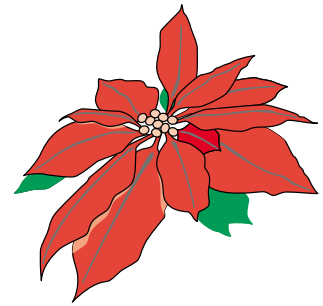




# TMI



TOWARD MAXIMUM INDEPENDENCE

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

ISSUE #38: Holiday Issue

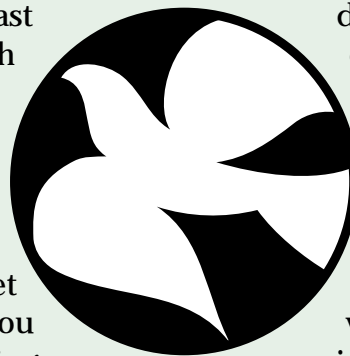
DECEMBER 2002

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### **“AHA!” IT’S THAT TIME OF YEAR AGAIN - By Connie Saverino**

It gets harder each year to write something clever in this ritual of expressing meaningful reflection of the past year as well as some thought provoking and sage predictions for the coming one. Every year in preparation for this exercise I review my past babblings and marvel at the TMI history documented there. Proud moments, award winning moments, moments of celebration and joy, moments of deep sadness and loss - they are all there - like a stairway with landings sprinkled along the way. The landings represent so many events, milestones, even an occasional respite from growth or new adventures. The landing or plateau we occupy at present represents an Epiphany. Relative to the Season - Epiphany or Twelfth Night - is a feast day (January 6) which celebrates the coming of the Men - who traveled to Bethlehem to see the Christ Child so that they might share His tiles. For us today of Epiphany - an "Aha!" experience - one in which a sudden onset of wisdom overcomes one's will. This year we had an Epiphany - a humbling experience which shook our confidence and trust. Each of us will have many epiphanies in our lifetime. Some of them change our immediate perspective, but cumulatively they serve to shape who we are and the paths we will take at various points in time. For us at TMI, new and evolving safeguards are only part of the immediate response. The long term impact remains to be measured. Though we have a vision, a stirring mission and a strong set of values and beliefs, we do not control the degree to which each employee or stakeholder incorporates these ideals into his or her work. For the control freaks among us, this is hard to swallow. So it is to some proud and award winning moments that we add a few others - puzzling moments, shameful moments - moments of Epiphany. These moments too will shape us and give us new direction. They will keep us mindful of people's vulnerability and our accountability.



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

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## **SpotLight** **An Intimate Look**

*Interview With Joseph Nacario*  
*By Sandy Burke*

If you have never had the privilege of meeting Joseph, he is one of the nicest people at TMI. I hope you enjoy reading about him as much as I enjoyed interviewing him.

### **How long have you been affiliated with TMI?**

I have been employed by TMI since July 1999, almost 3-1/2 years. However, I have networked with TMI and former CES Director Louanne Miller dating back to 1992. I always viewed TMI as a model employment services program for people with disabilities, and was always impressed with the staff I met here.

### **What did you do prior to joining TMI?**

I was the Director for Integrated Resources Institute based in Orange County, and administered two new supported employment programs in Los Angeles and in San Diego - at both Universal Studios Hollywood and San Diego State University.

### **What is your background working with people with disabilities?**

My initial experience working with people with disabilities dates back to 1973 at Sonoma State Hospital in northern California. From 1975 to 1990 I worked with the Arc-SD, and then with the SD Community College District from 1977 to 1992. My first professional experience in a community-based organization was with Community Options. I also have a Master's degree in Education Administration, and a total of more than 29 years of experience in working with people with disabilities.

### **You were recently promoted to Director of CES. What was your position at TMI before the promotion and why did you accept it?**

I was promoted to my present position from Associate Director after Louanne Miller left her position as TMI's only CES Director. I feel very fortunate to be closely associated with staff who I feel are some of the best people in the field at TMI. Our CES management team is very dedicated to our mission in obtaining and ensuring successful employment for people. We have been very successful this past year, in spite of the recession.

### **So, Joseph, on the lighter side, tell us a little bit about your personal life and what you do in your spare time....**

I have a wonderful wife named Theresa, and we have seven lovely children ranging from age 25 to 19 month-old triplet sons! I have had children in each of the last four decades! We enjoy attending North Coast Calvary Chapel in Carlsbad, our place of residence in North County. Spare time with seven children? Well there sure isn't much of that, but there is never a boring moment in our family life. I have always had a passion for surfing since I was 13 years old, and hopefully will resume that as time permits. One of my favorite things to do is to play the guitar at night, singing the little ones to sleep.

