



TMI

TOWARD MAXIMUM INDEPENDENCE

A non-profit agency assisting people with disabilities to live, work and participate in their communities for 23 years.

ISSUE #47

APRIL 2005

IN THIS ISSUE

- Employees of the Year
- Employment Solutions
- Staff's Corner
- A Closer Look
- Program News



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

Employees of the Year 2004



Parvin Pashae
Assistant Coordinator,
Community Living



Maureen Burris
Facilitator,
Employment Solutions

Community Living Services' employee of the year for 2004 is Assistant Coordinator, Parvin Pashae. She is recognized for her willingness to demonstrate effort over and above that outlined in her job description on a consistent basis. Her work ethic sets the bar for other staff to follow. Parvin has been at TMI for over six years, starting in July of 1998 as a Facilitator in Community Living.

At the age of 18 Parvin emigrated to Canada from Iran along with her whole family. She attended Georgia College in Toronto where she studied "Developmental Services." In Canada, large institutions are called "regional centers" and Parvin's first job in the field was as a Residential Counselor at the Hurion Regional Center. Later she worked as a day program supervisor at a vocational center.

Maureen came to TMI in March of 1990! She moved to San Diego from her home town of Chicago with a BA in Psychology. Like many people in our field Maureen got her start in group homes. She also worked for UCP in conjunction with the San Diego Community College District as a teacher's aide. It was while working at UCP that she met a young woman, Denise, who was also receiving services from TMI. Denise gave her TMI's phone number and Maureen was hired as a full time Community Living Facilitator. In 1994 she covered for immediate supervisor, Coordinator Dena Hernandez who went on maternity leave. When Dena returned, Maureen maintained part time status as a Coordinator and eventually went full time in January of 1995.

Over the years Maureen has been actively involved in TMI's council

Continued on page 6

Continued on page 6

TMI Employment Solutions

Joining America's Workforce!!!

Congratulations to the following people and their Division Managers in forming great partnerships in starting new jobs:

Brent Ramsey

Ethan – Pedus

Veronica – Pedus

Daniel – Home Depot

Trinity – Albertsons

Domini – Regal Theatres

Stephanie – Pedus

Brandon – GMC Pontiac

Larry – Albertsons

Nick Pelosi

Kimberly – Home Goods

Tong – Fry's Electronics

Charles – Carl's Jr.

William – VONS

Jessica – VONS

Jhan – SeaWorld

Cara Thompson

Renee – Pedus

Nasim – Pedus

Lee – Pedus

Omar – Pedus

Jason – Pedus

Rachelle Benson

Lee – Sea World

Carlos – Home Depot**

Miguel – Job Options, 32nd St.

Emily – SDSU

Keisha – VONS

Paola Osuna

Frank - Pedus

Abraham – Job Options

Ivan – Pedus

David May, Jr.

Emily – Manpower

Hector – VONS

Linda – Target

Jang-lin – Pedus

Vanessa – Ace Aviation

Mark – Hollywood Video

Nadige – County of San Diego

Jennifer – VONS

Jose – Job Options

Julie Hadley

Edward – VONS**

Malcolm – Target

David – Job Options

William – Target

Connie – Pedus

Leslie – Pedus

Jose – Elite Show Services

** Thanks and Congratulations to Margaret Whaley and Julie Benavides for their job development referrals to Home Depot and VONS respectively! Each received a \$100 incentive!



Workforce Strength Through Diversity

CARF Accreditation-Exemplary" Job Development...But It Is Tough!!!

"TMI Employment Solutions does an exemplary job of creating customized job placements. The Division Managers are acutely aware of the individual strengths, needs, abilities, and preferences of persons served, and they utilize this information to create well-matched jobs." Wanda Bohnstedt, National CARF Surveyor, Program Director, and State of Georgia APSE President.

Job development for people with disabilities is a marketing process in which job development professionals are achieving outcomes and placements for the largest unemployed demographic group in the USA. We at TMI are committed to the employment of people with disabilities within their own communities. Since 1988, TMI has placed over 1,000 people in jobs throughout San Diego County. 100% of all TMI placements are directly employed by the employer as part of their workforce. TMI also directly employs four current participants as office aides who are paid well above minimum wage.

