



# TMI

TOWARD MAXIMUM INDEPENDENCE

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

ISSUE #40

JULY 2003

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## SUMMER BLUES AGAIN!

Remember when you were a kid and one of the things you looked forward to with great anticipation was SUMMER. It truly was a magical time. You woke up late on warm sultry mornings without a care in the world. Your days were filled with time to spare. "Stress" wasn't even in your vocabulary, but if it had been it would have related to such things as hot cement and bare feet or sand in your suit or your ice cream melting too fast. OK, so by summer's end you were getting a little bored and actually started to look forward to going back to the "rat race" of grade school. Oh, how things change!

Summer has a tation when adult. Many you that timentents the lure you had and love. careers ing the loss of summer. mer conjure us who rely to provide ser- businesses, to pay bills? How about DREAD, even ANGER. Why is it that California has come to be known around the country as the bumbling state that can never get a budget on time, or the fiscal fools with a DEFICIT to rival the budgets of many nations? Summer now has associations with "stress" unmatched by an IRS audit, or in-laws coming for an extended visit, or the hectic prelude to the holidays!



whole new conno- you become an teachers will tell one of the en- to teaching was of a schedule come to know Most other required griev- of the lazy days What does sum- up for those of on state funding vices, to run our our employees and our FRUSTRATION, sometimes our employees and our bills? How about DREAD, FRUSTRATION, sometimes even ANGER. Why is it that California has come to be known around the country as the bumbling state that can never get a budget on time, or the fiscal fools with a DEFICIT to rival the budgets of many nations? Summer now has associations with "stress" unmatched by an IRS audit, or in-laws coming for an extended visit, or the hectic prelude to the holidays!

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

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## Quality of Services Review: Community Employment Services by Rebecca Treiber

How do we know that the services we provide to the people we support really make an impact? How do we know that we are delivering the very services that we promised? How is it that our agency needs to improve and grow in order to better meet the needs of those we support? These are just a few questions that prompted TMI to institute a regular Quality of Services Review. Each program that TMI offers is subject to an internal review every 18 months. Recently we conducted the Quality of Services Review for Community Employment Services. We all had a great eye opening experience and we would like to thank all of the people who allowed us to visit their work sites or homes to interview them. We would also like to thank the Division Managers in CES who assisted with the implementation and follow-up of the review.

Overall, CES supports over 300 people in job sites. People enjoy their jobs and feel they have a voice in job matching and placement. It was great to hear that people feel that their jobs are meaningful and that the Division Managers really listen to their interests and concerns. People are earning real pay for real work. The Regional Center and the Department of Rehabilitation largely report that TMI is great to work with, quickly responding to job development needs and job coaching. Given the number of individuals served by CES and the feedback gathered through the review process, a new frontier is emerging. The Director of CES and all of the Division Managers are actively seeking a new and efficient structure of management and supervision. The Quality of Services Review was instrumental in sparking new and creative ideas to better deliver services to the people we support. Again, thank you for taking the time to provide meaningful feedback. Keep up the excellent work in CES!



## CARF Update by Joseph Nacario

TMI Community Employment Services will be surveyed by the Rehabilitation Accreditation Commission known as CARF in April/May of 2004. The process will involve CARF certified surveyors visiting TMI, who will complete an extensive administrative and programmatic review of Employment Services. TMI consumers, employers, stakeholders, administrative and direct service staff, as well as TMI Board of Directors will be interviewed by CARF surveyors. Employer worksite visits and review of TMI policies and procedures, as well as consumer case management are critical components of the CARF survey process. TMI maintains ongoing quality assurance through satisfaction surveys, case records review, and internal Quality of Services Reviews. TMI has established a CARF committee, which will meet at least once monthly with determined objectives and assignments. TMI has completed the CARF survey twice before and has exclusively received Three-Year Accreditations, which is CARF's highest standard.

## Steve Knowles' Picture Taking Experience

TMI's own amateur but dedicated photographer, Steve Knowles, has offered a close-up image of a daisy flower for our newsletter this month.

