



TOWARD MAXIMUM
INDEPENDENCE
TRANSFORMING LIVES

ANNUAL REPORT

2021 / 22





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A Message from Our Executive Director:

“Fighting For A Brighter Future”

Another fiscal year has come and gone, and for many it has taken along with it security, stability, opportunity, and in some cases, hope for a better future - The struggle is real! Between rising inflation, astronomical gas prices, food and housing increases, political division, and an unstable stock market, many are finding themselves drowning in the overwhelming currents of life. One thing that I have learned during these challenging times is that we can better weather the storm if we work together. With the support of our amazing staff, Board of Directors, Stakeholders, Community Partners, Regional Centers, Sister Agencies, Department of Developmental Services, and the California Disability Services Association (CDSA), we are now starting to see and experience the benefits of our unity.

The progress made this fiscal year is the direct result of our unwavering fight to provide quality services to our clients and competitive wages to support our staff. Although we still have a ways to go before we truly receive the financial support this industry deserves, we are starting to see the light at the end of the tunnel. We are asking for you to join the fight as we continue to do our very best to address the needs of those we serve and those who support them. We will never stop fighting for a brighter future for our wonderful and worthy clients, as well as our dedicated and hardworking staff who continue to transform lives each and every day!

A handwritten signature in black ink, which appears to read 'Rachel L. Harris'. The signature is fluid and cursive.

RACHEL L. HARRIS

About Us

Toward Maximum Independence (TMI) has been transforming the lives of children and adults with intellectual and developmental disabilities since 1981 and the Deaf and Hard of Hearing since 2000. In 2020, we launched Disabled Veteran Employment Services. TMI strives to help our clients to realize their hopes and dreams by providing Employment Solutions, Community Living and Family Support Services throughout San Diego, Riverside and Imperial Counties. To stay connected with us, follow us on Facebook, Twitter, LinkedIn, and Instagram. Together we can share acceptance and awareness, ultimately, contributing to further inclusion.

MISSION

To provide personalized services to those who require support, enabling them to make informed choices regarding how they live, work and function productively and independently in the community.

VISION

Achieving valued roles, making critical life-defining decisions, gaining the respect of others, and contributing to the life of the community are opportunities enjoyed by all citizens.

VALUES

Respect: having a valued place and role among a network of family, friends, colleagues and neighbors. Choice: having autonomy in decision making both in small every day matters and large, life defining issues. Competence: having the opportunity to perform functional and meaningful activities or work with whatever level of assistance necessary. Full inclusion: sharing ordinary places with a growing network of personal relationships and making a contribution to the life of the community.



Departments



Employment Solutions

Employment Solutions provide programs for adults with intellectual and developmental disabilities (IDD), veterans with disabilities and the Deaf and Hard of Hearing. Our clients can absolutely enjoy the rewards of being a contributing member in society and have the satisfaction and pride that comes with having a job or volunteering. We work with our clients to secure and maintain gainful employment in the community, if desired, and also work in collaboration with local businesses to develop volunteer opportunities for our clients. We offer a variety of innovative employment programs.



Community Living Services

We are honored to offer Independent Living and Supported Living Services to individuals with IDD. In order to live in a home or apartment in the community, one person may need live-in support, while others may need only intermittent support once or twice a week to help with such things as meal planning, grocery shopping or banking.

TMI's mission and core values are the driving force behind our emphasis on helping people develop and build skills so they can do things for themselves; be independent.

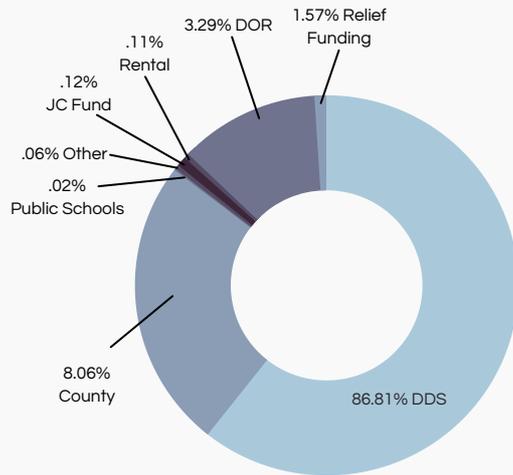


Family Support Services

TMI provides Resource Family placements for children with IDD, as well as additional innovative and trusted programs to meet the needs of the children and families we serve.

Family preservation is important and, even when temporary placement is necessary, the ultimate goal is reunification. In cases when it is not in the best interest of the child and the courts have advised against a reunification plan, TMI has been successful in finding a long-term stable Resource Family for the child where they are loved and nurtured.

