



~ a private not-for-profit whose core purpose is to provide choices and opportunities to people of all ages seeking greater opportunities, self-sufficiency, and participation in their community ~

3327 W Industrial Loop, Coeur d'Alene, ID 83815 \* (208) 765-5105

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## Russ Doumas, CEO, Retiring



A summer job between college and law school working as a Rehab Tech with adults with disabilities changed his life. Forty-four years later, J. Russell Doumas is retiring this month after dedicating his career to furthering choices and opportunities for individuals with disabilities. As Russ was promoted within Metro Industries in Lexington, KY he recognized the importance of collaboration with other like organizations in the state. Russ chaired the State Association and drove communication with the

state legislature which has the greatest influence for funding the services necessary for people with disabilities and other needs. Ten years later as CEO of Job Point in Columbia, MO Russ expanded into the national arena when named by the Speaker of the House to the Ticket to Work and Work Incentives Advisory Panel. The Ticket to Work program provides a working environment for individuals to come off of SSI. The program in Missouri successfully supported individuals with disabilities as well

as those who were economically challenged. It became clear it was critical to not only place individuals in a job but to provide them life and job skills training and supports to empower them to sustain their own success. Looking for one more challenge before retiring, Russ joined Tesh as its CEO in July 2005. He has been active with ACCESS Idaho, the Idaho consortium of community rehab organizations and the Idaho legislature. "It is important to realize the direction of the industry in order to prepare the company to succeed in an ever changing environment" Doumas explains.

Russ and his family have enjoyed living in beautiful north Idaho, hiking, camping, and learning to kayak. As Russ retires, he invites the Coeur d'Alene community to partner with Tesh to continue creating opportunities and choices for people with disabilities and others in our community. "The businesses will benefit as much from the experience as the clients do."

### Tesh to end fiscal year with shortfall

Continuing funding reductions at the federal and state level, and program redesigns by Health & Welfare, make it extremely difficult to balance the budget needed by Tesh to provide quality services to individuals with disabilities without consistent and substantial support from the community. Life and work skills essential for success in the community are not all Tesh does. The Ability Works group supports individuals attempting to find opportunities to get off of SSI. Tesh also partners with Kootenai Health and local School Districts for Project Search. These programs are provided by dedicated employees who work as efficiently as possible, but when the fiscal year ends this month, Tesh will be \$20,000 shy of the donations needed to meet this year's budget goal. Can you help close the gap? Your community will appreciate it!

### Mobile Advertising Opportunity

James, Tesh Facilities Manager, could have broken his neck yesterday. The ancient lawn mower (pictured) used on one of the Tesh service contracts once again had a major part break and this time it was just as James was trying to turn a corner. The mower stopped suddenly and James was thrown over the top onto a rock bed. We are so thankful he wasn't hurt badly, he is sore and bruised. Unfortunately the 2014-2015 budget was just completed and a replacement mower was not funded. Could you be part of the solution? In kind donations are tax deductible in the same way cash is. We would be glad to put your logo on the side of the mower, recognize your organization on Facebook, the Tesh website, and in the next newsletter as well. Be the first to sponsor a mower!



### Greater Independence

*The Tesh Core Purpose is to offer choices and opportunities to people of all ages seeking greater independence, self-sufficiency, and participation in the community.*

Today my client did not need my help or support; he simply needed a ride to his volunteer job at the Kroc Center. Tony (name changed for confidentiality) reported to his assigned job and with minimal prompting he cleaned tables, chairs, trash cans, and highchairs. After 15 minutes I stepped away and watched him select on his own which items to clean and determine how to clean them. When he finished each task he would look at me and using sign language indicate that he had completed his task. He also greeted people with a hand shake and a smile as he had been asked and trained to do. I saw confidence and happiness in Tony's face today. He knew he had done well and had relied on himself. I never knew how not being needed could make a person feel so good!

~ Shared by Bryant Cameron, Tesh Rehab Tech

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Check out our website [www.teshinc.com](http://www.teshinc.com).





Transforming Lives & Enriching Our Community.

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www.teshinc.com

June 2014

Non-Profit  
US Postage Paid  
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Return Services Requested

**Your financial support helps make these success stories possible! Thank you!**

**Pathfinder Society** =  
1 life for 3 years @ \$1200/year

**Benefactor** = 1 life for 1 year  
@ \$1200

**Friend of Tesh** = \$600/year

**Patron of Tesh** = \$300/year

**Supporter of Tesh** = \$120/year



Huge thanks to Board Member Rich Dussell and his assistant Jaenette for organizing and hosting the First Annual Tesh Golf Tournament June 13th at Coeur d'Alene Golf Course. Thanks to the hole sponsors: Academy Mortgage, First American Title, Wells Fargo Home Mortgage, North Idaho Title, Masonry & Hardscape Center of North Idaho, U.S. Bank, Equity Real Estate—Idaho, Advanced Benefits, Axia Home Loans, Vince Vargas Inspections, Windermere Realty, Seasons of CdA, Rich Dussell Real Estate, Helbling Benefits, CdA Association of Realtors, JAVA on Sherman, and Mountain West Bank. Plan to join us next year for another fun time.

**PROJECT SEARCH GRADUATES  
READY TO GET TO WORK!**

The class of 2013-2014 successfully completed this program made available through a collaboration between Kootenai Health, Coeur d'Alene School District, and Tesh to transition young people out of school and prepare them for work. (Four are pictured at right with Russ Doumas, Tesh CEO). Two individuals have been placed; one with Kootenai Health as a Laundry Aide, and another has been hired at Nate's NY Pizza in Post Falls. Four others from this class and members of last year's class have been going on interviews with their Employment Specialist, Katie Doumas. These qualified individuals are seeking employment in stocking, warehousing, customer service in retail or grocery, food service, general labor, landscaping, beginning data entry, childcare, filing and reception. If you are seeking workers in any of these fields, or would like to learn more about how we can help out in your business, contact the Ability Works branch office of Tesh at 292-0149.



**The Wild Wild Tesh HOEDOWN**

A BENEFIT FOR PEOPLE WITH DISABILITIES  
SEEKING GREATER OPPORTUNITIES

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