Steve used his Nikon N8008 35mm camera and Micro Nikkor 105mm, 1:2.8D zoom lens. Barbara London Upton & John Upton's Photography book states that "The lens barrel of a *macro or micro* is constructed so it can be extended farther than normal, which lets you focus closer than normal to a subject. *Macro lenses* are optically corrected to prevent the aberrations that reduce sharpness at close-focusing distances, so they give close-up images with edge-to-edge sharpness that produced conventional *macro zoom* lenses let you produce different degrees of magnification moving the camera."

John Shaw, professional photographer and author of Closeups in Nature, states that "An actual exposure depends on *shutter speed*, *aperture*, and *film sensitivity*."



professional and author of Nature, states exposure depends on three things: *aperture*, and *film sensitivity*."

- The *shutter speed* is the length of time that the camera shutter is open, admitting light to the film when you take a picture.
- The *aperture*, measured in terms of F-stops, is the size of the lens opening through which the light passes. Together these two control how much light actually falls on the film.
- The *film sensitivity* measure the intensity of light necessary to record an image on a particular type of film."

Steve chose 1/60th of a second *shutter speed*, F5.6 *aperture*, allowing more light to reach the film due to his subject daisy being in a shadowed area. His *film* was Kodak TMX, ASA 400 fast film, which require less light to record an image.

For Steve, "Taking pictures creates personal independence, enjoying the beauty of nature, and capturing that beauty within a single daisy."



*Interview With Colleen Thornton  
By Sandy Burke*

PLEASE MEET COLLEEN THORNTON, COORDINATOR -- A WHIZ AT PAPERWORK AND A JOY TO WORK WITH. IT IS MY PLEASURE TO SHARE THIS CLOSEUP-LOOK AT ONE OF THE NICEST AND MOST HELPFUL PEOPLE EMPLOYED AT TMI.

*Hi Colleen, and thank you for allowing me to interview you. So tell us, why did you first decide to work for TMI and how did this come about?*

Actually, I came to TMI looking for a roommate for a room I had to rent. I did not know it was a job. I thought this was just a place that helped people with a disability find a place to live. Bonnie and Phylinda told me about TMI and convinced me this was the perfect job for me. They were right!

*How long have you been working at TMI?*

I've been with TMI for 13 years.

*What did you do before working at TMI?*

I worked for ARC and HGH before that.

*What is your education and experience working with people with developmental disabilities?*

I have been working with people with disabilities since 1970, and enjoy it very much.

*Why did you decide to accept the position of CLS Coordinator?*

When the position was first offered to me, I thought it over and decided I was ready for a change and ready to move forward in my field. I also really liked the management team.

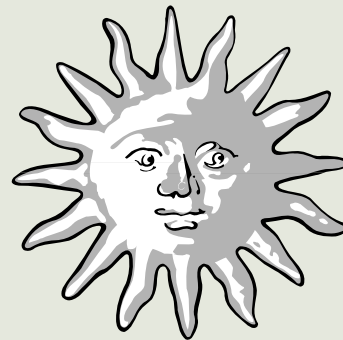
*What about your personal life?*

Well, I am a rarity. I was actually born and raised here in San Diego. My parents and grandmother still live here too. I have three younger sisters. I also have one son, Christopher, who is 26. I simply love cats. I have three of them -- Stinkey, Misty, and Baby. I also have three turtles -- Andrea, Bob, and George. (Lots of 3's in my life). My passion is playing Bingo.

