



TMI

TOWARD MAXIMUM INDEPENDENCE

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

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Budget Bungling

As this goes to print we are approaching one full month without a state budget! Surprisingly no one seems all that anxious about this. In speaking with colleagues around the state I have learned that the media—both print and TV—have barely given this fact a moment's notice. Since those in a position to do something about this dilemma continue to get paid whether there is a budget or not, little incentive exists to resolve the issues at hand. The stalemate began when the Senate sent the budget bill to the Assembly where consensus and compromise are novel ideas. Pessimists tell us that the budget haggles could go on through August. What does this mean for the average California citizen? Not much really. What does this mean for people we support? That depends on just how long the Assembly takes to come up with something they can agree upon, which is in keeping with the Senate's version of the budget and which the Governor is willing to sign. Discussions center on Budget Cuts vs. Raising Taxes and, as we might expect, the split occurs along strictly partisan lines. People's services will not really be in jeopardy until September, when San Diego Regional Center's line of credit could run out. A few of us, as providers, have tried to anticipate this scenario playing out over an extended period of time and have established our own lines of credit. Regardless there will be some effect on all of us! Signed or not the budget cuts to our field will require regional centers to develop expenditure plans and all of to tighten our belts.

Back in the early 1990's, we at TMI faced a similar crisis along with our colleagues in the community. I can still remember the support we got from so many staff. The number of people who vowed to stick it out and be there for the folks who relied on them, with or without a paycheck, was phenomenal! Common sense tells me

that such commitment and devotion to work would eventually be compromised by the need to pay the rent and put food on the table. That, however, does not diminish the gesture in any way. I know that many staff would find a way to work elsewhere as

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



Highlighting All Employers: Employer Appreciation Breakfast

By Joseph Nacario

TMI invited over 80 of its employers, which have formed partnerships in hiring people with disabilities, to an Employer Appreciation Breakfast on July 19th. Our state-of-the-art Conference Center was nicely decorated and a hearty breakfast was provided. California State Senator DeDe Alpert's office was represented by Ms. Camille Dredge who gave an introductory speech addressed to the employers recognizing their commitment in providing employment for people with disabilities.

TMI Board of Directors' members John Larson (Chili's Grill & Bar) and Pat Campbell (Vons-HR) gave their account of the benefits gained in hiring employees with disabilities. TMI supported employee Tim Conaway (Bennigan's) expressed his happiness in being able to work in a great atmosphere and how work has been a positive force in his life. Joseph Nacario conveyed "The Valued Role of the Employer" citing how work and employment has had a positive impact on the supported employee's life, our community, our society, their place of business, and our economy. One-hundred and fifty-two TMI supported employees collectively earned nearly \$700,000 last year. They paid \$73,000 in federal and state taxes with approximately \$240,000 reduction in Social Security resulting in \$313,000 tax benefits savings for our economy! Individual TMI Coordinators distributed framed Certificates of Recognition signed by Senator DeDe Alpert to their respective employers in attendance. A closing statement was given by Louanne Miller thanking employers for their dedication to employing people with disabilities.



Thank You to the Following Employers:

*Adrian Woodworks
Albertsons
Alpine Chamber of Commerce
Area Board XIII
Bennigans
Boll Weevil
Burger King
Carl's Jr.
Catamaran Hotel
Chili's Restaurant
Chuck E. Cheese
Chuey's
Claim Jumper
Deaf Community Center
Edwards Theaters
Empire Maintenance
Fruehan Home
Greenwood Memorial Park
Grossmont College Fresh & Natural
Hometown Buffet
Interwork Institute
Job Options
Krispy Kreme
La Jolla Marriott
Mario's Family Clothing
Motel 6
Pacific Theaters
Paradise Point Resort
Pedus Service
Peter Piper Pizza
Pizza Hut
Pro Lien Services
Quintrall & Associates
Ralph's
Rancho Bernardo Inn
Rite Aid
Round Table Pizza
Ross Stores, Inc.
San Diego Blood Bank
San Diego Zoo
SDSU Aztec Shop
Sav-On
Sea World
Target
Valhalla High School
Viejas Casino
Vons
Wal Mart
Wiener Schnitzel
Zygam Corporation*

