



TOWARD MAXIMUM INDEPENDENCE

TMI is an exemplary non-profit agency with a long standing and solid reputation for "Best Practices" in providing personalized assistance and support to children and adults with disabilities enabling them to live, work and participate in their communities by offering

Real Choices, Real Possibilities.

ISSUE #49

FALL 2005

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Malcolm's Story

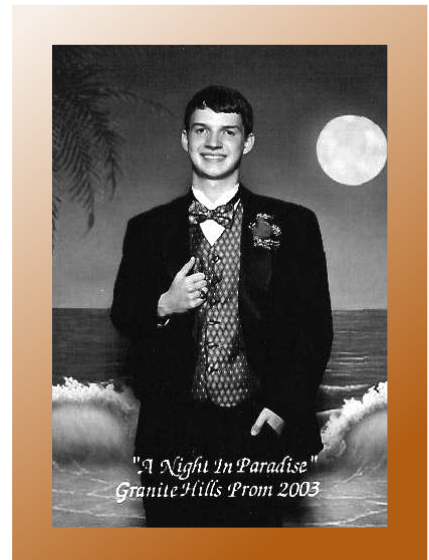
I came to live with my TMI foster parents (Kathie and Monica) when I was seven years old. At first I thought I was just going to be visiting for awhile, but soon learned that this was going to be my permanent home. It took awhile to get used to living with them, but in a short time I blended in with the family. I didn't talk at the time and we would watch TV and recited words, one at a time. During the first six months I began to say two word sentences. I went to school like a normal kid and I played on a local baseball team. Back then, I wasn't always cooperative and tried hard to get the teacher's attention but I didn't know how. I tried to be funny like the other kids, but sometimes it made the kids laugh and it got me into trouble. Eventually, I started to make friends.

I then went to Boulder Oaks Elementary and classes there were harder, but I still did well because I worked harder. Sometimes we would go on field trips. My foster parents helped me with long hours of nightly homework. Then I went to middle school and this time it was different. There were harder classes, history, computer, sex education, and English. Mr. Reineke (Principal) would help me out by talking with me when I couldn't stay in the classes. He gave me advice and told me what to do and not do. I had a few problems with other kids teasing me, but I tried to tell the teachers when I needed to. I also made more friends.

During my graduation, I received a merit award for all my progress. At my graduation party, my former teachers and TMI staff attended to congratulate me. I started at Granite Hills during the summer by taking computer skills classes. The freshman days were the hardest days of my life. Some of the students there tried to make my life miserable by hazing and getting me into trouble. But by my later years, I started gaining respect from them and had many friends.

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

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Malcolm at his Prom

TMI EMPLOYMENT SOLUTIONS

PEDUS SERVICE - NEW TMI CORPORATE PARTNERSHIP

Pedus Service USA has over 2,500 employees. Its corporate headquarters is located in Monterrey Park in the Los Angeles area. Its annual revenues exceed over \$60 million, with operations in six states. Pedus USA is part of Pedus Service International with over 51,000 employees and sales in excess of \$1.2 billion in over 24 countries. A partial list of Pedus clients includes: Chevron, A.P.S., VONS, Scripps, Rite-Aid, Kaiser Permanente, Wells Fargo, and Hilton Hotels. Services under the "Pedus Engine" include: Security, Engineering, Janitorial, Housekeeping, and Food Services. Pedus Service credo: Our Unwavering Commitment to Customer Service. www.pedus.com

In December 2004, David May Jr., TMI Employment Solutions Division Manager for the Deaf and Hard of Hearing Program, contacted Pedus Service based in Monterrey Park in the Los Angeles area. Pedus Service was actively recruiting Checkpoint Taggers for San Diego County. David, Joseph Nacario, and Paola Osuna met with Pedus Security Division Manager Saul Ramirez and Field Operations Supervisor Ron Meyers to discuss how TMI Employment Solutions could meet their staff recruitment needs. The TMI Employment Solutions team explained to Pedus how hiring people with disabilities would provide quality assurance with pre-screening applicants and job coach support, greatly reduce turnover, and also result in motivated and dedicated Pedus employees. Mr. Ramirez indicated that Pedus had a long history of hiring people with disabilities in Los Angeles and Orange Counties. He oversees Checkpoint Merchandise Tagging and Security with VONS and Safeway throughout California and Nevada. "As with other Pedus employees with disabilities, I have been impressed with the dedication, enthusiasm, reliability, and stability in working with individuals referred by TMI Employment Solutions. They take their jobs seriously," Mr. Ramirez said. Currently, TMI and Pedus Service are working closely in updating and developing new training materials and curriculum.

