



TOWARD MAXIMUM
INDEPENDENCE
TRANSFORMING LIVES



Shawn

ANNUAL REPORT

2020 - 2021

01	Executive Director Message
02	Our Story
03	Our Departments
04	Financial Results
05	Our Board of Directors
06	Our Highlights
07	Thank You to Our Donors
08	Transform a Life
09	In Memory of Sam Blake
10	Client Success Stories
16	Join Our Team
17	Benefits for Businesses

Table of
CONTENTS



Executive Director MESSAGE



“What lies behind us and what lies before us are tiny matters compared to what lies within us.” - Ralph Waldo Emerson

As we journey through this ever changing world we are all facing our share of challenges, fears and sometimes devastation. Knowing what is behind us sometimes doesn't give us much comfort about what is before us. One thing we can be sure of is what lies WITHIN US! Over this past year of unspeakable life disruptions, economic instability and political controversy, TMI's employees have held a firm grip on their integrity to complete our mission to serve those most vulnerable. I have never seen anything more amazing than what I have seen within their hearts throughout this pandemic.

Countless acts of selfless support from our Community Living Services, Employment Services, Family Support Services, and Administrative Team, have made me prouder than ever before to lead such a caring and committed group of individuals who I personally consider family. Because of this I am confident that what lies within us will overcome anything that lies before us. We are STRONG... we are COURAGEOUS... we are FAITHFUL... we are TMI!

A handwritten signature in black ink that reads "Rachel L. Harris". The signature is fluid and cursive.

RACHEL L. HARRIS

Thank you to our wonderful employees for staying strong in the face of adversity!

Our STORY



All people we support experience full inclusion in their daily lives in all aspects of community life. We believe that the three cornerstones of a strong life foundation are: living as independently as possible, having the opportunity for real work for real pay, and a safe and caring home.

Headquartered in San Diego, Toward Maximum Independence (TMI) was formed in 1981 to provide Independent Living Services as a vendor with San Diego Regional Center. In 1986, the agency became a California nonprofit 501(c)3 corporation. Over the next several years our services were expanded to include Employment Solutions, Community Living Services, Family Support Services and, in 2000, for the Deaf and Hard of Hearing. In 2020, we launched our Disabled Veteran Employment Services program. TMI grew from a small sole-proprietorship based out of a home office, to providing support to now more than 1,000 individuals with intellectual and developmental disabilities, as well as the Deaf and Hard of Hearing, with offices in San Diego, Escondido, Temecula, El Centro, and Corona.

We are advocates for the belief that disability does not mean inability. Independence and self-responsibility are fostered by respect for the individual's autonomy and by empowering the individual to make informed decisions.

It is important that everyone should have the opportunity to reach their full potential with opportunities to perform functional and meaningful activities or work with support, if needed, to promote success.

The individuals we are privileged to serve deserve nothing less than love, acceptance and the opportunity to reach their full potential in life.

We are honored and humbled by the work that we do. We look forward to transforming the lives of our clients for another 40 years and beyond!

Celebrating 40 years of transforming lives!

Our DEPARTMENTS



1 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.



2 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.