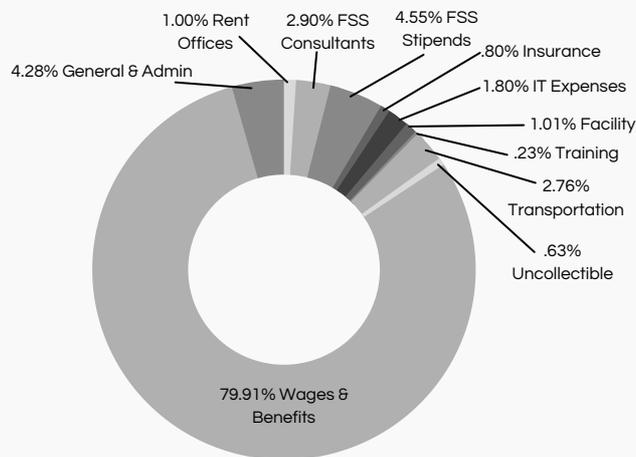
FINANCIAL RESULTS



INCOME

- Dept. of Developmental Services (DDS)
- San Diego & Imperial Counties
- Department of Rehabilitation (DOR)
- San Diego Public Schools
- Private Pay
- Development & Fundraising
- Rental Revenue
- Other
- Provider Relief Funding
- Julie Casey Honorary Fund

Program Revenue - Department of Developmental Services	\$17,005,033.36	86.81%
Program Revenue - San Diego County & Imperial Counties	\$1,579,025.00	8.06%
Program Revenue - Department of Rehabilitation	\$644,474.35	3.29%
Program Revenue - San Diego Public Schools	\$3,710.00	0.02%
Program Revenue - Private	\$3,059.06	0.02%
Investment Revenue	\$-20,215.45	-0.10%
Development & Fundraising	\$9,384.35	0.05%
Rental Revenue	\$21,150.00	0.11%
Other	\$11,233.34	0.06%
Provider Relief Funding	\$307,952.10	1.57%
<u>JC Fund Contributions</u>	<u>\$23,663.08</u>	<u>0.12%</u>
Consolidated Income	\$19,588,469.19	100.00%



EXPENSE

- Consultants
- Julie Casey Honorary Fund
- Facility
- Family Support Consultants
- Family Support Stipends
- Insurance
- IT Expenses
- Rent - Offices
- Training
- Transportation
- Uncollectible
- Wages and Benefits
- General and Administrative

Consultants	\$5,390.00	0.03%
Julie Casey Honorary Fund Fund	\$20,693.01	0.11%
Facility	\$191,586.97	1.01%
Family Support Consultants	\$551,574.38	2.90%
Family Support Stipends	\$865,669.82	4.55%
Insurance	\$152,775.18	0.80%
IT Expenses	\$341,675.07	1.80%
Rent - Offices	\$189,344.10	1.00%
Training	\$43,720.99	0.23%
Transportation	\$524,510.39	2.76%
Uncollectible	\$120,000.00	0.63%
Wages and Benefits	\$15,206,284.68	79.91%
<u>General And Administrative</u>	<u>\$815,199.37</u>	<u>4.28%</u>
Consolidated Expenses	\$19,028,423.96	100%



21/22 BOARD OF DIRECTORS

EXECUTIVE COMMITTEE

Alice Campbell, Chair
Retired
MMA Insurance

Bryan Shull, Vice Chair
Vice President | Branch Service Manager
Bank of Southern California

Jocelyn Gonzalez, Treasurer
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Cathy Bishop, Secretary
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Michele Mamerto
Real Estate Assistant

Heather Martin
Mental Health Professional

Tyler
Client Representative

Andrea Rivera
TMI Division Manager
Staff Representative

Donaven Yousif
Financial Advisor
Edward Jones

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Tom Colligan
Lawyer

Norman Faleono
Resource Parent

Christopher Walters
Lawyer
Walters Law Group

THANK YOU TO OUR 21/22 DONORS

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Roberto Figueroa
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Ana K Gomez
Sylvia J Gomez
Jocelyn Gonzalez
Josefina Gonzalez
Martha Gonzalez
Thalia Gonzalez
Aleczandra M Guzman
Teresa S Guzman
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Sarah F Harris
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Lara Hoefler Moir
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Miriam Inda
Iris Jacks
Cassandra Jackson
Katie L Jalbert
Frances M Johnson
Lihong Ke
Sri Kusminarni-Spink
Rosalind Lapierre
Martha Lomeli
Blanca Lopez
Candy D Lopez
Edgar R Lopez
Jose Lopez
Patricia Lopez
Sonia Lopez
Vanessa Lopez
Michelle Luna
Sonia Luna Vasquez
Jenny Luu
Daniel Madden
Benigno C Madrid Jr
Luz Maria Magana Gonzalez
Michele Mamerto

Rosalind Manuels
Cynthia Marron
Heather Martin
Melissa Martin
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Jane Moore
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Diana Papworth
Jocelyne Parada Vega
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Lisa M Pechin
Angela E Pelton
John Pemberton
Cesar Peraza
Araceli Perez
Frances Perez
Jasmine V Perez
Carlos I Perez Parra
Marina Pineda
Eva Prendes
Adam Price
Maria Luisa Provido
Erin Punzel
Terri J Ramirez
Brent R Ramsey
Desaray Reno
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Gabriela Sanchez
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Estdelin D Serna-Chaiyasid
David Shively
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Milos Spisak
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Sycuan Casino
Pamela Mae Tamkin
Elvia Tellez
Sonia Tellez
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Jacqui R Winners
Danay Winston
Daisy Zanella
Israel B Zaragoza
Alan Zittel
Cecilia Zumaya