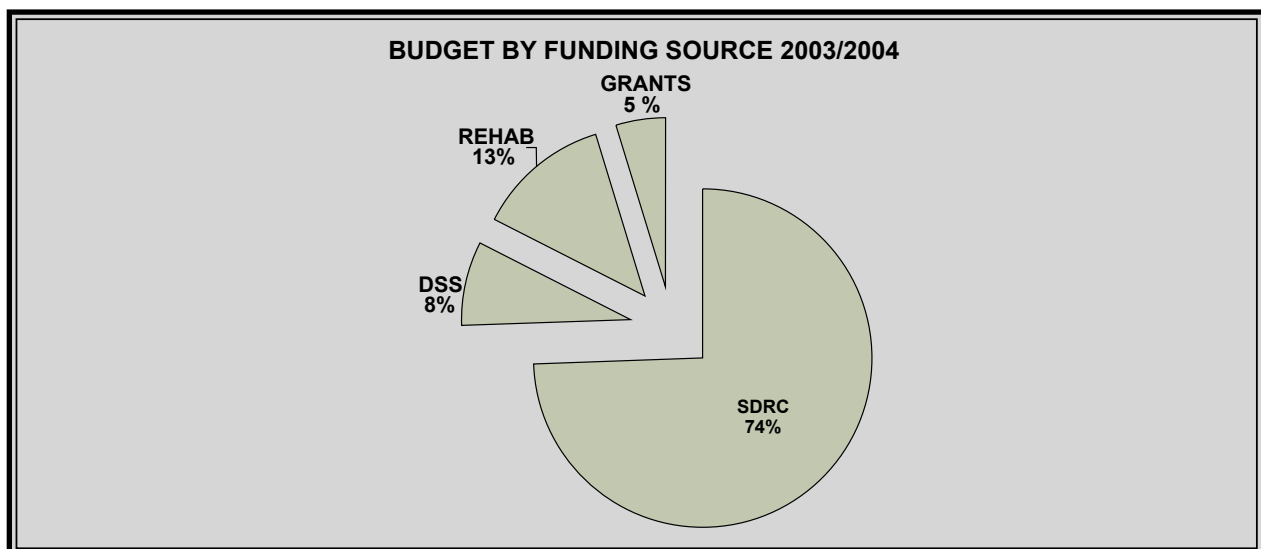
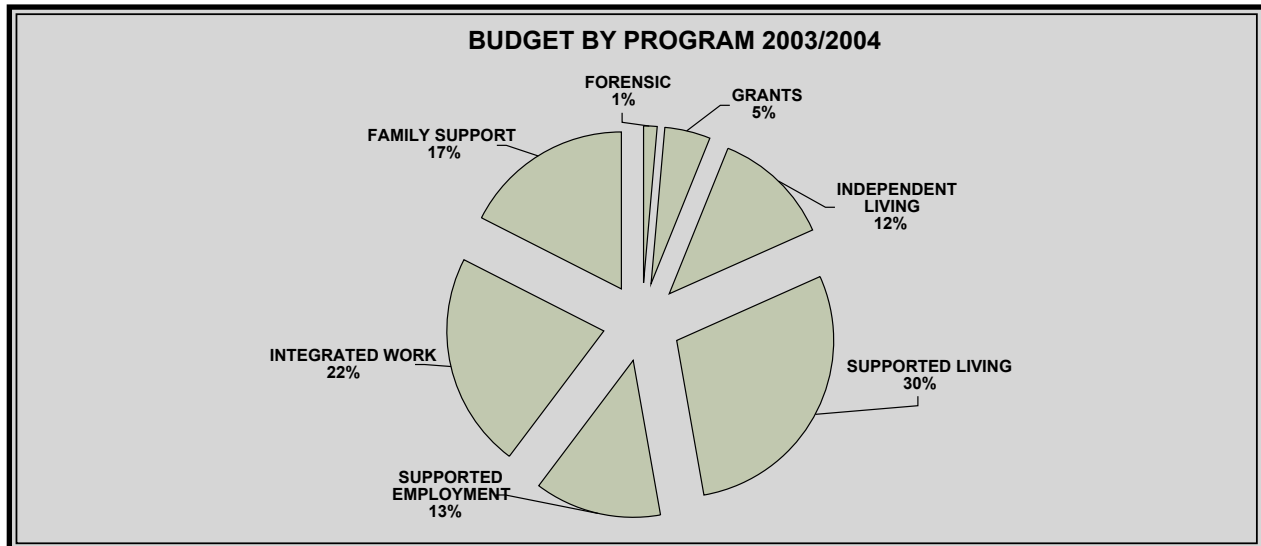
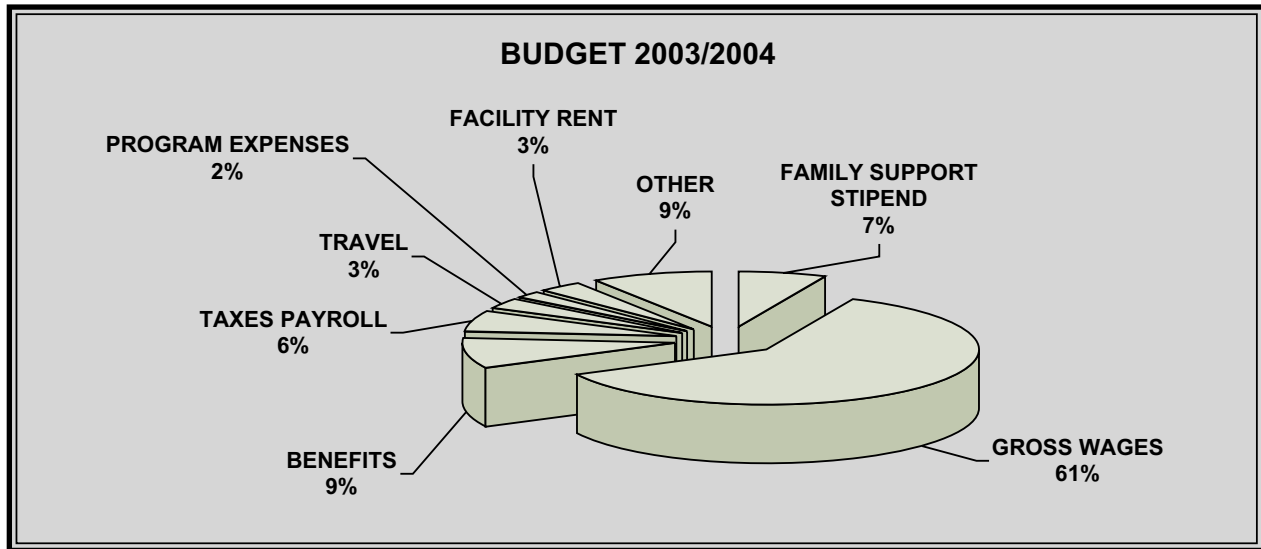
*What are your goals, dreams, and ambitions?*