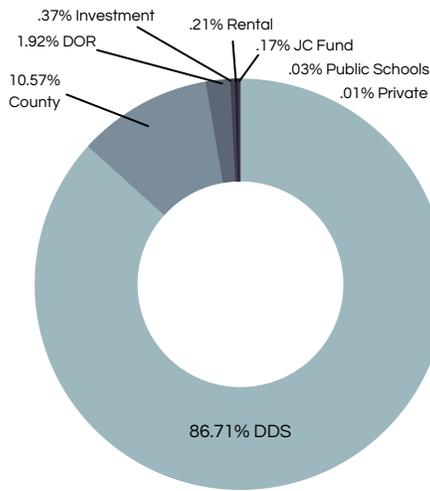
3 Family Support Services

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

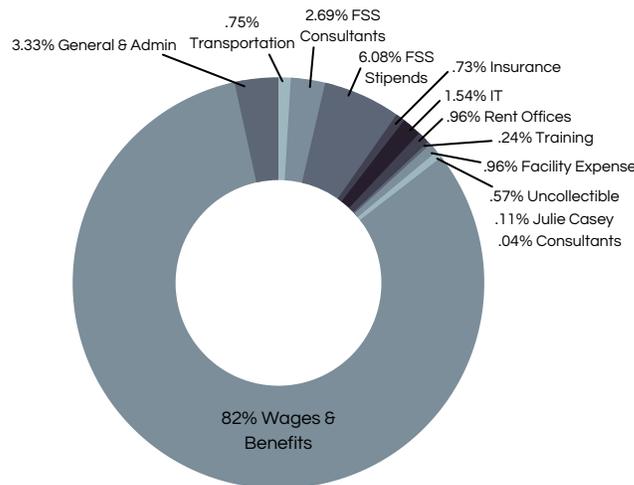
2021-2022



INCOME

- Dept. of Developmental Services (DDS)
- San Diego & Imperial Counties
- Department of Rehabilitation
- San Diego Public Schools
- Private Pay
- Investment Revenue
- Rental Revenue
- Julie Casey Honorary Fund Contributions

Program Revenue - Department of Developmental Services	\$17,229,800.73	86.71%
Program Revenue - San Diego County & Imperial County	\$2,101,061.27	10.57%
Program Revenue - Department of Rehabilitation	\$381,331.51	1.92%
Program Revenue - San Diego Public Schools	\$6,180.00	0.03%
Program Revenue - Private	\$1,928.66	0.01%
Investment Revenue	\$74,260.90	0.37%
Rental Revenue	\$42,300.00	0.21%
<u>Julie Casey Honorary Fund Contributions</u>	<u>\$34,005.62</u>	<u>0.17%</u>
Consolidated Income	\$19,870,868.69	100.00%



EXPENSE

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

Consultants	\$7,560.00	0.04%
Julie Casey Honorary Fund Expense	\$20,021.54	0.11%
Facility Expenses	\$178,458.89	0.96%
Family Support Consultants	\$501,343.27	2.69%
Family Support Stipends	\$1,132,992.60	6.08%
Insurance	\$136,007.12	0.73%
IT Expenses	\$286,791.27	1.54%
Rent - Offices	\$179,108.88	0.96%
Training	\$44,317.43	0.24%
Transportation Expenses	\$139,902.26	0.75%
Uncollectible Expenses	\$105,703.19	0.57%
Wages and Benefits	\$15,274,525.58	82.00%
<u>General And Administrative Expenses</u>	<u>\$619,855.31</u>	<u>3.33%</u>
Consolidated Expenses	\$18,626,587.34	100%



Our Board of **DIRECTORS** **20/21**

EXECUTIVE COMMITTEE

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

Christopher Walters, Vice Chair
Lawyer
Walters Law Group

Jocelyn Gonzalez, Treasurer
Consultant
Decisions in Context

Alice Campbell, Secretary
Principal Employee Benefits Division
MMA Insurance

Norman Faleono
Resource Parent

Louise Fougner
Retired Educator

Michele Mamerto
Real Estate Assistant

Heather Martin
Mental Health Professional

Kym Moran
Client Representative

Brent Ramsey
TMI SE Division Manager
Staff Representative

Donaven Yousif
Financial Advisor
Edward Jones

BOARD MEMBERS

Cathy Bishop
Retired Software
Program Manager

Tom Colligan
Lawyer

“A wise board accumulates rational wisdom, embraces unconventional wisdom and sharpens system wisdom.” — Pearl Zhu

Our HIGHLIGHTS

DEPARTMENT ACCOMPLISHMENTS

During the pandemic we continued to provide Supported Living services while maintaining the health and safety of our staff and clients without any changes to TMI's high standard of quality services.

Supported Employment (SE) managers and direct staff did a fantastic job working hard to continually provide exemplary face-to-face services and support to our clients throughout the entirety of the pandemic. SE supported 102 clients in securing paid employment. That is a record year for TMI!

Despite difficulties recruiting and hiring new staff, the remarkable team effort between Supported Employment and Integrated Work staff ensured that all clients continued to receive job coach support throughout the fiscal year.



AGENCY ACCOMPLISHMENTS

We continued to increase our efficiency; 1.6% increase in revenue and 37% increase in additional income compared to the previous year.