Job development is the No. 1 essential duty listed on the TMI Division Manager's job description, but is a total agency effort. TMI Employment Solutions Director Joseph Nacario realizes that a CARF exemplary commendation is difficult to attain, according to the two CARF Surveyors, but understands the challenge of job development from a critical perspective. "Our entire agency realizes the endeavor at hand to place those anxiously waiting for jobs. Each

year TMI will survey its participants, parents, care providers, Regional Center, employers, and the Department of Rehabilitation. The area most cited for improvement is job development and how long it takes for placement. Our entire team realizes that employment is a tremendous goal to enhance quality of life. We really appreciate the patience of those in waiting for jobs."

TMI Employment Solutions will continue to aggressively pursue job placements with employers and to negotiate, educate and reinforce that it is good business to hire people with disabilities. Employer surveys cite positive outcomes resulting from their partnerships with TMI. These include the addition of highly dedicated, motivated and reliable employees, as well as a significant reduction in turnover. Many also report an increased sense of community within the workplace and improved quality assurance.

TMI Employment Solutions will continue to pursue and build on partnerships with great employers such as VONS, Albertsons, Wal Mart, Ross, Marshalls, Target, Job Options, Pedus Service, and Sea World.





***Interview With Laura Barrios, IW CEF
By Paola Osuna***

When interviewing Laura I was reminded of how great getting up in the morning can be if you truly enjoy your life. Read on and you'll find out why she's no longer known as Ms. Barrios.

Congratulations on your marriage! Tell us all about it?

Thanks! I am a newlywed. I am now Mrs. Harden. I got married on February 5th. My husband is Ron, a Sr. Border Patrol Agent. We've been together for 11 years. We met singing karaoke. He loves singing country music. It's been great so far. I love it!

Laura, since we have been talking singing has come up several times. What's the deal with you and music?

Music runs in my family. My mom and aunt sang professionally in Guadalajara, Mexico. They were called Hermanitas Casillas and recorded 12 records under that name. My dad was also a singer. He was one of the first Mariachis in San Diego. His group was called Mariachi Real. My parents wed and had three kids; I'm the oldest and the only girl. I've been singing since the 4th grade when I joined choir, which I was a part of until the 12th grade. I did my first solo performance in the 6th grade to a song I still enjoy singing today, Baby Angel. Today, I sing professionally. I am the lead singer of The Corvettes. We perform throughout southern California, including Viejas Casino.

As soon as I brought up music, your face got even brighter and happier. Where does your passion for music come from?

Well, I love connecting with the audience when I perform. I reenact music from the 50s and I really enjoy watching the audience relate to a specific song. People hear a song and it stays with them forever. Years later, when they hear the same song, it takes them back to a specific moment in life. It may be happy or sad but it's their moment. I get a thrill when the audience sings along! Come to think about it, I probably get more out of music than the audience. I get to be someone else. Singing is a stress reliever for me. I get to be Tina Turner, who is my favorite. Some other favorite acts include Diana Ross and Aretha Franklin.

Laura, when you come into the office you are always glowing. It's great having you as part of our team, what brought you to TMI to begin with?

Well, I've been with TMI for almost three years. I came here because I wanted to do something with people. I really enjoy being around people. My job has now turned into my hobby. The money is great, don't get me wrong, but I really do enjoy my work. I have gotten to meet great individuals here and I look forward to spending time with the individuals that I support every day. I love how we relate to the same music because we are from the same era.

No matter what I ask, it all goes back to music! What other hobbies do you have?

I love to cook. When I retire I am going to enroll in a culinary school. I would like to become an expert in Chinese Cuisine. I also really enjoy traveling. My husband and I would like to buy an RV in a couple of years so that we can travel all throughout the U.S.

I know music is a gigantic part of your life, but may I ask what you value most in life?

PROGRAM NEWS

Community Living News & Congratulations

Congratulations to Linda M. on her new job!

Clara B. moved to a new apartment. We wish you all the best in your new home.

Welcome to new program participant Shelly B.

Steffie E. and Ricky G. took a trip to Disneyland. Hope it was fun!

Blaise D. has been to Big Bear skiing several times this season. Way to go Blaise!

