



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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Governor's Budget: Just Say No!

Drastic cuts in basic living support for Californians with developmental disabilities will be the result if the budget currently being proposed is passed. The proposed cuts would basically eliminate support for 5,500 people who live in the community--more than the total number of people living in State Developmental Centers. Programs targeted for reduction include supported employment, community based instruction, work activity programs, residential and independent living programs, as well as assistance for families. Eighteen months ago the state took a small step toward stabilizing a drastically under funded system of services with a meager wage pass through. Now they propose to take away that small gain! People with disabilities are again victims of tough economic times. We cannot absorb the cuts! Please write and/or call legislators and the governor to voice your dissent. See TMI's website for help in doing this. We can also provide copies of sample letters and legislative addresses for those who do not have access to the web. <www.tmi-inc.org>

California's Record of Support is Grim!

CRA shared the table below with its members recently. It was produced by the Department of Developmental Disabilities last year and depicts the dismal lack of funding increases over past years for programs providing critical supports to citizens with developmental disabilities.

Fiscal Year	Day Program	Residential	In-Home Respite	Supported Living ¹	CPI
1987/88	0	0	0	not applicable	4.2%
1988/89	0	0	0	not applicable	4.9%
1989/90	0	0	0	not applicable	5.0%
1990/91	0	0	0	not applicable	5.3%
1991/92	Gap	0	0	not applicable	3.6%
1992/93	0	0	0	not applicable	3.2%
1993/94	0	0	0	not applicable	1.8%
1994/95	0	0	0	not applicable	1.7%
1995/96	0	0	0	0	1.4%
1996/97	Min. wage	Min. wage + 3%	0	0	2.3%
1997/98				0	2.9%
1998/99				5%	2.5%
1999/2000				0	3.0%
2000/01	Wage/ben 10% Admin 5%	3%	Wage/ben 10% Admin 5%	Wage/ben 10% Admin 5%	3.3%
Total					45%

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

¹ Regulations for Supported Living Service were promulgated in 1995



PROGRAM

Community Living

News

TMI's East County Support Group will be speaking on a panel at the People First Conference. Keep up the good work.

Patti W., Darrel C. and Leroy T. all came up with Section 8 vouchers. Good luck to them!!

Irma A. was approved for a home loan. We wish her all the best!

Congratulations

Gilda Arauz recently gave birth to a new baby boy, Gabriel...welcome!

Tom Barrett is the first veteran staff to complete TMI's all new Inservices. Way to go!

Mike and Melanie E. had their loans approved and are currently looking with a realtor for a condo. Good luck!

Thank You

Beth Ritter stepped up in a pinch to help out in an emergency situation. Thank you Beth!

Circle of Life

TMI extends our sympathy to the family of Ken Pinell who is survived by his father George, family and friends.

Our condolences go out to the family and friends of Robert Fox, Sr. who is survived by his son Robert Fox, Jr., his family and of course Nana.

Supported Living News

Gilda Arauz and Zandy Norton are now new supervisors for a Supported Living household.

After a long wait, Steven W. is now receiving supported living supports. We are happy he could join us.

Leroy T. is participating in a Drama Club. We look forward to his first performance.

Denise W. and Karen S. are taking a well deserved trip to Las Vegas. Work hard, play hard!

Community Employment

New Supported Employment Hires

We are pleased to announce the following new job placements...Monique H. at Grossmont College, Fresh & Natural; Frank C. at Von's Grocery on Adams Ave.; J. Culbertson at Marriot Hotel in La Jolla; John Z. at Carl's Jr. on Morena Blvd. and R. Quintrall was rehired at Seaworld in Park Operations.

New Integrated Work Site

Hometown Buffet in Clairemont is now employing three individuals from TMI. Jesus A., Dario O. and Chelsey T. are happy to be a part of their team. Best of luck to them!!

NEWS



New Home Owner

Taheen L., an individual with TMI's Supported Employment program, is now the proud owner of a 1 bedroom, 1 bath condo he purchased in February. With the assistance of Mary Ellen Sousa from Creative Support Alternatives, who helped Taheen get involved with the Housing Coalition, he was able to get grants from quite a few different resources to purchase the condo.