100% of all donations went to our TMI Julie Casey Honorary Fund to directly assist our clients. This fiscal year alone, we issued more than \$14,000 from the fund to our clients for essential needs including rent, food, medication, clothes, and much more.

The TMI EI Centro office increased its census. We are now serving more than 80 clients out of that office; an increase of 25 clients from the previous year.

The best is yet to come!

JORGE ACEBO
LEEA D. AGUIRRE
MOHAMED ALI
ANAS ALOBAIDI
ARACELI ALVARADO-PIERREZ
NILA AMBROSSI
DIAMOND ANDREWS
JASMINE ANDREWS
ROBYN ARDEZ
ANGELICA ARROYO
YVONNE ARROYO
JENNIFER ARTHUR
PATRICIA BAKER
ROSEANNE BALOGH
DONNA BEAUBIAN
DARLA BEBOUT
GUADALUPE BENAVIDES
ASHLEY BERNAL
CATHY BISHOP
CRAIG & JO BLAINE
HILARY BLAKE
BRIGITTE BONOMI
YOHONNA BREWER
DEBRA BRIENEN
JOYCE BRIGGS
PEGGY BUFFO
MARCUS BYRD
MYRNA CADENA
JENNIFER CALDERON
ALICE CAMPBELL
JESSIE CAMPBELL
PATRICK CAMPBELL
ZAIRA CARDENAS
AJA CARPENTER
MARY CARRINGTON
DOLORES CASEY
KENNETH CASEY
JAREIDA CASTRO
CHRISTIAN CATALAN
AURORA CHAVEZ
KELTOUM CHERKI
CORINA CISNEROS
CYNTHIA CISNEROS
BRIDGET COBBS
GINGER COHEN
REBECCA & PHILIP COLLIER
MARTHA CONTRERAS
VIRIDIANA CORREA
JULIANA CORTEZ RIVERA
RICHARD CRAWFORD
DAVID CROSS
ELIZABETH CRUZ
RAYMOND DACUMOS
JOCELYN DAVID
JULIO DE LEON BELELLANO
JESSICA DESMOND
JULIE DICKERSON
MELISSA DOMINY
MARIA DONLON
ALISHA DONNELL
MONICA DRISCOLL
ARLETTE DYER-WIGGINS
SANDRA EDDY
MIKAIL EL-AMIN
LORINDA ELDER
DEBRA EMERSON
MICHAEL & MELONIE ENGLEMAN
CYNTHIA ENGLISH
MARIA ESPITIA
KENNETH EVBOREIN
LAKRISHA FACEY
ALINA FALQUIER
JERRY FAZIO
OSBELIA FIGUEROA
ROBERTO FIGUEROA
BRIDGET FLORES
RUBY FONTANEZ
LOUISE & PETER FOUNGER
BRIAN FOX
ANNA FRICHTEL
GEMMA FUENTES
LUIS FUENTES