That's hard to say right now because I am working on so many goals. I love my job and plan on staying with TMI, doing the very best I can. However, winning a big jackpot at Bingo would sure put the icing on the cake!

*Thank you for sharing Colleen!*



## TMI BUDGET / FISCAL YEAR 2003-2004



# PROGRAM NEWS

## Community Living

### *News & Congratulations*

Jeremy Stearns is the new paid roommate for Richard F., Lindsey Roberge is the new paid neighbor for Sharon S. who is new to Supported Living, and Cheryl Quick will now be a paid neighbor for Leslie A. We wish you all the best!

Allison B. is getting married. Tammy Y. is expecting baby Joshua. Best wishes to you both!

Ammon C. moved into his first apartment. Rosemary C. and Lea G. also moved into a new apartment and so did Keisha R. and Amber J. Sandy H. moved into a new apartment in La Mesa with a new roommate. Enjoy your new homes!

Richard F. is building his own art studio in his apartment with help from his circle of support. Way to go!

Blaise D. just got a full time job at Miramar and Sarah H. has a new job with Rite Aid. Darrel C. started a new day program at Horizon. Nathan B. decided to go back to school. Congratulations to you all!

Ricky G. has made two trips to Palm Springs recently, once for 4th of July. He is also going to Vegas next month. Have fun!



## Community Employment

### *News & Congratulations*

Quincy and her husband will be moving to Boise, Idaho in September. Her four years of exemplary service as Division Manager in Integrated Work and Point of Transition is greatly appreciated and she will be missed! Best wishes Quincy!