Angela R. had a baby boy who stayed in the hospital for two months and was discharged at the end of February. We wish you all the best!

Debbie F. moved into a new apartment!

Cynthia S. went on a week long cruise!

June G. got engaged to Cameron L. Congrats to the two of you.

CLS Coordinator Tiffany Bennett got engaged to be married in October. Congrats!

Employment Solutions News & Congratulations

Congrats to Sheila Sample who will be grandmother for the second time!

David T. received a "Letter of Appreciation" from the Department of Navy on his good work at the Naval Hospital. Way to go!

Michele Aldama will be due with triplets in May...if not sooner! We wish you all the best!

Jang-Lin likes to be an inventory tagger at Pedus Service because he never dreamed about this kind of job before. He wanted to thank TMI for helping him to get this job.

Special Recognition

Congratulations to Michael R. who recently traveled to Nagano, Japan to compete in the World Special Olympics, Winter Games. Michael was awarded the Silver Medal in Men's Singles Figure Skating!

Family Support Services News & Congratulations

TMI would like to welcome Moriyah Simone who became a certified foster parent in January '05, as well as Sonia Godoy who was certified in October '04.

TMI's Family Support Services would like to welcome Dr. Sharon McGilvery to our behavioral support team. Dr. McGilvery will be providing consultation and support to children and families receiving services in the Alternative Families Project and Family Focused Supports. Dr. McGilvery has worked with individuals with developmental disabilities for 16 years both as an employee of SDRC and in her private practice. TMI is very excited to have her on board. She is a wonderful addition to our team!



Continued from page 1-Parvin Pashae
In February of 1998 she moved to San Diego along with her husband Moe and two daughters Sarah and Tara who are now 13 and 10 respectively. She worked briefly at a group home before hearing about TMI from a co-worker.

Parvin is well liked and much respected by people she supports, as well as by her colleagues inside and outside of TMI. Recently her willingness to interpret for a Department of Rehabilitation client, originally from Afganistan, has not only won her praise and admiration from the Rehab Counselor, but has contributed to many positive changes in this woman's life, including her first job at age 40.

When asked what it is that makes her a good employee-worthy of "employee of the year," Parvin says simply, "I love my job and I love working for TMI-and I'm not exaggerating!" Well we're not exaggerating either when we say that Parvin is a truly exceptional employee!

Continued from page 1-Maureen Burris
of persons served and assisted in the planning and organizing of TMI Council events such as the Annual Picnic, Holiday Party, and various Council fundraisers. She has also helped to bring in speakers or offer trainings at Council meetings. For ten years Maureen was a principal organizer for TMI's East County Support Group. She has been an active volunteer at many of the local conferences of "People First."

What sets Maureen apart from so many staff is her personal commitment to people. She maintains friendships with people she supported 15 years ago when she started at TMI. If you ask Maureen what has been most rewarding about her work at TMI she would list at the top her long standing

relationships like the one she maintains with Beverly Thueson, or the sheer pleasure of watching someone like Julie Casey transition successfully from high school to living in her own apartment and having a real job. Julie's unexpected death in 1996 shook all of us at TMI, but was no doubt hardest on Maureen who has experienced the extreme highs and lows of our work.

In July of 1995 Maureen transferred to Community Employment Solutions and has excelled as a Facilitator or job coach as they are often referred to. She has recently completed her term as a staff representative to TMI's Board of Directors-a strong vote of confidence by her peers. At the March "All Staff" meeting Maureen was recognized for 15 years of dedicated service to TMI! Congratulations Maureen!

NAME OUR NEWSLETTER

After 46 issues of TMI's newsletter, we think it's time to give it a name! If you would like to submit your ideas for TMI's newsletter name please email Ginger Cohen at gingerc@tmi-inc.org by April 30, 2005.

Please send ideas which are in keeping with TMI's mission. Once all name ideas have been submitted, TMI's PR/Marketing Committee will decide the winning name. The person who submits the newsletter name that is chosen will be awarded a \$50 Visa Gift Card. We look forward to receiving your submissions!

Thank you!