ROSALINDA GAETA
NICHOLAS GALLEGOS
ALEXANDER GARCIA
MARIA ELSA GARCIA
MIRIAM GIORGIANNI
MICHELE GODDEN
ANA GOMEZ
JOCELYN GONZALEZ
JOSEFINA GONZALEZ
MADISON GONZALEZ
MARTHA GONZALEZ
THALIA GONZALEZ
TANIA GOODHEART
CHEYENNE GOODRO
GORDON REES SCULLY MANSUKHANI, LLP
DAVID GOTELL
ISAIAH GRANADO
ASHLEY GUILBEAU
ALECZANDRA GUZMAN
TERESA GUZMAN
JACQUELYN HALL-THOMAS
MARILYN HAMILTON
SHIRLEY HARDIN-PEREZ
CATHLEEN HARPER
RACHEL HARRIS
MARK HARRYMAN
DEBBIE HARSCH
SUBHADRA HEMPHILL
MINERVA HERNANDEZ CRUZ
EVELYN HERNANDEZ
CHESTER & CATHLEEN HILL
DOUGLAS HOEHN
LAURA HOEFER MOIR – BLUM & CLARK CPA'S
MIKE & LAURIE HOFFMAN – HOFFMAN & ASSOCIATES
JESSICA HOGUE
FREDA HOLMES
JAMES & JOAN HOOPER
MARISA HORNER
DOMINIC HOUSE
TERRY & DENISE HOWELL
BRADLEY HYMAN
MIRIAM INDA
BETTY IRWIN
IRIS JACKS
CASSANDRA JACKSON
KATIE JALBERT
SHANA JAMCHI
SERENA JESPERSON
ANIBERKA JIMENEZ
JENNIFER JUHL
LIHONG KE
ROSALIND LAPIERRE
MELINDA LARA
SUSAN LARKIN
PAULA LITCHFIELD
KIMBERLY LEYVA DE LA LUZ
SONYA LOCKWOOD
MARTHA LOMELI
BLANCA LOPEZ
JESSICA LOPEZ
JOSE M. LOPEZ
PATRICIA LOPEZ
RAY LOPEZ
VANESSA LOPEZ
SONIA LUNA VASQUEZ
MICHELLE LUNA
DRUMMOND MACOMBER
DANIEL MADDEN
BENIGNO MADRID JR.
CAROLE MANDERSON
ROSALIND MANUELS
GUIZEL MARQUEZ
CYNTHIA MARRON
ANGELICA MARTINEZ
BAHISYE MARTINEZ
CYNTHIA MARTINEZ
DIANA MARTINEZ
JANET MARTINEZ
NATALY MARTINEZ
MELISSA MARTIN
NANCY MARTIN
ERIC MARTY

IRENE MASSEY
DAVID MAY JR.
JOSE C. MAYORGA JR.
REBECCA MCCLAIN
NICHOLE M MCELROY
ISIDRO MENDOZA
JORGE MENDOZA
JANETTE MENKES
DANIELA MERAZ
ALEJANDRA A. MESTANZA
SHAIMA S MOHAMED
JANE MOORE
MARY LEE MOSER
KARL NEWMAYER
VICTORIA NAVARRO
ADRIENNE NEARS
ALEXIS NEVAREZ
LINDA NEWMAN
ETNA NIEBLAS
LAURIE NORIEGA
MAYELA NUNEZ
KRISTEN OCTAVIO
MARGO O'DONNELL
KOREN OLDHAM
CARLEIGH ORTH
LAURA OSUNA
PAOLA OSUNA
PETER & TERESA OTTO
DOLORES PACHECO
ANDREW PALASCIANO
DALE PARKER
DIANA PAPWORTH
ELIZABETH PARRA
KARLA PARRA
ANNE PARTINGTON
ANGELA PELTON
KENNETH PERRI
JOHN PEMBERTON
CESAR PERAZA
CARLOS PEREZ PARRA
FRANCES PEREZ
JASMINE PEREZ
VINCENT PESCIONE
JESSE PETRULIS
MARIAN PINEDA
YVETTE PORTER MOORE
EVA PRENDES
ADAM PRICE
BRENTON RAMSEY
DESARAY RENO
SHANTEL RHODE
SHAWNA RICE
GREGORY RICKARDS
LUIS RIOFRIO
KAREN RITCHIE
JESSICA RIVERA
ELIZABETH ROBLES
JANICE ROCHA-GRAFSKY
KARLA RODRIGUEZ
TERESA ROMAN
BIANCA ROMERO
EDWARD ROSS JR.
THERESA ROSSETTI
LESLIE RUNYON
DAVID & KRISTIE RUSKIN
MARIA SALCEDO
RICHARD SAMORA
GABRIELA SANCHEZ
JANESE SCHAFFNER-HUBBARD
MARIA SCOTT
JOSE SEGURA
SARA SERRANO
RASHAD SHAKOOR
BRYAN SHULL
DAVID SHIVELY
BRADLEY SIMMS
PAMELA SKALICKY
BRANDON SMITH
FORREST SMITH
TONYA SMITH-WASHINGTON
MILOS SPISAK
OLETTA STEELE