Highlights

AGENCY ACCOMPLISHMENTS

- Awarded three-year overall agency CARF Accreditation, as well as for our Resource Family program.
- Community Living Services expanded our Supported Living Services to the El Centro area.
- Our Support Employment (SE) Program supported 97 clients with securing permanent employment, exceeding our annual placement goal of 96.
- SE group placement services expansion efforts continued in San Diego County, our SE Department is now supporting a total of 23 groups and approximately 69 clients working for various companies.
- Launched new Executive Team website pages with bios and photos.
- Added AccessiBe to our website for enhanced accessibility features.
- Created CARF cultural requirement video.
- Completed and executed the Cultural Diversity and All-Staff Surveys. Management and All-Staff trainings have been scheduled around employee interests in cultural and inclusion situations, as well as agency wide topics.
- Monthly emails on “Shining the Light on Diversity” are sent to all staff highlighting and celebrating a different cultural group. Short informational videos, calendar of events, and recipes are included in these monthly emails.
- Completed the migration of the agency from Google Business Server to Microsoft Office 365.
- The Employee Handbook has been updated and incorporates relevant CARF policies.
- UKG, our new HRIS/payroll system, has been implemented; smooth transition of billing and payroll.
- Successful recording and tracking of employee vaccination status, completing employee accommodations regarding vaccinations, tracing of positive COVID cases, and continual communication of policies and updates from the CDC and CDPH.
- 100% of all donations went to our Julie Casey Honorary Fund to directly assist our clients. This fiscal year alone, we issued more than \$19,000 from the fund to our clients for essential needs including rent, food, medication, clothes, and much more.

IN MEMORY



In 1995, Jethro joined the TMI Supported Employment (SE) program. Andy Palasciano was Jethro's TMI Job Coach for many years, but Jethro had many other coaches during his 27 years with TMI including his most recent Blanca Lopez. According to Andy, Jethro's TMI support over the years really was a team effort.

Initially, TMI SE Division Manager Brent Ramsey assisted Jethro with job development and helped him secure employment at The Catamaran Resort Hotel and Spa in San Diego. Jethro then went on to work with The Cohn Restaurant Group at BO-Beau Kitchen and Bar in Ocean Beach for nine years and most recently worked at the Cohn restaurant Pioneer BBQ, where Jethro transferred to when BO-Beau temporarily closed its doors. Jethro's Head Chef Martin (pronounced like Martini) treated him like family as did the rest of the staff. Jethro helped to make the BO-beau kitchen run smoothly as a line cook and dishwasher. He enjoyed prepping fresh vegetables and seafood for their amazing chefs. According to Jethro's BO-beau Manager Luna, he was an invaluable part of their team and did an excellent job.

Luna shared with us that Jethro was always talking about TMI. Jethro loved running into TMI managers around town and really appreciated the support he received from TMI staff. Luna could see the difference that TMI made in his life. Andy could see it too, along with the difference that his employment with the Cohn Restaurant Group made in his overall quality of life.

"They supported him well and it meant the world to Jethro," said Andy.

Toward the end of Jethro's life, he was also supported by TMI Independent Living Services (ILS) under Case Manager Keltoum Cherki with Wendy Covarrubias as his ILS Facilitator. They both went above and beyond for Jethro. Jethro's Regional Center Case Worker Anna Balistreri really pushed for him to get ILS Services and he thrived under their care.

Jethro loved going on adventures. He traveled to Montana, North Dakota, Wyoming, and Alaska by himself. He also traveled to Baton Rouge, Montgomery, and Jackson to see the civil rights museums. He had been planning to go to Nashville, Chattanooga, and Birmingham to see their civil rights museums before he passed on June 18, 2022, from heart complications. Jethro had open heart surgery at the beginning of 2022 due to heart problems which he endured his entire life.

Jethro lived with his parents in San Diego who meant a great deal to him. Our condolences to them and all who knew and loved him. He will be missed very much.

Jim, who was 61 and had Down syndrome, was a client with the TMI Tailored Day Services program which assists individuals with intellectual and developmental disabilities with tailoring their day based on their personal choices, hopes and dreams. According to Jim's TMI Facilitator of more than four years Lorinda Elder, Jim was a charming character who was loved by many and a cancer survivor.

Prior to the pandemic, Jim and Lorinda would go to Sit-N-Fit at Alpine Community Center and Jim enjoyed attending in-person TMI events with Lorinda. He was active in bowling tournaments held at Parkway Bowl in El Cajon and liked working out with the Silver Sneakers program at 24 Hour Fitness although he insisted that he was NOT a senior.

Jim enjoyed talking with people and was a very affectionate person who loved hugs which made social distancing very difficult for him. During the pandemic, Jim and Lorinda went on walks around his community until Jim reached his step count goal for the day. Jim and his parents had difficulties with technology, so he was only able to join a few of TMI's virtual events with Lorinda's help. Sadly, Jim's father passed just one month before Jim.