New To Employment Solutions

Tracey Allen, Kathy Almendariz, Carlos Alvarez, Harry Asher, Kamaria Bingham, Felicity Cerff, Marlene Christian, Rebecca Crampton, Laura Dunaway, Sonia Fragoso, Lisa Kerlin, Judith Michael, Lawrence Montoya, Lance Picha, Ashlee Puckett, Selena Renay, Tiffany Sneed, Russell Streitfeld and Wesley Zurowski.

New To Community Living

Ashaki Adowa, Michael Avalos, Kevin Brocker, Blanca Butler, Shabar Cobb, Jeneen Corley, Monika Driscoll, Robert Equerme, Tami Jones, Shannon Kukasky, Sandra LaCrue, Henry LaFarga, Wendy Mitchell, Sharon Nolley, Peter Obilor, Shyleah Patterson, Jose Ramirez, Katheen Reid, Valeri Snow, Maria Soltero, Ashley Sorenson, Marla Stallworth, Priscilla Tapia, Jane Trbusek, Sandra Yune and Tanner Zemp.

New To Administration

Harriett Holmes has come on board as a CLS Coordinator. Abraham Martinez was promoted to a CLS Coordinator, and Brandise Reed was promoted to a CLS Assistant Coordinator.

Sheila Sample and Richard Szakalski were promoted to CES Division Managers. Jerri Caswell and Margaret Whaley have been promoted to CES Lead Facilitators.

Corey Pahanish has joined the Forensic Advocacy team as a Lead Facilitator.

Welcome to all of you!

Continued from page 7 - A Closer Look

My kids! I've always wanted to be a mom. My mother tells me that she recalls me telling her that my plan in life was to be a mom. So I got married and had two children of my own. I had my daughter Adeline when I was living in Germany, she's now 19. And I had my son David, who's now 15, in Texas. But I'm done having kids.

Laura, you are very outgoing and easy to get to know. Is there something about you that not too many people know about?

I'll tell you about the thing that has kept me humble. I have suffered from psoriasis for the last 15 years. There was a point where 80% of my body was affected with it. Not too many people know about this unless I tell them about it. But it's on my mind every single day. But I have gained alot from this experience. I have turned what I thought was something negative into a positive. This has actually helped my self-esteem. I now take better care of myself and I exercise more often. I like looking good for me and it's made me more patient with people with disabilities because I understand.

Wow, you work two jobs, you're a newlywed and a mom. What keeps you going with so much energy to spare?

I have the best life! I love being able to do something productive everyday. I love getting up in the morning and doing something good for someone other than myself.

One last thing Laura, what do you think about when you're driving?

Music & what I am going to cook that day!

I thought so...We should have known your thoughts had something to do with music. Laura thank you so much for letting us get to know you. You are someone who is truly valued at TMI.

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,

■ TMI BOARD OF DIRECTORS

Jim Timlin, *Chair*
Pat Campbell, *Vice Chair/Treasurer*
Tom Colligan, *Secretary*
John Larson, *Director*
Ana Fuentes, *Director*
Barbara Williams, *CLS Staff Representative*

■ NEWSLETTER COMMITTEE

Contributing Journalists

Ginger Cohen Louanne Miller
Connie Saverino Joseph Nacario
Paola Osuna

Design Layout

Ginger Cohen

Editor

Connie Saverino

TOWARD MAXIMUM INDEPENDENCE

Main Office
4740 Murphy Canyon Rd., #300
San Diego, CA 92123
Ph: 858-467-0600 / Fax: 858-467-9059
North County Office
1900 Sunset Rd., Suite E
Escondido, CA 92025
Ph: 760-839-5255 / Fax: 760-839-5281
www.tmi-inc.org

Constance Saverino, CEO
connies@tmi-inc.org

Mark Saverino, CFO
marks@tmi-inc.org

Directors

Gary Miller, Director of Recruitment & Staff Development
garym@tmi-inc.org
Louanne Miller, Director of Family Support
louannem@tmi-inc.org
Stacy Miller, Director of Community Living
stacym@tmi-inc.org
Joseph Nacario, Director of Employment Solutions
josephn@tmi-inc.org
Roger Orstad, Director of Human Resources
rogero@tmi-inc.org

Toward Maximum Independence
4740 Murphy Canyon Road #300
San Diego, CA 92123