JONATHAN P. STOFFER
SYCUAN CASINO
PAMELA MAE TAMKIN
SIA TAYLOR
ELVIA TELLEZ
SONIA TELLEZ
SHIRLEY THOMAS
UNIQUE THOMAS
JIM & LINDA TIMLIN
LUIS TIRADO
GEORGE & LINDA TOUSSAINT
BEN & SHEILA TROVATEN
LISA TRUMBLY
STEPHANIE TUMBA
ISABEL URENA
BELLA VALDEZ
REBECA VALENZUELA
ERIKA VALERA
EVELING VALLEJOS
ALEJANDRO VERDUZCO
JOHN & PAT VATTUONE
ANNALIZA VENTENILLA
KEVA WARD
CHRIS WALTERS
ERIKA WASHINGTON
MICHAEL WASHINGTON WITH
JUSTUS PARTNERS FOUNDATION
JACQUELYNN WEBSTER-ANDERSON
WITH AFLAC
RAEHEL WEEKS
RON & TONI WHISMAN
ERNETTA WHITE
ALEXANDRA WILKINS
XOCHITL WILLIAMS
BOBBY WINDHAM
JACOUI WINNERS
DANAY WINSTON
DULCELINA WOLD
EILEEN WOLFARD
DONAVEN YOUSIF
ISRAEL ZARAGOZA
ALAN ZITTEL
CECILIA ZUMAYA

IN-KIND

AMETHYST MOON
AQUARIUS/EDGEWATER RESORTS
BENIHANA RESTAURANT
SHANNON BIRES
CALLAWAY VINEYARD & WINERY
CAMP BOW WOW – EL CAJON
CORONADO PLAYHOUSE
DEL MAR THOROUGHbred CLUB
KIM DING
EMERALD ISLE GOLF COURSE
MAD ENGINE LLC
FRUITCRAFT - FERMENTERY & DISTILLERY
GOLDEN ENTERTAINMENT PROPERTIES
MINA GOMEZ
CINDY HARTFORD
HOME OF GUIDING HANDS
IN-N-OUT BURGER
JULIAN TEA & COTTAGE ARTS
LITTLE SAIGON FOUNDATION
JESSE LYONS
MIRACLE SPRINGS RESORT & SPA
MULLIGAN FAMILY CENTER
RUBIO'S COSTAL GRILL
SAN DIEGO AIR & SPACE MUSEUM
SAN DIEGO REGIONAL CENTER
SIX FLAGS/MAGIC MOUNTAIN
STARBUCKS COFFEE
SYCUAN CASINO & RESORT
THE JAPANESE FRIENDSHIP GARDEN
TEMECULA CREEK INN
ASHLEY NELL TIPTON
TREVI HILLS WINERY
WENDY VERDIN
WD-40
WORLD CURRY RESTAURANT

Thank You
DONORS

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.

SAM BLAKE WAS A SPECIAL OLYMPICS GLOBAL MESSENGER WITH A SERVANT'S HEART WHO WILL BE GREATLY MISSED

We are deeply saddened to share the passing of our wonderful client Sam Blake. Sam was a Special Olympics athlete for 33 years and won more than 50 medals. He was an all-around athlete and played many sports including soccer, softball, basketball, bocce, skiing, bowling, and swimming.

You would never guess Sam couldn't speak until he was six years old when you saw him touring with the Special Olympics speaking to hundreds of people at a time. Sam was the Council President for the Special Olympics, San Diego Region and represented Southern California for the honorary 50th Anniversary Voting Ceremony in Sacramento at the State Capital in 2019.

In addition, Sam looked forward to volunteering at the Torrey Pines Farmer's Insurance Open golf tournament each year. He would take vacation time from his position as an Environmental Tech at Balboa Naval Hospital, where he worked with the support of his TMI Supported Employment Job Coach Andy Palasciano. Sam would wake up at 5am to go to the golf course and drive players' staff around in a golf cart. He wouldn't go home until after sunset many days. Sam had the choice to work a half day, but he always wanted to work the full day.

Sam also volunteered at the San Diego Zoo for more than 10 years. He insisted on working the 9am-5pm shift on weekends. Sam stopped volunteering there during the pandemic because they would only allow him to volunteer for four hours at a time due to the limited capacity rules. He could not do anything half-hearted. Sam was either all in or not in at all.

Named a Change it Up Champion by San Diego News 8, Sam was known as a big teddy bear with a heart of gold.