When Lorinda first met Jim, he wanted to run for President and coach the San Diego Padres. Lorinda said that he was a very ambitious gentleman.

Jim also had a fascination with KUSI News because he watched it every morning and felt as if he knew the anchors. Jim asked Lorinda if she would take him to the KUSI station. She wasn't sure about the idea at first, but he eventually won her over. They went to KUSI to ask if they offered tours of the station. The receptionist was very nice and called the public relations representative who came out and offered an autographed picture of one of the anchors. Jim convinced the man that it would be "OK" to just let him look around "really quick." Jim could be very persistent in an endearing way. When they entered the back of the studio, Jim ran into one of the morning anchors and greeted him with a big bear hug. Jim told the anchor he knew him because in his mind he did. The anchor then took Jim and Lorinda on a private tour of the studio. He even went as far as to turn the stage lights on and let Jim sit on the couch for a pretend interview and photo. Jim was so excited! The gentleman who took us on the tour was David Davis who, sadly, was killed in a car accident in September 2018.

"I'd like to believe Jim and David are sitting on a couch in Heaven, chatting," said Lorinda. We hope so too. Jim will be greatly missed. Our condolences to Lorinda and Jim's family.

IN MEMORY



Kim was with the TMI Supported Employment program which is dedicated to ensuring that individuals with intellectual and developmental disabilities have the right to attain dignity and self-respect in the employment sector. She will be remembered for her incredible work ethic, sweet spirit and soul, dedication, and for being such a kind person. She was truly one of a kind.

In 2008, TMI assisted Kim with securing employment as a janitor at Camp Pendleton through Job Options janitorial services. Kim was the quintessential employee. It is rare to find such a dedicated and committed individual. Her job was extremely difficult and required will and stamina, she outperformed all on any given day. Job Options recognized Kim for her outstanding work and commitment to the job at least 12 times. Kim loved her job and took great pride in what she did. Kim's first TMI Job Coach Andy Palasciano was an integral part of her success.

"Kim was and will always be the angel of the Camp Pendleton Supported Employment group," said Andy. "Before Kim arrived, there was some infighting among the group and then she came in with that radiant smile. I could almost feel her smiling in the back seat when I was driving the van to the next building that we were cleaning. Kim excelled at working, but it was her attitude that really shined. She had this positivity that made you feel that everything was going to be ok. Kim inspired clients, job coaches, managers and parents alike at TMI to keep going, with joy."

In 2019, TMI was honored to recognize Kim at our Transforming Lives Gala for Outstanding Employment Solutions Client for her incredible work performance.

Kim enjoyed her job, her family, especially doing things with her mother, exercise and healthy living, and her fellowship with her church, as well as visiting her family on trips. She just loved being with her family and doing things together.

"Saying that Kim will be missed is an understatement, she affected so many of us with her presence," said TMI Division Manager Brent Ramsey. "You always felt good when you were around her. She was a lifelong friend to many and could lift your spirits instantly. She is gone way too soon."

Our condolences to Kim's mom, her entire family and all who knew and loved her. Kim is greatly missed and will never be forgotten.



One of the first Supported Living clients in the state of California, John Nicosia started with TMI in 1988. John's smile was infectious and could brighten any room. He overcame a lot of challenges in his life and learned to make it very clear what he wanted and to never give up fighting for those things in order to live his life to the fullest.

John enjoyed going to Sea World, but hated getting wet! He would go every day of the week and twice on Sunday if he could. He loved having pizza at Mama Stella's restaurant and ending every Sea World trip with an ice cream. He also enjoyed listening to music and watching TV. John was always up for new adventures and loved being out and about meeting new people. He was a regular and welcoming presence at TMI events. John also loved going to musicals, concerts, Disneyland, and the San Diego Zoo. John's family lives in Pennsylvania, but before the pandemic he would try and visit them every year or so.

"John was like a sour patch kid, he could be sweet one moment and then sour the next," said TMI Personal Attendant Barbara Melendez. "He had a mind of his own and spoke up when he saw fit. He never met a stranger and would tell people that he met 'I am John Nicosia, I live in San Diego and I will see you next week.'"

According to Barbara, John could make just about anyone laugh even on his worst day. Sometimes, he would have a bad moment and then apologize for his behavior, and he would truly mean it. He would always say "Ok, I will change my attitude" and nine times out of ten he would.

John loved new clothes, but he especially liked his hats, new shoes, and watches. He also loved cologne and smelling good, but hated shaving and getting a haircut. John enjoyed pizza and Jack in the Box, but the most important food for him was cookies. He would sneak in the kitchen at night to eat cookies at least until he got caught.

"John touched our hearts in a way that will never be forgotten because he loved everyone unconditionally," added Barbara.

We will miss John very much. Our condolences to John's family, his TMI staff (including his former TMI roommate of more than 20 years Kathy Sorenson), and all who knew and loved him.

