stay tuned.



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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