Sam was born in College Station, Texas. The home of Texas A&M. He was in the ICU after he was born due to a stroke and was in the hospital for three months. He and his family left Texas when he was a boy. Sam went to middle school and high school in Ithaca, New York. He went on to work at Cornell University as a janitor before moving to San Diego eleven years ago.

"I can hear Sam's hearty laugh now when I think of him," said Andy. "I will really miss him."

Our condolences to Sam's family and all who knew and loved him.



David's STORY

There were times when David felt like he wanted to give up due to developmental challenges, but with the right support he is achieving his goals and on his way to a bright future ahead! In 2016, David began setting several personal goals for himself including getting his driver's license and going to school to study business. With the initial support of the Department of Rehabilitation, David began studying at Mt. Jacinto College where he discovered his passion for film and video editing. He then set a goal to pursue a major in video production. David successfully completed his AA degree in the spring of 2020. He then applied to Cal Baptist University and UC Riverside. David was accepted to both schools with honors.

With the assistance of the TMI Assessment and Intervention Services (AIS) program, David is now attending UC Riverside and pursuing his studies in video production. The TMI Julie Casey Honorary Fund assisted David with purchasing books and school supplies for his first and second semester of school.

"TMI has given me advice and taught me social and stress management skills to help me solve problems," said David. "I want to thank the TMI staff for their support and help with my school work, the Regional Center for accepting my case and the Department of Rehabilitation for their assistance, and family and friends for lending me support when I needed it."



Considered to be an accomplished figure skater, David began skating at a young age and has competed in multiple figure skating competitions. David has participated in both men's single and pair skating disciplines. He has also been a long-standing member of the Special Olympics and has even trained children in the art of skating.

"Although quiet and reserved, David is always looking to meet new people and make new friends," said TMI AIS Coordinator/Social Worker Tracy Guzman. "David is an incredibly smart and reliable man who is always willing to set new goals for himself and follow them through to the end."

David is also an active member of his church, participates in the church choir and works as an assistant church librarian. Prior to the pandemic restrictions, he was also an active member of his local gym where he enjoyed exercising and pick-up basketball games.

"I admire Barack Obama," added David. "He made history as the first Black president. He set a high standard for America in his terms and proved that I can also be anything that I want to be."

You certainly can, David! We are incredibly proud of you!

Jenny's STORY

For more than 10 years, Jenny experienced anxiety, stress and sadness because she couldn't hear properly. With a pre-teen daughter at home, Jenny desperately wanted to be able to communicate with her without feeling as if she wanted to cry from frustration. Over the years, this led to Jenny's daughter resenting her.

While Jenny wore hearing aids, they weren't the correct ones. As a TMI client, Jenny's Independent Living Case Manager Keltoum Cherki knew that she must step in to assist her.

With funds from the TMI Julie Casey Honorary Fund, Keltoum took Jenny to Costco for a free hearing test and to purchase new hearing aids.

"It was like a miracle. For the first time in my 10 years of working with Jenny, I saw her face light up with a nice happy smile," said Keltoum. "I was tearful with joy. Being able to change someone's life the way TMI has changed Jenny's life is not a given. I greatly appreciate those who donate to the TMI Julie Casey Honorary Fund. It truly impacts the lives of our clients."

Keltoum contacted Jenny's sister and family members to let them know the good news. The entire family felt that it would be life changing for Jenny and it was.

For the first time, Jenny could hear the noises around her and listen to music in her car, but most importantly she could hear her daughter. Their relationship has transformed for the better.

Jenny now hopes to meet her significant other.

"My hope for Jenny is that she finds someone that respects her, loves her and treats her well," added Keltoum. "She deserves it!"

We hope so too! We are very happy for you, Jenny!



*Making
dreams come
true!*

Deven's STORY

Born into military life, Deven grew up dreaming of following in his dad's footsteps as a Navy Seal, but when he applied to the program he was denied due to his disability. While he was disappointed, he didn't let that stop him from pursuing a career with Job Options as an Environmental Technician at Balboa Naval Hospital. Job Options provides tailored housekeeping focused on infection control and prevention, hygiene and safety for hospital patients, staff and visitors. Deven's position is especially important during the pandemic as he is on the frontline fighting bacteria in restrooms and common areas. He is well-respected for the work that he does!