Q&A With Holli

HOLLI HAS FOUND LOVE, EMPLOYMENT & EMPOWERMENT SINCE JOINING TOWARD MAXIMUM INDEPENDENCE AS A CLIENT



Holli, who has William's Syndrome, never expected so many new doors to open up for her when she joined the TMI Tailored Day Services program in 2018. She shared with us how her life has changed for the better professionally and personally. We love what she had to say!

Q. How has TMI assisted you?

A. TMI helped me get my first job as an intern at Greywood Kennels where I played with the animals, bathed dogs (I got wet a lot!!), fed them special diets, and cleaned up lots of poop. I stopped working there because of the pandemic. Then, my TMI Job Coach helped me get a job at Walmart as a greeter on July 29, 2021. The best thing that happened to me though since joining TMI was I met my boyfriend Jordan at a TMI CONNECT social event. Jordan and I are still together! We love doing fun things such as going to Monster Truck Jam and having a picnic at Lindo Lake. During my time with TMI, I have matured and developed my self-confidence which has helped me feel empowered.

Q. What life challenges have you faced?

A. One of the challenges I face is that my mother is ill with COPD - I am so thankful to be able to help my mother when she needs me. I also work two jobs - one at Walmart and the other in IHSS helping my mother. This has taught me responsibility, budgeting time and resources for myself, and being thankful for the time I spend with my mother, my boyfriend and all the friends I have made along the way, including TMI staff.

Q. How have you faced those challenges?

A. With a good heart and a smile on my face.

Q. What do you enjoy doing in your free time?

A. I love spending time with my mother. We do lots of fun crafts together, such as constructing puzzles, some of this I have on my walls. We also do paint projects together, and sometimes we laugh and giggle and watch t.v. Jordan makes me laugh a lot too. I also visit with my dad and grandmother. I take care of my cat Jingles.

Q. Is there anything that you would like to share regarding growing up?

A. I used to love going to school. I love people. I love working at Walmart because I love meeting new people.

Q. What are your hopes for your future?

A. I would like to get married and have a family. I am thinking about getting my driver's license, but I'm still kind of scared about doing it. Driving on the freeway is scary to me.

Q. Who do you admire and why?

A. I admire my mother. She is pretty, full of life and fun! Even though her illness is difficult, she remains positive. She is a good role model in my life.

Q. Is there anything additional that you would like to share with our readers?

A. I simply want to say, "Stay Positive!!"

Great advice, Holli! Congratulations and we look forward to continuing to assist you with fulfilling your dreams!

(Editor's Note: Jordan, who also has William's Syndrome, has been successfully working at VONS for eight years with the support of his TMI Job Coach. Congratulations to Jordan on his success. We are very happy for you both!)



Shaun's Story

OUR CLIENT SHAUN CELEBRATED 10 YEARS AS A TMI EMPLOYEE - DISABILITY DOESN'T MEAN INABILITY



If you have visited the "San Diego" TMI office in the last 10 years, chances are you encountered our employee and client Shaun whose good nature and smile brighten our office. The work Shaun does for TMI as an Administrative Aide helps to ensure that our offices are stocked, cleaned and running smoothly.

Shaun stays active by hiking, going to the San Diego Zoo, Sea World and spending time with family, friends and his church. Shaun loves meeting new people, playing card games, shopping, watching movies, playing computer games, and is also an excellent drummer and has sat in as a drummer with several bands.



"Shaun brings sunshine wherever he goes and loves to engage with others around him," said TMI Executive Director Rachel Harris. "He never fails to flash that big beautiful smile and ask how your day is going. We need more individuals like Shaun in this world, who are friendly, hardworking and simply kind."

Shaun's desire to earn a living drove him to want to work at TMI. Being a social butterfly, Shaun was also eager to work with the TMI staff since he has been a client with us since 2004. Seeing his co-workers is Shaun's favorite part about working at TMI and his favorite task is shredding paper.

"Shaun is a LIGHT and makes friends WHEREVER he goes," said Shaun's mom Diana Papworth. "He absolutely loves people and is happiest when he is engaged with others. Shaun also loves animals and has been called the "chicken whisperer" by our friend who raises chickens. The one anti-social chicken on the farm adores Shaun and will climb up on his lap. Shaun has great empathy for others. He is genuinely concerned when someone is sad and he does everything that he can to cheer them up. Shaun loves to help and feels a sense of accomplishment when doing so. He also likes to feel independent by doing things himself such as going through the self-check-out at Target and Costco and scanning, paying for and bagging his items. Shaun's work at TMI helps him feel important and more independent. I am very proud of him!"



While Shaun has struggled with being a bit too social around the office at times, particularly when that time had to be limited due to the pandemic, his wonderful TMI Integrated Work Job Coach Beverly Edwards can stir Shaun back in the right direction. Beverly has been Shaun's Job Coach for many years and does an amazing job of working with him and his Integrated Work co-workers Sandy and Vanessa.

After a break due to the pandemic, Shaun recently started working in the TMI office again and is very happy to be back and saving money for a Disneyland trip! We asked Shaun for his favorite quote and he said "I can do it myself." He has certainly embraced...Toward Maximum Independence!