Twenty-two TMI participants have become part of the Pedus Security Services team as Checkpoint Taggers over the last ten months! They are assigned at VONS stores throughout San Diego County. Their responsibility is to provide a service that will reduce and deter loss prevention of merchandise items that have been determined as high risk theft items. Their duties require attention to detail, productivity, completing and submitting reports, testing of technological equipment, and customer service.

Connie Lopez says, "Pedus is the best job that I have ever had!" She has prior work experience in janitorial, retail, food services, and car washes. "My supervisor Lirrily is always helpful and gives me good tips with my job. She is really nice! Also the VONS employees are great!" Lirrily Ramirez is the Pedus Service San Diego Field Supervisor. "All of the people from TMI are dependable and hard working Pedus employees," says Lirrily. Pedus employees are supplied with a prestige uniform package and also, medical benefits.

TMI Employment Solutions would like to thank Pedus Service for providing great employment opportunities for people with disabilities within their communities!

"As with other Pedus employees with disabilities, I have been impressed with the dedication, enthusiasm, reliability, and stability in working with individuals referred by TMI Employment Solutions. They take their jobs seriously," says Mr. Ramirez.

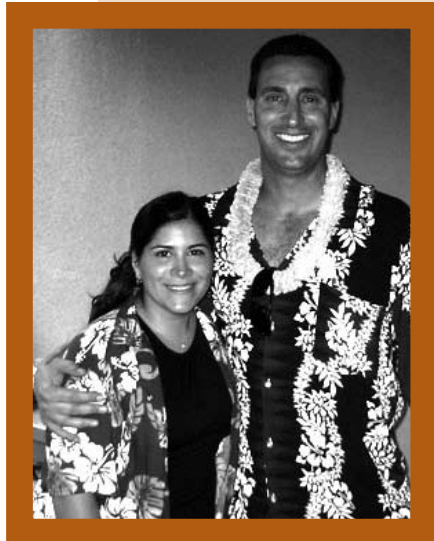
TMI HOSTS SAN DIEGO REGIONAL CENTER CHAMBER OF COMMERCE “AFTER 5 BUSINESS MIXER”

On July 21, 2005, Toward Maximum Independence hosted its first San Diego Regional Chamber of Commerce After 5 Business Mixer. The event was held from 5:30 – 7:30 PM and was a tremendous success with over 200 business people in attendance. TMI Division Manager Julie Hadley took the lead along with Brent Ramsey and carefully planned this event that provided a tremendous opportunity to “get the TMI name out” and for the business community to tour our corporate offices and conference center. TMI set up a table where information was distributed. TMI’s parking lot became a paved paradise with the “Aloha



Julie Hadley

Tropical Hawaiian” theme. Palm trees, tiki bars with sodas, bottled water, beer kegs and mai tais, tropical fruit plates, delicious teriyaki barbecue chicken (grilled on location) provided delicious and tasty beverages and food. TMI staff and several TMI supported employees were great hosts to the over 200 in attendance. Hawaiian shirts, aloha dresses and skirts, sandals and shorts really set a festive mood with the perfect weather.



Paola Osuna & Brent Ramsey

Establishing contacts with prospective employers, conference center patrons, as well as resources for all TMI programs will be follow-up outcomes due to this successful San Diego business community event!

A “Best Dressed Tropical Attire” contest was a definite highlight, which was followed by a hula dance exhibition by the winner.

Special thanks to the following businesses that provided great door prizes:

<i>La Jolla Spa MD</i>	<i>Consult/Treatment</i>	<i>\$700 value</i>
<i>Target-Grossmont Center</i>	<i>Gift Card</i>	<i>\$100</i>
<i>UCSD Birch Aquarium</i>	<i>VIP Passes (8)</i>	<i>\$100</i>

Also, thanks to Ernie Dickerson (Julie Hadley’s dad) who constructed and donated the cool beverage tiki bars. DJ Thomas Howard of Deep Soul Sound Productions provided awesome music throughout the evening and can be reached at (619) 675-6726 www.deepsoulsound.com.