Deven receives TMI Supported Employment Job Coach services from Andy Palasciano at the same military installation, in the laboratory department, where his mom has worked for 20 years.

Deven is celebrating eight years in his position and was recently selected as a candidate to receive a prestigious award from Job Options for excellent service. Although Deven didn't ultimately receive the final award, it was still a great honor to be nominated as it is a national award for all of the military bases that Job Options provides services for throughout the country.



"When you see Deven work you can clearly see why he was selected for the award," said Andy. "Anytime a customer wants an extra bag or to get into a room Deven is cleaning, he always complies, even if that means he needs to go out of his way to get more supplies or if it throws the timing of his schedule off. Deven puts the needs of customers above his own. The Management at Job Options say that they don't need to check Deven's area, because they know he always does a great job!"

Deven is also an avid video gamer who is nearly at expert level. Deven's brother, Tyson, designs video games for a living. Tyson's company, Machine Zone, is currently a contractor for Apple making video games for the iPhone. Once, Deven and his brother entered a video game player competition for the game E3 Gears of War: Judgment in Los Angeles at a major convention. They played in the video game tournament as a team of two against many other players. Deven and Tyson won first place!

Deven's STORY (continued)

Deven volunteers at Comic Con each year where he increases his expertise in gaming and comics. One time, Deven took a break and sat down in the main hall. A man sitting next to Deven struck up a conversation with him. The man never said his name. He didn't have to. Deven knew right away that the man was none other than Samuel L. Jackson! He trusted Deven enough to know that Deven wouldn't compromise his identity, which allowed them to have a conversation for quite some time. Deven was thrilled!

For the future, Deven hopes to work in the gaming field for Microsoft's accessibility department which produces modified game consoles and controls for players with disabilities. Deven certainly has the expertise to do this, along with the heart to succeed at anything he puts his mind to!

Congratulations on your success, Deven. We can't wait to see what your future holds!



Diana's STORY

Ten years ago Diana didn't have a job or income and felt that she was a burden on her family. She wore the same clothes for years on end, because she lacked the funds to buy herself new ones. Then her life took a change for the better. She was referred by the San Diego Regional Center to TMI.

When Diana was a newborn she fell from a bed and suffered a brain seizure which left her with a developmental disability. TMI Independent Living Case Manager Keltoum Cherki assisted Diana in applying for health insurance, food stamps and Social Security benefits. Within a month she received her health insurance coverage and food stamps. Social Security proved more difficult; they denied her benefits. TMI kept applying and Social Security kept denying her. Finally, in 2014, TMI appealed the decision and Diana was granted her benefits. In 2016, TMI helped Diana find her own apartment in a new development. Diana was on her way to a new life.



Diana once said "I don't know where I would be without TMI. When I felt alone and desperate, they were there to tell me that I am okay and that I am not alone."

Even in the most challenging of times, Diana never gave up on her dream of being a mother. She is now a mother to a beautiful baby boy named Ethan.

When Diana told Keltoum that she was expecting a child with her boyfriend Edgemont and wanted to have a natural and organic childbirth, TMI connected her with the University of California San Diego Nurse Midwifery Service, as well as attended Diana's meetings with her midwife.

Diana had a successful delivery and was overjoyed to welcome her son! Like many new mothers, Diana faced challenges including holding the baby, breastfeeding, and keeping Ethan safe. TMI staff were able to assist Diana with those challenges by helping her follow and apply the midwife's instructions.

"It gives me great happiness to see Diana enjoying motherhood and caring for her child," said Keltoum.

TMI gave Diana a crib that will later convert to a bed which was purchased with funds from the TMI Julie Casey Honorary Fund. The fund provides grants to TMI clients with IDD for essential purposes. Diana was extremely happy and excited to receive her gift! Given what happened to Diana as a newborn, having a safe place for Ethan to sleep means the world to her.

"TMI has a great impact on my life, I could never be where I am without them," said Diana. "TMI has changed my life, gave me hope and made my dreams come true."

"My hope for Diana is that all of her dreams come true," added Keltoum. "She dreams big and works hard to achieve her dreams. Diana knows that TMI will always be there to assist her with achieving her dreams."