Q&A with Noel

TMI CLIENT WHO IS DEAF CELEBRATES 15 YEARS AS A VONS EMPLOYEE



When Noel, who is Deaf, started at VONS he never dreamed that he would still be working there 15 years later! TMI was there to assist Noel when he transitioned out of school with meeting his employment goals and has been providing job coaching services for him ever since. He shared with us how the TMI Supported Employment program has helped him succeed on the job, as well as teach others how to communicate with those who are Deaf.

Q. How has TMI assisted you?

A. TMI helped me get a job at VONS and provided an American Sign Language (ASL) signing Job Coach. It helped me a lot so that the VONS managers and staff could communicate with me, and I could learn the job. I recently celebrated 15 years at the same VONS! VONS tells me they appreciate me very much and depend on me.

Q. What life challenges have you faced?

A. Communication!!! Hearing people do not always know how to communicate with Deaf people. They can make you feel bad. They come up to me and have to touch me to get my attention. They don't

know how to try to communicate with me in a way that is respectful for me.

Q. How have you handled those challenges?

A. My TMI ASL Job Coach Anna Frichtel is very helpful. She taught the cashiers and other staff some signs to communicate with me. She also showed them that they could use pictures and gestures to communicate with me and how to wave to get my attention.

Q. How did that make you feel?

A. Great! More respect for me. I feel better trying to communicate with staff there. I now want more work hours at VONS and to learn to do General Merchandising because our communication is better.

We are very happy that we could provide the support you needed to succeed, Noel! We are confident that you will continue to meet your goals. Congratulations on your success!

Thank you to VONS for partnering with us to transform lives!





Anthony's Story

ANTHONY LIVED IN A HOTEL FOR 10 YEARS AND NOW HAS A NEW HOME AND A NEW LEASE ON LIFE

For more than 10 years, Anthony lived in a hotel because he couldn't find affordable housing. As a new client with TMI, Anthony expressed his dissatisfaction regarding his living situation to TMI Independent Living Case Manager Keltoum Cherki. Anthony wasn't always able to shower due to water issues at the hotel. He also couldn't have his friends and family over because of the limited space. In addition, Anthony felt that living in a hotel had taken a toll on his self confidence.

Less than a month after Anthony's assessment with Keltoum, she was able to find him an apartment. Anthony completed the application, but he was denied due to his low income. Keltoum suggested that they contact his family and ask them to help him, but Anthony refused to do so. She suggested that perhaps she could call his parents and Anthony agreed. His parents then agreed to co-sign for the apartment and pay Anthony's rent. Anthony was approved for the apartment and happily started his new chapter in life.

Anthony now lives in a nice one-bedroom apartment that is walking distance to the

bus and he can take a shower anytime that he feels like it.

Anthony has met new people in his complex and has made new friends, as well as hosted his friends and parents in his new home numerous times.

"I thank TMI for making an impossible dream come true," said Anthony. "I still can't believe that I have my own apartment. I feel happy, independent and proud."

With Anthony's new home has come a sense of self-worth for him. He is now motivated to find employment to pay his own expenses.

"Making a difference in my client's lives is a goal that I thrive for," said Keltoum. "Seeing their smile or their breath of relief is priceless. I hope that Anthony's other dreams come true too."

We hope so too! Congratulations on your new home, Anthony. We are confident that employment will be the next chapter for you!

(Editor's note: Anthony is now working at Home Depot near his home.)



Transform a Life

WE HAVE CHILDREN WAITING FOR A CARING HOME. THESE CHILDREN HAVE A VARIETY OF NEEDS, BUT ALL REQUIRE FAMILIES CONCERNED WITH THEIR OVERALL WELL BEING. SOME PLACEMENTS ARE TEMPORARY, WHILE OTHERS COULD LEAD TO ADOPTION AND FAMILY FOR LIFE.

As a licensed Resource Family Agency (Foster Family Agency) (RFA License #370603102), we believe all children belong in families. We strive to find Resource Families for children with special needs in San Diego who are unable to remain with their family of origin. Children thrive when they feel safe, secure and loved. It is our goal to recruit Resource Families that can offer these comforts that should be afforded to all children.

Potential Resource Families attend a TMI Resource Parent Orientation and Training to determine if our program would be a good fit for you and your family, as well as best meet the needs of the children that we serve. Once you are accepted as a TMI Resource Family and a match is made with a child, Resource Families receive the following:

- Competitive monthly financial and respite stipends
- Comprehensive orientation and extensive ongoing training to fulfill annual training requirements
- Pro-Act certification
- Resource Parent support group meetings
- 24/7 emergency support
- Facilitation of shared parenting relationships and communication between parents of origin and Resource Parents
- Master level social work support
- Assistance at medical and psychiatric appointments
- Behavioral support provided by a licensed clinician (when appropriate)
- The satisfaction of being a positive influence on a child in need of care, love and a sense of belonging

You can make a lasting impact in a child's life, as they will in yours.