In order to receive the grant money, Taheen had to attend the Housing Coalition meetings held by Bruce Wilbrandt once a month. He also had to attend a two-day, first time home buyers seminar where he received a certificate which helped him qualify for the grant.

“It was frustrating looking and waiting for the right condo to come along, but worth it at the same time,” Taheen said.

Taheen's escrow closed at the end of March and he moved in with the assistance of his CSA coordinators and his TMI job coach, Pam Tamkin.

Taheen has been with TMI for a year and a half and has been working at SDSU for five and half years. We wish Taheen the best of luck and much happiness in his new home!

Family Support Services

Foster Parents Needed

by Glenda Chesire

Family Support Services is in the process of widening our recruitment efforts for new foster homes. We are currently seeking short and long term foster families. TMI encourages both singles and couples to apply. Ask yourself the following questions:

Can you help a child develop a sense of belonging in your home?

Can you love with your heart and then let go?

Are you secure in yourself and your parenting skills?

Can you love and care for a child who has come from a difficult background?

Are you willing to work to overcome frequent failure with small successes?

Can you love a child who, because of a fear of rejection, does not easily love you back?

Can you accept assistance and guidance from a trained social worker?

If you can say "Yes" or "Probably" to these questions, then there is a child out there that needs you. TMI fosters families are an active part of the treatment team and receive a monthly stipend between \$1,000.00 and \$1,400.00 depending on the needs of the child. To receive more information, please contact Glenda Chesire at 858-467-0600, ext. 307 or send an email to glendac@tmi-inc.org.



SpotLight An Intimate Look

Interview With Simone Ferber By Sandy Burke

Usually I have the pleasure of interviewing someone that we support, however, this time I thought I would give everyone the pleasure of getting to know a very special staff member...Simone Ferber. Each time I have talked with Simone I have found her to be warm, caring, and extremely dedicated to her job as TMI's Community Living Services North County Coordinator. I hope you enjoy reading about Simone as much as I enjoyed talking with her.

Tell us a little about yourself, Simone:

Well, I was born and raised in San Francisco. I graduated from UCSB with a double major in Developmental Psychology and Sociology. I live in the Valley Center Area with my partner of over 14 years, a roommate, 5 rescued Australian Shepherd mixes, 2 cats, 5 chickens and various raptors that we rehabilitate through volunteering for Project Wildlife. I enjoy gardening, landscaping (with frequent trips to Home Depot), playing with my dogs, rock hunting, stargazing, and weather watching.

For the last three years I have been a vegetarian. I cannot do without my espresso maker and Starbucks coffee. I adore long, hot baths with a good science fiction novel, love my Lazy Boy reclining chair, my satellite TV-with an obsessive and complete enjoyment of Star Trek, X-Files, Buffy the Vampire Slayer (Yes, I am in my 40's), and General Hospital (I am truly a TV junkie).

What truly matters to me is keeping the Earth healthy, respecting all earthlings, and cultivating kindness.

What about your work history?

I have been with TMI for 13 years. Prior to that I worked for Friends of Handicapped Children as Program Supervisor for 2 group homes, supporting people with significant behavior challenges. What drew me to TMI is that I wanted to support people to live in their own homes.

How do you think you best support people?

- By helping them to learn how to dream. Also by
- supporting them to take control of their own lives
- and standing alongside them through all the ups
- and downs they may encounter on that path. Each
- of us has our own unique gift we bring to others. I
- really enjoy helping people share their gift so they
- can gain a great sense of empowerment, increased
- self confidence and an appreciation of others.
-
- Finally, of course I get tremendous enjoyment
- from writing the "Thoughtful Living" articles in
- the brilliantly done quarterly newsletter that TMI
- publishes!

See, I told you she was a spectacular individual! Thanks for sharing your life with us Simone.