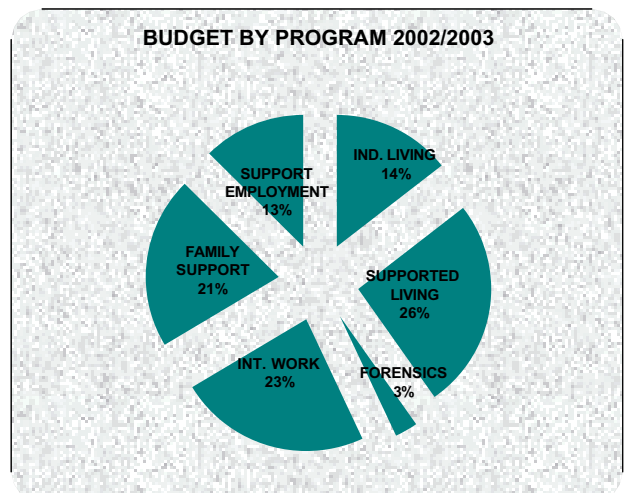
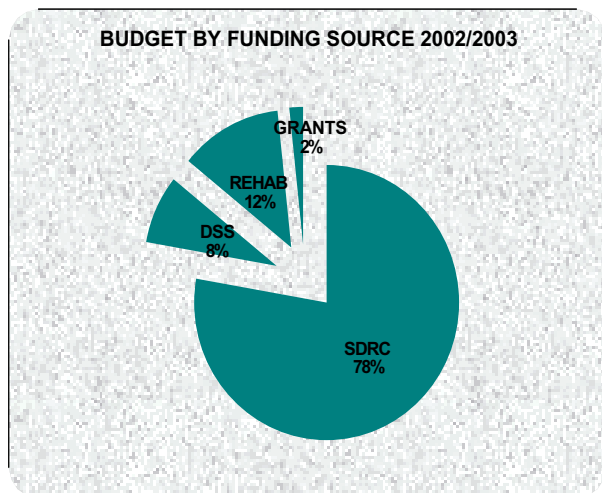
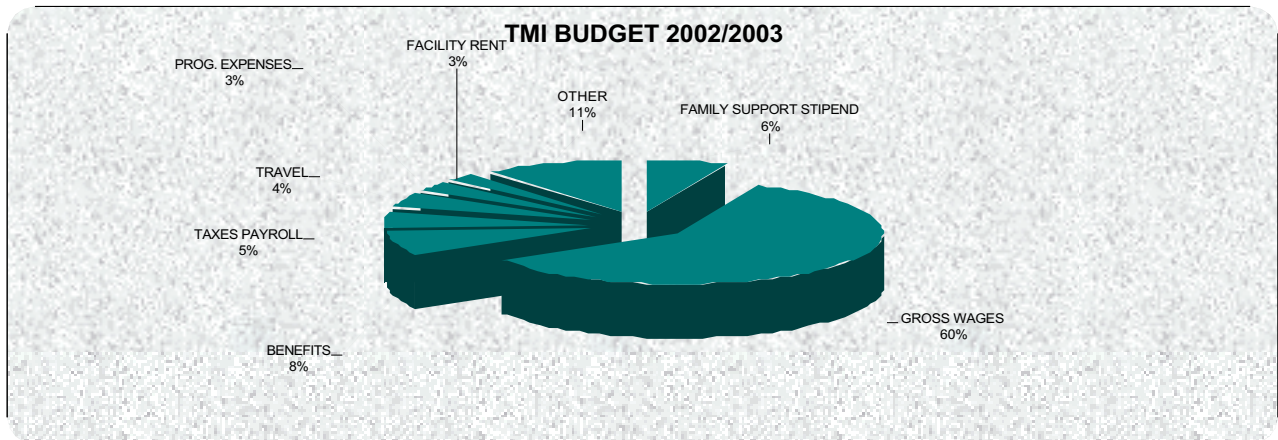
BECOME A TMI FOSTER PARENT!!!

Foster care is the temporary placement of children with families or individuals outside of their own homes. Inviting a foster care child into your home is the most important thing you can do for the life of a child. TMI foster parents and the Interdisciplinary Team work to reunite biological families when it is in the best interest of the child to do so.

Children and TMI foster families are provided an extensive level of support and assistance. The support includes on-going and frequent contact with masters level social workers, parent support groups, foster parent trainings, assistance at IEP and IPP meetings, behavioral services by a licensed psychologist in your home and 24 hour emergency support. TMI foster parents also receive a monthly stipend based on the needs of the child.



If you have any questions or want more information about becoming a TMI foster parent, please contact Glenda Chesire at (858) 467-0600 Ext. 307 or email at glendac@tmi-inc.org.





SpotLight An Intimate Look

*Interview With Rebecca Treiber
By Sandy Burke*

A very special welcome to our new CLS Director, Rebecca Treiber...

It has been my pleasure to interview our new CLS Director. I hope you enjoy reading this and getting to know more about Rebecca, as I have.