Great Gatsby Gala

Our 4th Annual Transforming Lives Gala was amazing evening! We raised \$25,000 our Julie Casey Honorary Fund which went directly to our clients in need. Thank you to our community partners, in-kind donors, attendees, and volunteers. We couldn't do it without you! A special shout out to We Like to Party Events and TMI Director of Organizational Engagement and Effectiveness Frances Johnson for an unforgettable event! **Save the date to join us on September 9, 2023 for our 5th annual Transforming Lives Gala.** We look forward to seeing you there!

THANK YOU DONORS

Board President
Alice Campbell

Board Secretary
Cathy Bishop

Kathleen Hill
Mary Lee Moser
Leslie Runyon
John Vattuone



THANK YOU TO OUR COMMUNITY PARTNERS



21/22 Honorees

CONGRATULATIONS!



CAL COAST CREDIT UNION - "ENGAGED" COMMUNITY PARTNER

A TMI Community Partner since 2016, California Coast Credit Union has shown up for us not only financially but as an engaged presence at our annual Putting for Independence miniature golf tournament and our annual Transforming Lives Event. Their support over the years has meant a great deal to us! Cal Coast truly cares about giving back to their community by investing time and dollars in causes that matter to their employees and in organizations that are making a lasting impact in the community. We were honored to recognize Cal Coast Credit Union as our "Engaged" Community Partner of the year. We are grateful for their presence at our events and look forward to our continued partnership for many more years to come. Thank you so much, Cal Coast! We couldn't do it without you!



JOEL & ELIZABETH CASTRO - FSS RESOURCE FAMILY

We were truly honored to recognize Joel and Elizabeth Castro as our Outstanding Resource Family. The Castros have provided support to our foster youth since 2007. They have transformed the lives of countless youth that have been welcomed into their family. Joel and Elizabeth take immeasurable pride in the care and support that they provide. Not being easily intimidated by challenges and roadblocks and having the ability to recognize their strengths as a family has allowed them to successfully support our foster youth. They are creative problem-solvers, think outside the box, and do not allow many things to slow them down. The Castros are a tremendously fun and active family, fostering inclusion in all areas of the foster youth's lives. Joel and Elizabeth are strong and effective advocates who are always demonstrating their commitment to TMI's values and mission. The Castros make their foster youth's well-being a top priority across the board, maintaining an active involvement in their lives during and after placement when possible. Their work has been so impactful that they have inspired many other families to become Resource Parents with TMI. Their dedication and commitment to transforming the lives of foster youth with TMI strengthens with each passing year. Congratulations and thank you for all that you do!



CARLA CHAVEZ - COMMUNITY LIVING SERVICES CLIENT

Carla is truly an inspiration and motivator to anyone who wants to one day live on their own. She is a hard worker and loves her independence. Carla grew up in the city of Laredo, Texas and moved to San Diego with her parents as a teenager. Growing up, her parents taught her to be independent so that one day she could live on her own. After the passing of her parents, her guardian continued to encourage her independence and was able to find her a full-time job at Fredericka Manor Retirement Community as a dining room server. Carla is happy to say that she has been working at Fredericka Manor for the past 42 years! Carla eventually moved out of her guardian's home and lived with different roommates; however, most placements did not work out. Eventually Carla was able to rent her own place and live independently. Carla did need assistance with learning money management skills, meal planning and self-advocacy. This is when Carla was referred to TMI's Independent Living program in the year 1984. Through the years she has had her share of TMI Community Support Facilitators and has learned so much from each one of them. Currently, Patty Figueroa works with Carla as her facilitator and states, "Carla is such a hard worker, her day starts at 5am and sometimes does not end until 7 or 8pm! It's a pleasure working with such a dedicated client." We were honored to recognize Carla as our outstanding Community Living Services client!



CROSSPOINT CHURCH IN TEMECULA - COMMUNITY SUPPORT CLIENT

We were thrilled to be able to recognize Crosspoint Church in Temecula as our Outstanding Community Support Partner! We have multiple groups that volunteer there every week. Alex Leitzke is their coordinator, and he works directly with our clients and coaches. He is always in search of more tasks for our clients to do that will teach skills, while benefiting the church. Alex understands what we do as an organization, is a great advocate for our clients and offers the church resources for our client's enjoyment, such as making their church and personnel available for our holiday parties. This means the world to our clients and staff. While some of our sites take on one group, Alex has reached out to us to be sure he can facilitate our needs in taking on as many groups as possible. For years, Crosspoint Church has been a reliable site where our clients can learn and practice their skills in a safe and caring environment. We greatly appreciate Crosspoint Church and Alex's partnership with us. Thank you and congratulations!