“Best Dressed”



***Interview With Sally Wiese, Admin Aide
By Paola Osuna***

Twice a month TMI employees step out of the elevator and put a big smile on their faces as soon as they see Sally Wiese in the administration office. Yes, we all know her and like her, not only because she hands out our paychecks but also, because she is an amazing person. Sally is highly valued at TMI and is a pleasure to work with.

Sally, I know you've worked at TMI for 5 years now, where did you work before and how did it all happen?

After I graduated from Bonita Vista High School in 1991 I completed a Travel and Tourism Program at Southwestern Community College. After receiving my certificate I worked at a travel agency for a couple of months but moved on to work at a local paging company. I was there for 4 1/2 years before I got laid off. That was unfortunate but I am thankful to have been referred to TMI. I started when we were still at the old building, answering phone calls and as time passed my duties increased. My official title is now Administrative Aide. I always remember the exact date that I started working at TMI because it was Valentines Day of 2000. My favorite part of my job is being able to interact with everyone that comes into our office. I'll be happy with my job as long as I am able to interact with people. In the future I would like to get a bachelor's degree in the business field.

That's definitely something to look forward to. Sally, were you born and raised in San Diego?

Nope, I was born in North Platt, Nebraska

where I lived on a ranch with all sorts of animals. My family and I then moved to Colorado where I lived until I was 14 years old. That's when we moved to San Diego.

Wow, moving right before starting high school can be hard. Do you plan to stay in San Diego?

Yes, I love San Diego. It's a great place to live, especially with the great weather! Eventually, I would like to buy my own house in East County or by the beach. It would be nice to get married and start a family here.

I know you have a long work week, and like many people, probably look forward to the weekend and time to do things that you enjoy- what kinds of things do you do in your own time?

On the weekends I like to spend time with my family, go to baseball games, and lay out by the pool. I have one older brother and two older sisters. I spend the most time with my brother because he lives in Point Loma with his wife and two daughters. In the summer I like to travel to Oklahoma, where I can see my sister Missy and her 2 boys. However, what I would really like to do is visit my sister Carie. She's been living in Kenya for the past 8 years as a missionary with her husband and her two boys and two girls. I only get to see them every three years when they come to San Diego. On Sundays I go to church with my mother and stepfather. I also like to just relax at home. It's nice at home- I have two dogs; my Jack Russell named Tempest and a Cocker Spaniel named Sassy. I also have two parakeets, Indigo and Sweet Pea.

You have a full house! So do you have any hidden talents?

I'm a pretty good line dancer... Anyone care to dance?

Sally, thank you for allowing us to feature you in our spotlight interview! You are a very kind individual who brings joy and excitement to our team! Keep up your great attitude and keep working hard to achieve your goals!

Family Support

News & Congratulations

Congratulations to Isaiah on his Middle School Promotion and on receiving several awards for his diligent efforts. A special thank you to Eleanor and Melvin for supporting Isaiah's efforts.

Congratulations to Nicholas for completing his summer employment with HMS Host at the San Diego Airport! We are proud of your dedication!

We would also like to congratulate Ricardo on his elementary school promotion. All of Kiro's dedication and support is highly appreciated.

TMI FSS is currently planning their annual holiday party. It will be held in December and TMI is now accepting donations of toys, money, clothes and needs volunteers to assist with the party. BE A PART OF SOMETHING GREAT!!

FSS would like to welcome our new children into the loving homes of our TMI foster families. They were placed in the months of September and August and are all adjusting wonderfully. There has been significant improvement in each child from communication skills to experiencing a family unit for the very first time. That's what TMI is all about..."Real Choices, Real Possibilities."

Community Living

News & Congratulations

Congratulations to Delores Conley on finding a place of your own!! Welcome to TMI!

Special thanks to Denise Wood for opening your home to Delores while she waited for her new place. Thank you!!

Congratulations to Virgil and Irene Vega on your new marriage. We wish you a long and happy life together!

CLS Coordinator Tiffany Bennett was married on October 8. Congratulations from everyone at TMI!