THOUGHTFUL LIVING

By Simone Ferber

Greetings all you thoughtful living devotees. For all you other new folks, welcome to my article and prepare yourself for ALL KINDS of real and practical ideas that will create safety and make a difference in your own life and the life of your fellow earthlings and this beautiful ball of blue and green we live on and call HOME!! Hopefully these ideas will make you go hum...why didn't I think of that?

Hopefully you remembered, April 7th was time to set all your clocks AHEAD one hour (Spring Ahead). Change all the batteries in your smoke alarms and rotate all your disaster prep supplies! (I know you all have them, don't you?!)

...And here's just a few more reminders...They're here. Get a jump on the flea season and begin the battle NOW.

Don't panic, just be smart! Africanized bees have found their way to San Diego. We knew they were on their way, so here is a little information to keep you and your pack safe...First of all their primary goal is not to attack you but to protect their nest. They don't go searching for their victims but they will attack if you or your pet comes close to their nest. The difference between our docile European bees and the Africanized bees is their ferocious response to a threat. They attack in swarms and can stay offensive for days if disturbed. They can sense vibrations 55 yards away and their

stingers are barbed. I am not telling you this to scare you but to alert you to safety precautions that you can take!! Remember to think ahead, be prepared and be aware of our environment.

Don't leave your pets tied up in your yard unattended. Be sure they have an escape route to a safe place. If you fear there is a hive close by, go inside (with your pets of course) stay away and call the police or your local pest control facility. They are well aware of our new arrivals and keep close tab on the bee's progress. There are tremendous new informational programs about these bees out there. SO DON'T PANIC!!! Most local television stations have already run safety ads and will have more information on how to "bee" smart (hee-hee). Just give them a call. You can also call San Diego County's Public Health for even more information.

I couldn't end this article with such a "bee rated flick" (OK I'm graspin I guess), so here's some more great

earth friendly, healthy and just plain fun information...Have you ever wondered what happens to the plastic containers that I know you recycle each week? Five plastic containers will yield enough synthetic fiber to make a 1 sq. foot piece of carpet...Like camping? Recycle 35 plastic bottles to make fiberfill for a sleeping bag. Five 2-liter bottles will also provide enough plastic to

Tips for Disaster Preparedness Month

April is disaster preparedness month. Are you and your "pack" ready if a major quake occurs?

- Does your family have an evacuation plan and an emergency contact person who lives out of state?
 - Do you know where the nearest evacuation center is located?
- Do you have a plan for your animal companions?
 - Do they have a collar and ID tag if they become missing?
- 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, a flashlight and a useful radio?

Know where both your electrical circuit box and your gas meter are located and how to shut them off. Shut off your gas meter only if you smell gas. NEVER TURN YOUR GAS BACK ON WITHOUT HELP FROM SDG&E.

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insulate a ski jacket. Recycle 25 bottles and you'll have enough synthetic fiber to make a sweater. The Earth friendly RRR's of a clean house...Baking soda is our friend! Burned pots? Bring 2 cups of water to a boil, add 1/2 cup baking soda, simmer for a few minutes and let sit overnight. Got coffee/tea stains? Sprinkle onto damp sponge and go over area. Need to clean coffee maker? Brew a pot of water with 1/4-1/2 cup of our friend! Shower stall spills? Spray vinegar (another friend), scour with sponge with baking soda on it. Rinse clean then sponge or squeegee. Microwave grime? Put a cut lemon or a sponge soaked in lemon juice in the oven and turn on. Wow! Another Earth friendly idea...If you want to conserve both money and energy call SDG&E at 1 (800) 411-7343 for a free home energy usage survey and other helpful hints. A few final "earthling friendly" thoughts...Remember Random Acts of Kindness...A simple thank you can make a person's day...Being polite isn't old fashioned--it fosters respect and caring in all relationships...Stay in the moment and BREATHE...Thanks for tuning in, see ya this summer!!!

Reminder: April is also earthquake preparation month. Don't forget... the three P's--Prepare, Plan and include those Pets!

During an Earthquake don't forget to... "Duck, cover & hold"

Staff's Corner

Welcome New Staff

New To Administration

Glenda Chesire has come on board as the new Director of Family Support. She is a very welcome addition to the TMI team who promises to bring continued growth and success to Family Support Services.