### **Thank you so much for sharing with us, Joseph, and our warmest congratulations on your promotion!**

*P.S. Watch for the "Spotlight" interview in the next newsletter, where we learn more about TMI's CEO Connie Saverino...*

## THOUGHTFUL LIVING

*By Simone Ferber*

### **BREATH, BREATH, BREATH...**

Sound familiar..ok so maybe you've heard me more than once in my numerous newsletters over the years tell you this but take heed especially during this season! When the season and those around you are telling your mind to join the rush and partake in the "harried holiday syndrome", JUST SAY NO! INSTEAD take a few deep breaths, relax and read a few of my Thoughtful Living tips.

**Ease up on expectations** Imagine your ideal holiday, then write down what your real life holiday generally looks like. Once you see the difference between the two, make the adjustments that seem reasonable, even small changes.

**Make a master list** That covers 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 December. Call your babysitter now to reserve dates!

**Simplify, Simplify, Simplify!** Instead of buying gifts for every one of your relatives and friends, agree to spend time out for a holiday dinner or movie. Spending time together can be the best gift of all. Approach the idea with friends to celebrate Christmas exchanging gifts in February or July. Start a new tradition! Otherwise ask for wish lists with a variety of differently priced gifts. Think about buying gift certificates.



You might save someone a trip in the return lines after the holidays and you may even give someone the opportunity to go shopping to get what they really want and do it with no holiday lines. For parents, avoid long lines and visit Santa at a time when others are likely eating

dinner. When decorating, only decorate high traffic rooms.

Tabletop arrangements can be whipped up in minutes with everyday materials. Use what you already have (save another trip to the store and save money)! Remember the three RRR's! Fill a glass bowl with a strand of white lights or slip a favorite holiday card into a picture frame. Hang extra mirrors around the house to multiply the effects of holiday lights and decorations! Let kids decorate their rooms, but keep it simple-cover doors with gift paper so they look like giant gifts! Develop a Christmas card strategy, use postcards it'll save on envelopes and postage! Try also using last year's cut up Christmas cards. Get your family to help!!

Save time (your most precious commodity). If you have access to a computer order your Christmas stamps online at [www.usps](http://www.usps). Instead of buying expensive wrapping paper, purchase a large roll of brown or white paper. Decorate with paint, stickers, doilies or old holiday cards. Get your kids to join in the fun! Think about wrapping gifts in usable tote bags, placemats, cool t-shirts you may be thinking of donating or decorated Christmas hand towels or napkins.

*Continued on page 6*

# ● ● PROGRAM

## Community Living

### *News & Congratulations*

Simone Ferber was recognized for 15 years of service and she will now be based in the North County office. Robert Fisher and John Lunny were also recently recognized for five years of service.

Pam Tamkin and Wanice Hinkle will now be full-time staff with CLS. June G. has moved into a new home with Pam as her new roommate.

Chris M. recently moved into a new home he purchased. Congratulations Chris!

Richard F. and Robert F. both have new supports for their homes. We wish them all the best!

Bruce Wilbrant is available to assist TMI staff with helping the people we support to buy their own homes. For more information, please contact Rebecca Treiber at Ext. 345.

The Planning Committee for the next People First Conference is up and running. Volunteers are needed! Please contact Sue Buechel at Ext. 320 if interested in volunteering.

CLS has done some restructuring, adding Lead Facilitator positions and a Program Orientation and Training Consultant. In addition, the North County office is now fully functioning!

## Community Employment Program Highlights: Successful Job Development at TMI

*By Joseph Nacario*

Securing employment for people with disabilities is a challenging endeavor, since

the people we represent comprise the largest untapped labor pool in the USA. Ironically, this indicates that they are also the highest unemployed group listed under Equal Opportunity Employers (EOE). We have all read the claim: "We will provide equal opportunity employment regardless of race, gender, religion, disability..."

Economists have been calling the past year the worst recession since World War II due to the September 11<sup>th</sup> tragedy. Recession in business and our nation's economy have resulted in fewer jobs and many, many layoffs. One local agency saw nearly 30 supported individuals employed in the hotel industry laid off since September 11 of last year.

It is a very frustrating situation for our clients who are eagerly waiting for jobs. TMI appreciates the patience and understanding of those who seek our support during job search and development.