Community Employment

News & Congratulations

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

- Sheila Sample-Road Motors: Eric C., Joe C. & Alissa B.-Long Drugs Store: Cheryl I.
- Pat Medlock-Target: Christopher S. & Cathy M.
- Deana Sanchez-Henry's Pub Gaslamp: Jason T., Veronica G. & Jeanette B.
- Julie Hadley-HMS Host Airport: Ivonne G.-Job Options Inc: Miguel C.
- Brent Ramsey-RSF Pharmacy: Mackie W.-VONS: Chris H.-Albertsons: Adam W.-Home Depot Expo: Ursulla L.
- David May, Jr.-VONS: Efren L.
- Nick Pelosi-ACE Hardware: Joshua M.-Target: Labryon.
- Rosemary Uribe-VONS: Daniel L.-Job Options: Willia A.-Home Depot: Michael W. & Matthew R.

Congratulations to Sheila Sample on expecting her second grandson at the end of next month.

TMI FUNDRAISER!

*Buick Invitational Golf Tournament
Torrey Pines - La Jolla
January 24-29, 2006*

Fantastic Single Day Ticket Price: \$15

***Regular Ticket Price:
\$18-22 for Weekdays
\$22-28 for Weekends***

The entire \$15 benefits TMI!!!

**Tickets can be purchased at TMI in Suite 300
Contact Sally @(858) 467-0600, ext. 342
See Tiger Woods, Phil Mickelson, VJ Singh
and others!**

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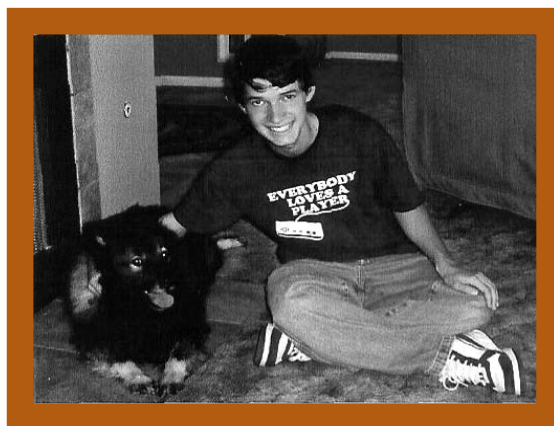
I worked harder at school and at home concentrating on my homework. My favorite year was my senior year because I had the fewest problems, and I had become a popular guy, and started to look handsome. Late in that year I went to the senior prom with a classmate and went to dinner and danced and had a great time. Graduating was one of the proudest moments in my life so far. At my graduation party there were former principals, teachers, family members, TMI staff including Dr. Paul, and friends of the family.

My favorite interest has been learning to fly to other states where my family members live. I like to take the bus to the movies, love to play video games, and I'm a pet lover. I applied for and started working at Video World with the help of a job developer from high school. I started to develop independent skills by taking on new responsibilities. I take care of pets, clean the house, and have learned more bus routes. My foster parents gave me a lot of wise suggestions about spending my money, and saving up for other things. Things were not the same though when in October 2003 we were forced to leave our home because of a fire storm. It burned down our home and we lost everything and stayed in a rental home for over a year. We have managed to get back a lot of what we lost. And things have gotten better. My job developer from TMI (Julie Hadley) helped me get a job at Music For A Song at Viejas. I experimented with gambling at the casinos to learn the fun and risk of gambling. Sometimes I lose and sometimes I win \$100-\$1000. I decided to leave the foster care program, because I need to move out on my own soon. Right now I am applying for jobs in the area and am currently a roommate with none of the limits, but more responsibility.

My foster parents taught me how to cook meals, and about emergency safety, and who to get a hold of if I need to. I still want to cook more recipes and learn to drive. So, the moral of my story is to work as hard as you can in school, make plenty of friends, try out many new things, and spend your hard earned cash wisely. Learn from

your foster parents, and love them and respect them just like your other (real) family. And remember, if you think you're old enough to take care of yourself and someone else, you have a right to say what you want and do what you want. I really appreciate all the effort TMI and Kathie and Monica went through to make me a successful person.

We Wish You All the Best Malcolm!!



Malcolm and Bobby

***RALPHS and
ALBERTSONS/SAV-ON
COMMUNITY CONTRIBUTION
PROGRAMS
ARE A WIN-WIN FOR TMI***

Ralphs and Albertsons/Sav-On are committed to helping non-profits such as TMI earn money through their Community Contribution Programs. It's easy! Simply email gingerc@tmi-inc.org or call Ginger Cohen at (858) 467-0600, Ext. 301 with your Name, Address, Phone Number and Ralphs and/or Albertsons/Sav-On Club Card Numbers. Then, every time you shop for groceries and swipe your club card, TMI automatically earns a rebate.