Rise Richard has joined the Supported Employment team as a Lead Facilitator and Aryn Wolfe is a new Integrated Work Lead Facilitator.

New To Employment Services

New faces in CES include Corinne Acosta, Kevin Bailey, Gale Barlow, Meegan Brown, Candice Cole, William Dalrymple, Cheryl Lang, Penelope Lewis, Dennis Morell, Paola Osuna and Cecilia Verduzco.

New To Community Living

CLS welcomes Laticia Armstead, Tim Daly, Rod Garrett, Richard Molkenbur, David Morton, Pius Ngiela, Mary Rochelle, Monica Shadle and Mike Sorbi.

Welcome to all of you!

Saying Good-Bye

After two years in Family Support and five in Community Living, Deborah Callahan has resigned as Director of Community Living Services. We wish her the very best of luck!

Employer Highlight: Sea World

By Joseph Nacario

Visitors to America's finest city come to see...beautiful beaches, outstanding weather, nice people and of course, Sea World! To most tourists Sea World is a "must see" for their trip to be complete. Those of us who are fortunate to live in the southern most part of California, will always remember visiting Shamu and feeding the dolphins. Each year thousands of students at the preschool, elementary, junior high, and high school level are given the opportunity to participate in Sea World's enriching Marine Life/ Environmental Education Program.

To date, TMI has placed ten employees with disabilities at Sea World in various positions. Sea World has an unsurpassed track record of providing employment opportunities for people with disabilities in San Diego. Sea World developed the first corporate employment programs for people with disabilities in California during the mid 1980's with contract and subsidized placements with city schools, colleges, and non-profit agencies. Today, Sea World has formed partnerships with many agencies directly hiring applicants with disabilities. California State Senator DeDe Alpert awarded a Certificate of Recognition to Sea World for providing employment opportunities for people with disabilities in its partnership with Toward Maximum Independence.

Sea World hired Deborah just before the Spring season. "I always wanted to work at Sea World for a long time. I like helping the park guests. I like the people that I work with. They treat me cool." Nathaniel was hired last summer and agrees: "Everyone is very helpful and friendly to me. I like working in a nice place like Sea World." Troy has been employed at Sea World for almost five years and says, "Sea World was always my dream job. My supervisor Ron and my co-workers are all great!"

Elizabeth Tolmei, Employment Manager in Human Resources at Sea World comments that

"TMI has been able to assist us with our recruitment needs with good employees. Sea World maintains a commitment of diversity with its workforce. We appreciate the fact that TMI staff strive to learn about our operations and what we are looking for with applicants. Their job coaches assist with the employees learning their job based upon individual needs. Our communication is always open and appreciated."

The City of San Diego, as well as the California Coastal Commission recently approved Sea World's plans for park expansion. TMI Coordinator, Erin Tully, gave a presentation supporting the expansion in that it will help create jobs and more opportunities for people with disabilities benefiting the economy.

TMI would like to extend sincere gratitude to Elizabeth Tolmei, Brian Peratta, Kevin McCasters, Steven Usselman, Ron Gaboldon, Rick Pizano, Lisa Muelman, and our clients' Sea World co-workers in their support for the employment of people with disabilities.

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Director of Community Living Services Position Opening

As a non profit agency in San Diego providing cutting-edge supports to adults with developmental disabilities, TMI is seeking a Director of Community Living Services. The qualified candidate will possess a belief that all adults with developmental disabilities can live in a home of their own given appropriate supports. He/she will have knowledge of best practices in the development of personalized supports, as well as the ability to facilitate futures planning, community building and will have supervisory experience. The successful candidate will have excellent written and verbal communication, organization and team-building skills. Master's degree in related field preferred. TMI offers competitive salaries and a generous benefit package including a matching 401(k) plan. Cover letter and resume can be sent to:

TMI, Attn: Gary Miller, 4740 Murphy Canyon Rd., Suite 300, San Diego, CA 92123

Fax: 858-715-0293 / Email: garym@tmi-inc.org 7

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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