We are extremely happy for you, Diana! Congratulations!

Kennesha's STORY

Congratulations to our client, Kennesha Merritt, on being named Queen of Miss Amazing for the Senior Miss division! Miss Amazing provides opportunities for girls and women with disabilities to build self-esteem.

The areas of participation at a Miss Amazing event are known as "skill areas". The goal of every skill area is to offer a platform for participants to share their stories and to grow as self-advocates. Per the Miss Amazing website, the participants have a one-on-one conversation with the judges to exercise communication skills that could help them land their dream job or make a new friend. Participants present a passion presentation; a 90 second performance or presentation that showcases the pastime or hobby that they are most passionate about!

Participants also give an introduction to share their interests, strengths, and ambitions. This gives participants a chance to exercise public speaking skills and to share their stories with members of the community. Due to COVID-19, Miss Amazing was a virtual event this year. Kennesha performed to "True Colors" by Cyndi Lauper, a song that her mom loves. A Miss Amazing participant since 2013, Kennesha couldn't believe it when she was named the Queen and cried when they announced her name!

Kennesha feels that Miss Amazing has given her the confidence to do anything that she sets her mind to. She greatly admires her mom and hopes to one day be married and have children of her own.

Kennesha is part of the TMI Integrated Work program which provides the support necessary to enable individuals with intellectual and developmental disabilities to participate fully in community life. TMI believes that no person should have to work in a setting which is segregated due to the nature or severity of their disability.



We are very proud of you, Kennesha! You are a shining star and we know that you have a bright future ahead!

We are HIRING

Make a Difference

Due to the pandemic, finding quality staff was a challenge in the last year, however, we remain committed to recruiting excellent employees. TMI knows that our employees are the foremost reason we are such a strong, dynamic organization. Through their collective support and advocacy for our clients we have thrived and grown over the years. It takes tremendous support to achieve our goals, and our staff are at the very heart of our 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.

We offer a comprehensive benefits package to our employees so that we can successfully recruit and retain amazing people to our team including:

- Paid Vacations , Holidays and Sick Leave
- Medical and Dental
- Life Insurance
- Training and Educational Opportunities
- State Disability Insurance
- 401k Pension Plan With Employer Match
- Potential Wage Supplements



Join a great team!



“TMI is by far one of the best employers that I have had. TMI changes lives and makes our clients' dreams possible. I have been with the agency for about five years and have witnessed many successes, and have also taken part in the magic. I have learned so much from my clients, coworkers and supervisors. Thank you to all of my supervisors, and TMI, for allowing me to be a part of an amazing agency. TMI will positively impact and change your life!

*- TMI Direct Support Professional
Karen Ritchie*

Benefits for BUSINESSES

Building a Better Tomorrow

While some of our clients are considered "essential employees" and continued to work during the pandemic, many did not, but they are ready to get back to work! There are many reasons why it makes good business sense to have TMI clients be contributing members of your organization either as paid employees or volunteers. Here are just some of the many benefits:

- The Department of Rehabilitation offers a training stipend to employers to off-set the cost of training our clients
- Our clients are supported in the workplace by a professional TMI Job Coach to ensure their success
- San Diego Regional Center clients are eligible for the Paid Internship Program
- Financial support is available for any specialty items required by our clients for employment such as tools or uniforms
- Our clients are provided with transportation costs to ensure that they are able to work
- Our clients are eager and motivated to work
- Improved overall employee morale
- Non-binding agreement that can be terminated at any time
- Employer tax incentives may be available



Be The Change

Additionally, the TMI Evolution to Independence (ETI) program offers San Diego and Riverside County based businesses and employers the ability to utilize ETI ASL Interpreting and Educational services to enable them to tap into this under-utilized workforce.

To get started with having a TMI client join your team, please contact us today. Working together we can meet your needs and further support inclusion for people with IDD and the Deaf and Hard of Hearing in our society. Thank you!

*We look forward to
working with you!*

ANNUAL REPORT
2020 - 2021



Connect with us!

Corporate:
4740 Murphy Canyon Road, #300
San Diego, CA 92123
(800) 877-5452
www.tmi-inc.org
info@tmi-inc.org