### *New Work Sites*

During the past quarter, TMI EMPLOYMENT SOLUTIONS placements have included the following: *Wal Mart College Grove* (3): Andrea, Gordon, and Eric; *VONS* (4): Cynthia, Carissa, Jessica and Kurt; *Target*: Sue; *Job Options POE* (2): Toby and Maria; *Job Options Balboa Medical Center* (2): Jhan and Joe; *Carl's Jr.*: Jenny; *Unforgetables Deli*: Marissa; *Pride Industries*: Jeremy; *Trader Joe's*: Jason; *Marshalls*: Dino; *Albertsons*: Oliver; *Staples The Office Superstore*: Kierson; *Wal Mart Murphy Canyon*: Tammy; *Neiman Marcus*: Anna; *R & B Management*: Christopher; *Sea World*: Charles; *Wendy's*: Ron. In addition, seven new people have started in the North County Integrated Work program.

# NEWS ● ●

## **SNEAK PREVIEW: TMI Employment Solutions**

### ***Meeting Workforce Needs Through Diversity***

New changes and approaches are on the agenda moving into the New Year of 2003!!! Historically, TMI's Community Employment Services (CES) has placed nearly 600 individuals with disabilities within their communities throughout San Diego County since 1988. CES has received three-year accreditations exclusively, the highest standard by the Rehabilitation Accreditation Commission. As with all TMI services, our administrative teams will continue to strive to obtain successful outcomes for people we support through improved supports, as well as hiring and training the best possible staff.

This past year a Marketing Committee was formed to address issues and develop objectives within CES. In order to enhance our business marketing efforts, the CES program name will be changed to TMI EMPLOYMENT SOLUTIONS. From a marketing perspective, the title TMI EMPLOYMENT SOLUTIONS immediately communicates to both clients and prospective employers who we are and what we do...meet workforce needs through diversity. The Marketing Committee consensus was to positively influence prospective employers from a business approach, rather than from a social services agency perspective.

The Marketing Committee also suggested a title change for Community Employment Services Coordinator to Division Manager. New marketing materials have been drafted which will include new brochures, folders, and a marketing synopsis fact sheet. Our objective is to have these available in January 2003. We are very excited about this new direction!

## **Program Advisory Committee (PAC)**

CES is fortunate to have a Program Advisory Committee (PAC) comprised of knowledgeable professionals who meet with us on a quarterly basis. A goal of this committee is to advise and support our efforts in the employment of people with disabilities within their communities. We are thankful for their commitment in taking the time during their very busy schedules to provide their expertise and input in order to help us improve our supports and services.

### **The PAC members include:**

*Jerry Weschler*, Teacher – San Diego City Schools METRO Program

*Jill Sanford*, Rehabilitation Supervisor – Department of Rehab.

*Karen Gamble*, Senior Vocational Rehabilitation Counselor – Dept. of Rehab.

*Mary Ann Nucci*, Habilitation Specialist – Department of Rehab.

*Gwen Harris*, Program Manager – SDRC

Susan Povondra – SDRC

*Elizabeth Richardson* – SDRC

*Pat Campbell*, Corporate Human Resources – VONS

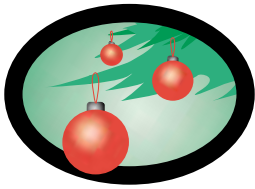
Thanks to all of you for your support and guidance.

## **Family Support Services**

### ***MAKE A DIFFERENCE IN THE LIFE OF A CHILD***

TMI certified foster parents and TMI employees are eligible to receive a bonus of up to \$200.00 when the family you refer becomes certified as a TMI foster parent. You will receive an additional \$100.00 when a child is placed in that certified home.

Contact Glenda Chesire at (858) 467-0600 Ext. 307 or email: [glendac@tmi-inc.org](mailto:glendac@tmi-inc.org)



## TMI Council News

The TMI Council is back and running without a hitch! The meetings are now being held at the Mission Valley Library and a record number of people attended the first meeting there to plan TMI's Annual BBQ. The Council planned a very successful BBQ at Balboa Park which more than 138 people attended. The Council is responsible for planning annual events, fund raisers and trainings and is always looking for new members. Currently, Sue Buechel and Andrea Cedillo are heading up the Council and are planning TMI's Annual Holiday Party, as well as organizing a training session for people supported on safety hazards and precautions and a session on budgeting and money management. An active member on the Council, Leroy Taylor was recently voted to be the Council Representative on TMI's Board of Directors. Way to go Leroy! If you are interested in joining the TMI Council, please contact Sue Buechel at Ext. 320 or Andrea Cedillo at Ext. 332. Thanks for all your time and dedication!