Tell me Rebecca, how long have you worked with TMI?

I have been with TMI for 2 and a half years. I originally began as a part-time CSF, supplementing my income from a business venture. I then quickly became a Coordinator, still afraid of letting go of the business hope, on a part-time basis. While working part time and exploring my business options, I realized that I was very happy with my job at TMI. I loved the philosophy that drove the employees and I enjoyed the value-based services. What a change! I was then promoted to full-time status and spread my experiences and responsibilities between the Community Living and Forensic Advocacy departments. I was then promoted to Director of Community Living Services after a lengthy interview process.

What is your background in this field?

Interestingly enough, I have held various jobs since I was 13 years old. I received my degree from the University of California at Santa Barbara in Sociology. I worked as a volunteer with abused children and learned all about non-invasive intervention and “behavior

modification.” I have managed multi-site businesses twice in my life thus far. I moved on to work in a rough residential treatment facility for severally emotionally disturbed adolescents where I wrote behavior plans, tracked data, and counseled abused children. I moved from that position into running two ICF/DDH group homes located in the East County, where I became extremely familiar with SDRC and Title 22, working with adults with medical needs and teenagers with “behavioral problems”. I got both homes up and running smoothly and in compliance. I then met a consultant that was teaching sex education to individuals with developmental disabilities throughout San Diego County and partnered with her to jumpstart a growing business. This is when I landed at TMI.

What made you accept the difficult position of CLS Director?

So how many times do you hear, “I want to make a difference”? I definitely want to make a difference, but more importantly, I want to ruffle some feathers! When the position opened, I was in the process of moving into the FAS department to explore new ground with a grant. After the previous CLS Director left, Connie and the coordinators divided up responsibilities and we ran a tight ship for awhile. While I was tackling new responsibilities and maintaining balance in my existing workload, I discovered a passion for people, processes, and change. I realized that in our department we have so many people with positive energy and ideas, and yet we did not tap into the full potential of EVERYONE. I started envisioning a cohesive team. Thus, envisioning creativity from all persons, regardless of their position. I realized the need for emphasis on training and staff development. I began creating processes that streamline our paperwork and responsibilities. While doing all of this thinking, I realized that I would be an outstanding Director. I am hard working,

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THOUGHTFUL LIVING

By Simone Ferber

This thoughtful living article may make your head spin, a little bit of everything you may already know and some stuff you may be able to say hey, I learned something today!



First, Zestify to Simplify **Speedy Cleaning...**

- Don't sweat the small spots. Vertical surfaces (ones that go up and down) don't get as dirty as horizontal ones (ones that go across or side to side), upper shelves have less dust than lower ones.
- When cleaning a room, always work from the top to bottom. Stick a duster in the end of a vacuum wand-it'll reach higher places!

Kitchen Magic...

- Develop a list of 5 meals you can prepare in less than 30 minutes and keep those ingredients stocked in your cabinets.

A Mom and Dad ALERT!!!!

- If a 9 year old can play video games, they can operate a washing machine.
- Keep 2 hampers in the bathroom for light and dark clothes. Don't forget to leave that stain removal stick near the hamper too.

Shopping...

- Avoid shopping on Mondays, when stocks are at their lowest. Best days- Tues. and Wed. you'll get full shelves and empty aisles.

Daily to Do's....

- Keep a project by the phone so you can work while you talk.
- When calling businesses- the busiest times for service are 10:00 am-2:00 pm and 5:30-7:30 pm.
- Keep curtains and windows closed during the hottest part of the day.

Now for Those RRR's....

- Don't throw away that old plastic shower curtain-let the kids use it as a floor mat for those craft projects, or you for those painting projects. Take it camping or use it in the back seat when you take your furry companions for a car ride.

Renew It, Redo It!

- Repaint those old dressers and after... spend literally a few cents at Home Depot and add a few new dresser knobs.
- Remember to shop at those flea markets, garage sales or church bazaars.

A Seed to Start Planting...

- Sooner than later, start thinking holidays!! Start planting those green gifts that keep on giving-plants, catnip for your feline friends or any other gift that you can think of that takes awhile to make or create. It could save you money and a lot more down the road and show another that you care enough to use your valuable time for them!!

Provide and Create!!!!!!

It's Summer, Hot and Dry, So Provide Cover, Food and Water...

- For cover grow shrubs, hedges for birds and other wildlife (no not your neighbors), to nest and hide. Most green plant materials or pieces of shade cloth will do...even for those living in apartment complexes. Those are just smaller ecosystems outside your door or on the side of your parking lot just waiting for your help!