David May Jr. has been promoted to CES Division Manager providing services to people who are deaf or hard of hearing. Way to go!

TMI's dedicated veteran Job Coach Ryan Walls was recognized by Radio Station Z90 as "Father of the Year." Congrats!

Nora, Donald and Carmen, three individuals supported in Integrated Work, were awarded the Citizen Exceptional Service Award from the Chula Vista Police Department for their service at the Chula Vista Animal Shelter.

### *New Work Sites*

Donald, Michael and Nora have begun working at Wal Mart, as well as Roel, Jesus and Chesley. Chris, Howard and Janine are now working at Souplantation. Congrats!

Marshalls has hired Anthony and Pitcher's has brought Jeff on board as a new employee. Vons has hired Chris and Fabio, and Eric, Lawrence and Jhaniz are now working at Target. Daniel has started work at Camp Pendelton. Jose is now working at Albertsons. Jan was hired at Coronado NAB. Trina started work at Sea World. Cathy is now working at the Gap. Job Options at the U.S. border brought Angelica, Jesus and Matthew on board. Harvey is working at Job Options Balboa Medical Center.

# Staff's Corner

## New Staff

### **New To Administration**

Paola Osuna has returned to TMI as a CES Division Manager for the South Bay area. Welcome back!

Teri Patterson has come on board with TMI as a Job Placement Manager. Welcome Teri!

### **New To Community Employment**

Lani Caha, Jason Carney, Gilberto Cota, Mirko Djordjevski, Golde Hemilson, Alvie-John Hernandez, Jeri "Jay" Johnson, Jeremy Mann, Wade Moore, Nanae Murch, Chris Perkins, Anna Swiniarska, Cara Thompson, Elena Vall and Alejandro Velaquez have all come on board with Community Employment.

### **New To Community Living**

Christina Francis-Law, Sandra Fillmore, Angela Gatt, Chezare Hines, De'Onience Jones, Sarah McFadden, Angela Pantoni, John Sawyer, Albert Torres II and Jeffery Turnbough have all joined the CLS team.

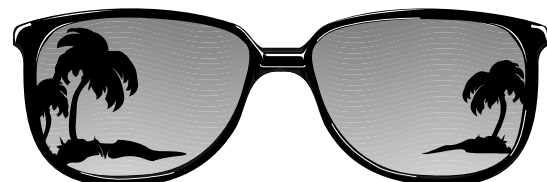
*Welcome to all of you!*

**SAVE THE DATE!**  
**TMI Council Annual Picnic**  
**September 12, 2003**  
**3:00-6:00 p.m.**  
**Balboa Park**

*Continued from Page 1 - Summer Blues*

As we go to print the State of California has no budget. The hostilities in the legislature have required the presence of security and our elected officials stand firmly entrenched in their partisan positions. In the meantime people with disabilities and those who so loyally provide their day-to-day support are left to wonder about tomorrow, about their futures, about the basic needs that others take for granted. When did it become acceptable to cut education, mental health or disability services, which are so vital to the most vulnerable citizens in California? When did we begin to think that a \$45 increase in the Vehicle License Fee was a greater hardship to the average taxpayer than a cut in Social Security for someone who was already living well below the poverty level? How did we pay our debts after WWI or WWII? We raised taxes...a suggestion, which would brand you as un-American or as a traitor today. It seems that the American "way" has become one that inflicts lots of suffering on a few as opposed to a little sacrifice on us all!

We can sit back and mourn the loss of those lazy, stress-free days of summer or we can do what has become for most of us our primary summer activity—we can step up our advocacy efforts, make legislative visits, bombard our elected officials with letters, postcards, phone calls, and generally just make nuisances of ourselves—just like we did as summer wore on when we were kids!



# 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, *Director*  
Jim Timlin, *Director*  
Lindsey Roberge, *Director*

## ■ NEWSLETTER COMMITTEE

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