*Continued from Page 1 - Peace on Earth*

We can resolve to be better stewards of our mission, better advocates, better guardians of people's quality of life, better community builders and better supports to one another - a tall order - right up there with our heartfelt wishes for a real and lasting PEACE for our planet and a sense of INNER PEACE FOR EACH OF YOU. May all your epiphanies be bright!

*Continued from Page 3 - Thoughtful Living*

### **IMPRESS GUESTS WITHOUT STRESS: ERR ON SIMPLICITY SIDE**

If you're hosting a party plan your holiday get together around a one-pot meal like a warming soup or stew. Costco has wonderful large serving prepared meals to offer. Just add a few garnishes of your own and you'll be good to go! "Upgrade ready-made". Frozen desserts and hors d'oeuvres can be quick and easy! Just spruce them up with a swirl of sour cream or a fresh garnish. Never say no to help-relocate appliances you won't be using because counter space will be at a premium for those last-minute jobs like making a salad (of course don't forget those packaged salad mixes in the grocery stores). Friends generally like to participate but don't want to get in the way. Clean 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 it and the line keeps moving. Set up a beverage station away from the buffet again keeping the line moving. Here's the biggest tip-CHEAT ON CHORES! Defy Dirt! With all the activities during the month, there's little time to tidy up, even less to clean! Instead dim the lights in the living room and bathroom and light candles when unexpected company comes to call. The dust more or less disappears!



# Staff's Corner

## New Staff

### **New To Administration**

Joseph Nacario has been promoted to Director of Community Employment Services. Previously the Associate Director of CES, Joseph is no stranger to TMI. He brings a great deal of experience and vision to the position. Congratulations Joseph!

Amy Becker and Erin Morris have come on board as new Coordinators in CLS. Amy will be primarily in the North County office. David Cieslak has decided to pursue school full time and will be moving to a CLS Lead Facilitator position. Manuela Boley and Pamela Buerger have been promoted to CLS Lead Facilitators.

### **New To Community Employment**

Julia Benavides, Francia Bertulfo, Kathy Bridges, Allen Davenport, Kevin Hettinger, Wendy Martinez, Martha Ocegueda, Falah Razzoq, Moises Rubio, Christy Stewart, Rebecca Thalheimer and Abram Zarate have all come on board in CES.

Formerly a Facilitator with TMI, Paola Osuna has returned to CES as a Job Development Coordinator.

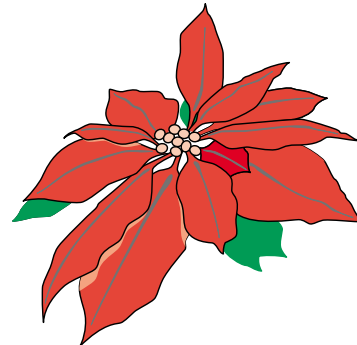
### **New To Community Living**

CLS welcomes new staff members Daphne Elder, Kathleen Fennessey, Lee Ann Hatten-Rao, Judy Hernandez, Wanice Hinkle, Dory Maddock, Kelly Murphy, Lindsey Roberge and Elizabeth Walter.

*Welcome and congratulations to all of you!*

## **SAD GOODBYE AND BEST WISHES!**

On September 13 many TMI staff braved a tearful luncheon to say goodbye to Louanne Miller, TMI's first Director of Community Employment Services. "Lou" was only two months away from her 13th anniversary when she accepted a position with Community Options as Vice President in charge of Operations. In her tenure at TMI she took Community Employment Services from its infancy as the first completely community based ADC in San Diego or Imperial counties to the broad spectrum program it is today. She led us to two three-year CARF Accreditations and a host of other accomplishments too long to list. She was instrumental in the development of a CES team which "runs like a well-oiled machine," to quote Mark Saverino. Her standards and expectations, though demanding, were always paired with fairness and compassion. She was admired across all of TMI as someone who was easy to talk to and who was always willing to pitch in and help. Louanne's goodbye luncheon was well attended by many well wishers, speech givers and singers! By the time dessert was served there wasn't a dry eye to be found. Louanne was always looking for new and better ways of doing things, new challenges or obstacles to conquer and new opportunities. We know that we are a better agency and many of us are better people for having shared the last thirteen years with Louanne! Many of us continue to enjoy a close personal friendship with her. We congratulate Community Options and offer Lou our Best Wishes!



# 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

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John Larson, *Vice Chair/Treasurer*  
Pat Campbell, *Secretary*  
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Roy Valuet, *Staff Representative*  
Leroy Taylor, *Council Representative*

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