ANGELA NEWMAYER - DIRECTOR AND STAFF ADVOCATE

Angela has given so much to our clients, staff, and agency for the past 15 years. There are many wonderful and joyous success stories steaming from her passion, advocacy, and most of all genuine care for those we serve. She has never failed to step up in every area of need within the agency whether it be administrative help, training assistance, political advocacy, a leadership role or working directly with clients. She supervises her staff with respect, fairness, and compassion. Because of this, she is truly adored by them all! Over the years her commitment to our agency has been impactful and more meaningful than she could ever know. No matter what she goes through in her personal life, and she has been through a lot this year, she never fails to give her all. Our Executive Director Rachel Harris has personally called upon her many times to solicit her help for resources and she has always responded immediately with assistance and concern! She is a woman of great integrity and kindness and for that we celebrate her. Congratulations and thank you for making such an amazing difference in the lives of those we serve!

21/22 Honorees

CONGRATULATIONS!



NOEL PLACENCIA - EMPLOYMENT SOLUTIONS CLIENT

Noel is a Deaf and Hard of Hearing client who has been with TMI since 2007, the same year he was placed at VONS. He has been employed there ever since! Noel is loved and respected by his supervisors and co-workers. He receives Independent Living services from our Community Living Services department under the care of Jenna Plante. Jenna has worked tirelessly to support and help Noel navigate his personal life decisions successfully. TMI providing both Employment Solutions and Independent Living services has helped over the years to guide Noel to an independent life. Noel's current Job Coach and Independent Living Facilitator Brisa Anguino has been a rock for Noel in guiding him at work and helping him figure out his personal responsibilities. Noel lives with a caring family, but now feels ready to try living with a roommate and be more independent. Noel is also wanting to work full time hours to cancel his SSI. Noel has faced many challenges being Deaf, including communication with hearing co-workers, managers, even challenges with family, but with the guidance and prompting of TMI being in his life he has faced them successfully. We have seen him grow from being a young man who loves to joke and play all the time, to a man wanting a good, stable life for himself. Noel's lighthearted personality is what has kept him rising to meet the challenges he faces. He now is being trained at VONS to take on more responsibilities such as stocking and general merchandising work. We are honored to recognize Noel for having the courage to absorb the mission and values that TMI offers and used these to create his own maximum independence! Congratulations!



TARA RAMIREZ - MANAGER AND STAFF ADVOCATE

Tara has done an amazing job since coming to TMI as a Division Manager. She has added stability and consistency to our El Centro office. Tara is engaged in the community as a great representative of TMI and advocate for the individuals we support. Stakeholders are pleased with her efforts when it comes to advocating for our clients and services. Tara can deal with difficult challenges in a winning way. She has brought a strong sense of teamwork and camaraderie to the El Centro office. Tara's team has increased the number of clients served in Imperial Valley by more than 30%. She advocated to start Supported Living Services in Imperial Valley to meet the needs of the community. Tara has also come up with creative ways to support her team. She is a great asset to TMI and the Imperial Valley community. We were happy to honor Tara as our Outstanding TMI Manager. Congratulations, Tara!



ERICA SAUVE - DIRECT STAFF EMPLOYEE AND ADVOCATE

In 2017, Erica started as a TMI Community Facilitator for Tailored Day Services. She came to us as an experienced caregiver and ABA trainer. Erica juggled the full schedule we gave her and became a sought after Job Coach with a waiting list of clients whose parents heard of her reputation as a successful coach and Wonder Woman. You see, Erica juggled a full 8-hour day with us, while also facilitating respite care for another agency as well as privately caring for an individual for 17 years. At home, she also cares for her stepdaughter, who is medically fragile and in need of 24-hour in-home care. She has shown success with many clients but considers the client's entire family part of the equation. Parents seek her advice and trust her experience. Erica is compassionate, determined, patient, organized, forward thinking, and a problem solver. She has been an advocate for her clients in any way possible (and even those who were not directly assigned to her). Recently, she began working with our Supported Employment clients as well. While we honored Erica as a direct staff, we are happy to say that she was recently promoted to Associate Division Manager for Supported Employment. She has left a great hole to fill in Tailored Day Services, but she will be a rock star in Supported Employment moving forward. Congratulations, Erica!



SYCUAN CASINO & RESORT - OUTSTANDING COMMUNITY PARTNER

In 2017, TMI introduced Sycuan Casino and Resort to our agency and the amazing clients that we work with. From the very start, Sycuan was open and supportive of our client's employment goals. The first group started in October 2017 working in utilities and dishwashing. TMI and Sycuan worked closely together to provide the support our clients needed to be successful. After a few months, a second group was started. Sycuan also hired our first individual placement in the same department. The partnership between Sycuan, TMI and our clients has strengthened over the years. The onset of the pandemic resulted in layoffs at Sycuan due to safety concerns. Once operations resumed, there was a need to hire Environment Services Technicians. Sycuan graciously provided the opportunity to our clients to be rehired in this new position. They have been doing an excellent job ever since with the support of TMI and the Sycuan management team! Currently, eight TMI clients are working at Sycuan, six clients are working in two groups and three individual placements. They say it's a great place to work! Two of our clients recently celebrated their 5-year anniversary with Sycuan. Sycuan has proven their commitment to an inclusive workforce by continuing to provide employment opportunities to individuals with disabilities and working closely with us to build a workforce that is reflective of the community that they serve. Congratulations and thank you for your partnership!

ANNUAL REPORT

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