There are NO OUT-OF-POCKET EXPENSES! It's easy, convenient and will simplify the administration of TMI's fundraising program.

Please feel free to contact Ginger at the number provided above with any questions. Thank you for your participation!

Staff's Corner

New In Employment Solutions

- Taunya Bachellor (IW Division Manager)
- Roy Gabele • Sarah Latoski • Mustafa Madwee
- Veronica Medina • Rekha Mehta • Raymond Padilla • Monique Reyes • Luis Rodriguez
- Alfonso Woolford

New In Community Living

- Monika Driscoll (promoted to CLS Coordinator) • Mercedes Creel • Kirsten Donathan • Niki Finch • Jeannette Kuster • Tami Pace • Honor "Rena" Reason • Joyce Theophil
- Grace Valaile • Faapio "Pio" Valaile

Welcome to all of you!

Opportunity: TMI Board of Directors

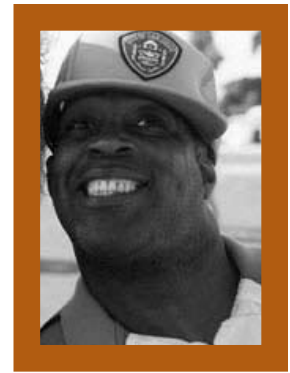
Board Development is the responsibility of both the Board of Directors and the CEO or Executive Director. Recruiting volunteers to sit on a Board who have the necessary passion for the mission of the organization as well as the time to devote to meetings and other duties is always challenging. Currently TMI is recruiting Board candidates who either utilize the services of the agency, are related to persons who utilize services, or employ persons who utilize services. It is critical to have representation on the Board from a variety of stakeholders. Being a responsible Board member means attending quarterly Board meetings, as well as participating on at least one Board or agency committee, as well as attending agency-sponsored activities. The coming year, 2006, promises to be a big one for TMI. We will celebrate our 25th Anniversary and many events are being planned to commemorate this important milestone.

If being a part of this dynamic organization, making important decisions about agency policy, fiscal responsibility and assuring the quality of our supports, sounds like something you could sink your teeth into, contact Jim Timlin, Board Chair (619-992-3734) or Connie Saverino, CEO (858-467-0600 Ext. 304). Help us chart our course for the next 25 years!

We Miss Dick's Smile!

TMI was proud to have supported "Dick" Fenderson for over 12 years. When we first met him back in January of 1993 he was living at Edgemoor Convalescent Center in Santee. He was 42 years old and he had been living there for over 20 years. He was ecstatic about the prospect of living in his own place in the community. He was one of San Diego's pioneers in Supported Living and even though the difficulties of maintaining quality supports for him sometimes frustrated us and him, Dick always made it clear that his home was where he wanted to be. He never complained-even when he should have. His smile could brighten a room or transform a cloudy mood in an instant!

On June 28, 2005 Dick died from complications of pneumonia. He will always have a "Home" in our hearts!

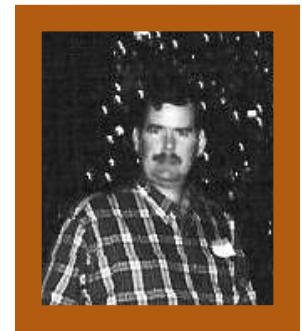


In Memory of David Malmquist

TMI would like to dedicate these thoughts in memory of David Malmquist.

David passed away on September 27, 2005. Sheila Sample supported David through TMI's Independent Living Program for 11 years.

He was a great individual with a witty sense of humor. He was able to live independently with minimal support. He valued his independence, enjoyed his apartment, and living on his own. In his spare time, David enjoyed watching movies, going out to dinner, grocery shopping, and watching television. He always looked forward to going to his parents' house for dinner on Wednesday nights and for Sheila's weekly visits. David will sorely be missed by TMI, family, and friends.



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

Jim Timlin, *Chair*
Pat Campbell, *Vice Chair/Treasurer*
Tom Colligan, *Secretary*
Ana Fuentes, *Director*
Maureen Burris, *Staff Representative*

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