PROGRAM NEWS

Community Employment

News & Congratulations

Point of Transition is beginning its sixth year in September. Way to go!

TMI is expanding its Integrated Work services into North County.

Jessica H. has been employed at Vons in Ja Jolla since May. Keep up the good work!

At the TMI Employer Appreciation Breakfast in July, Tim C. gave an excellent speech about how working has positively affected his life.

New Integrated Work Sites

Dario O., Chelsey T. and Jesus A. have begun volunteering at Highlander Retirement Center in National City with Corinne Acosta as their Facilitator. Headstart in Clairemont now has Karen B. and David G. as volunteers with Cecilia Verduzco as their Facilitator.

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- For food fruit, nuts, seeds and oak trees.
- For water...birdbaths-home made or store bought, it'll all work. Remember once it's there remember they'll depend on you so you're in it for the long haul.

Create Variety...

- A variety of plant species and terrain gives all your wildlife a variety of ecosystems and draws in new wildlife that you may not have known were even around your house.

...Some Parting Thoughtful Living Words That May Lift Your Spirits or Help You Create Your Own Inner Peace...

Community Living

News & Congratulations

Denise W. started at Community Options and loves it!

Jason S. went back to work after having a mild stroke. We wish him all the best!

Blaise D. got a volunteer job at La Jolla Park and Recreation Department and has a new CSF on weekdays and weekends. Good luck with both of your new starts!

Russell M. and Anson B. moved into their first apartment, ever! Best of luck in your new home!

After almost a year and a half, Mike and Melonie E. moved into their newly purchased condo on June 1st. For more information on how Mike and Melonie were able to purchase their condo, please contact Parvin Pashee at (858) 467-0600, Ext. 698.

Buzzwords for Saving Energy and Money...

- Turn off the lights before leaving a room.
- Use the smallest possible appliance for any cooking.
- Defrost foods in the refrigerator. It uses less energy than using a microwave, conventional oven or running hot water-Just think ahead.
- Turn fans off if you're out of the room for more than 5 minutes.
- Decide what you want before opening the fridge. Keep cool air inside...don't let it escape!

"Always set a high value on spontaneous kindness"

-Samuel Johnson

Staff's Corner

New Staff

New To Administration

As a former CLS Coordinator, Rebecca Treiber may not be new to TMI's administrative team, but we would like to welcome her as the new CLS Director and wish her all the best in her new position.

Erica Brown Gardner, Esq. has joined TMI's Forensic Advocacy Program. Erica's legal background promises to bring added value and expertise to the program.

Monica Johnson and Colleen Thornton, formerly Facilitators in CLS, have come on board as Coordinators. With more than 26 years of combined experience at TMI, they are a very welcome addition to the administrative team!

New To Community Employment

CES welcomes new staff members Laura Andrews, Laura Barrios, Tricia Ellis, Gina Hill, Rebekah Klier, Beatrice Lovett, Augustine Monroy, Karen Simonich, Sheryl Sutton, Deborah Weatherly, Debra Wiggins and Juan Zapatel.

New To Community Living

New staff that have come on board in CLS are: Ruben Antunez, Leisa Encarnacion, Rene Gonzalez, Dustin McGee, Maria de Lourdes Morales and Dennis Moran.

Welcome to all of you!!

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a practicality and still attend to the basic needs of people they support. Of course we hope that it doesn't go that far, but we are all a little disillusioned by the inability of our elected officials to perform one of the essential functions of their job. In the real world people who make a habit of this behavior don't keep their jobs for long. Hmmm?

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motivated, determined, and energetic. I stand up to challenges and I take them head on. This is an ultimate challenge for me in my work arena.

OK, Rebecca, but what about you personally?

I have two wonderful big and goofy dogs named Turbo and Rainier or "Reindeer", who I walk every morning and evening. I spoil them as if they were kids — lots of toys, lots of love, and many fun trips. I am married to a biologist, and definitely don't understand the full extent of his work, but I learn more each day. At this rate, it will take 10 years to understand exactly what he does. We live in La Mesa and we travel a lot to the "four corners" area for camping. I enjoy watching movies in the theatre and at home. I tend to be a homebody. I enjoy politics, reading, cleaning my house (it is actually a stress reliever), walking, billiards, traveling, and vegging out. I hope this gives you some sort of picture of me and my goals.

After reading this, I know you will agree, there can be no doubt that Rebecca — with her diverse background and desire to "make a difference" — will prove to be a major asset to TMI and the people we serve.

Congrats on your promotion, Rebecca!

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, *Chair*
John Larson, *Vice Chair/Treasurer*
Pat Campbell, *Secretary*
Ana Fuentes

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