



3327 W. Industrial Loop, Coeur d'Alene, ID 83815
(208) 765-5105 * www.teshinc.com.

~ a private, not-for-profit 501c3 corporation celebrating its 40th anniversary providing choices and opportunities to people of all ages seeking greater opportunities, self-sufficiency, and participation in their community. ~

Choice ~ Dedication ~ Integrity ~ Progress ~ Quality

December 2016

Transforming lives for 40 years! One of the stories at Tesh.



Samuel (not his real name) became part of the Tesh family just about one year ago. During his intake, the 24 year old was described as "aggressive and easily agitated with a diagnosis of autism with moderate cognitive delays." He was basically non-verbal, communicating mainly by screaming. When agitated he was known to punch, slap, bite, and hit those trying to work with him. He frequently paced back and forth ringing his hands, making frequent random loud noises. He was unable to complete tasks or follow simple work directions.

He joined the Vocational Work Center at Tesh last January. When given his small tasks, he would stare, scream, or toss the work. The experienced Rehab staff first helped Sammy learn the Voc Center was a safe environment. They set small, achievable goals and

expectations; modeled proper behavior; and helped him work through his behaviors. A visual accountability system was set for him where it was noted when he did not act appropriately but he was given the opportunity to change his behavior and restore himself to a clean slate. He was gradually weaned from the coloring book he always had to have with him. He brings money for a soft drink with lunch every day and would have significant behaviors if he wasn't able to have the pop for any reason. Recently the pop machine broke again, and staff were able to work with Sammy to help him accept water and coach him each time he began to get upset about this interruption to his routine.

Sammy is now one of the best at putting together the indestructible Tesh threshold mats. He can count and incorporates

that skill into the tasks he completes to earn a paycheck. He is often given new projects as they come in because he has progressed so far. It has been four months since a behavior log was written for Sammy. Sammy walks comfortably and pleasantly into Tesh in the morning, saying hello to staff by name; and at day end says goodbye. Folks at home are reporting he is doing much better there as well with fewer behaviors and often being happy. His progress in the structured environments of work and home have been phenomenal.

Sammy also spends time in the Tesh Adult Activity Center, a less structured environment where learning to interact with peers is another stretch goal; he is moving from work and home to social settings. One year ago, he would not have been able to do any of that.

Fiscal Year 2015-2016 (July—June)

In March 2016 Tesh once again received a three year accreditation from CARF International. Meeting these rigorous standards assures the community that Tesh "has met the conformance requirements for quality standards that enhance the lives of persons served."

Tesh began "Project Safe

Place" thanks to a generous in-kind donation from Ginno Construction and a "paddle raise" at Tesh Fest. The front lobby was remodeled assuring anyone entering must be cleared before proceeding. (A grant request has been submitted to WGA for a good portion of the remaining required funds for this important project.)

Tesh continued providing After School and Summer Camp programs for Children. The Adult Learning Center expanded its offerings and the Activity Center was busy too. Work skills were provided in the community, on Janitorial crews, and in the community through job placements and job coaching. Ticket-to-Work holders were placed in jobs. Project Search partnerships continued as well.

Tesh Board of Directors

- Michelle Van Slate, Chair
- Alivia Metts, Vice Chair
- Shawn Bassham, Treasurer
- Shannon Brickwedel
- Janie Givas
- Ashley Kelley
- Tom LaPonsey
- Dirk Scott
- Scott Sylwester

THANK YOU!

Did you know?

- 100 clients receive services from Tesh or Ability Works each day?
- Tesh serves 5 counties in north Idaho as well as Spokane?
- Provides Janitorial services under 20 contracts?
- Has built almost 16 million tree plugs in the Vocational Center in the last 7 years?
- Provides confidential shredding services for only 38 cents/pound?



Charitable donations made to Tesh (a 501c3) result in an itemized deduction on individual and corporate Federal and State tax returns. In addition, donations to Tesh qualify for an Idaho Youth and Rehabilitation Facility Tax credit, even if a taxpayer does not itemize. The tax credit is limited to the smaller of: 50% of amount contributed, 20% Idaho tax due, or \$100 (\$200 if married filing joint return). If married and in the 25% tax bracket, a \$1200 donation should only cost you \$616! *Please consult your tax advisor for your actual tax savings.*

| 25% Bracket | \$1200/year | | \$600/year | | \$300/year | |
|--------------------------------|--------------------|--------------|-------------------|--------------|-------------------|-------------|
| Marital Status | Single | Married | Single | Married | Single | Married |
| Federal Tax Savings | (\$300) | (\$300) | (\$150) | (\$150) | (\$75) | (\$75) |
| Idaho Tax Savings | (\$86) | (\$84) | (\$43) | (\$42) | (\$22) | (\$21) |
| Idaho Tax Credit | (\$100) | (\$200) | (\$100) | (\$200) | (\$100) | (\$150) |
| Total Savings | (\$486) | (\$584) | (\$293) | (\$392) | (\$197) | (\$246) |
| After Tax Cost to Donor | \$714 | \$616 | \$307 | \$208 | \$103 | \$54 |



for helping to close the gap left by inadequate reimbursement funding with your 2016 donation.

| | | | | |
|-------------------------------|-----------------------------------|--------------------------------|-------------------------------|--------------------------|
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| Rick Vernon | Bill Radobenko | James Keshazer | North Idaho Title | Andrea Dugan |

*Due to available space, not all of our generous donors could be listed. Please know that every dollar donated is greatly appreciated and put to good use in support of the Tesh mission ~ support children and adults with disabilities as they seek greater independence in their community. You are so appreciated! *Denotes Event Sponsor*
****Any gift post marked by 12/31/2016 will count towards this tax year. Enclosed envelope for your convenience or call us to charge a gift to your credit card****

Ways to Help that are Free to You



Fred Meyer shopper? If you

link your rewards card to Tesh, each time you shop, a small percentage will be set aside. www.fredmeyer.com/communityawards/Linkyourcard.



Amazon shoppers can use the AmazonSmile Portal and choose to support Tesh, Inc. each time you shop. Go to amazon.com; use your

Amazon log in and .5% of your purchase comes to Tesh!

Also remember to ask if your employer will match any donation you make to Tesh.

GoodShop also has discounts from many different vendors. Go to <https://www.goodsearch.com/choosecause> and you will have quite a few options.



Now includes the option to donate your Choice Dollars to Tesh, Inc.

IN KIND DONATIONS

Tesh also needs gently used smart *cell-phones*, *vehicles* with less than 100,000 miles for community access, gently used *laptops*, a lot more *insulation* for our building, and new *safe access doors*.

Aren't you government funded?

We often encounter the perception that Tesh services are paid for by the government. Tesh does receive funding from ID Health & Welfare and Voc Rehab for the clients who qualify but the reimbursement rate has always been below the cost of providing services and have not increased in years while costs continue to go up. We once estimated that it costs \$1200/year per client more to provide services than the state funds reimburse.

There are a record number of not-for-profits in Kootenai County and your choices are many when considering which to support. Our clients and this community thank you for choosing to support Tesh and its mission so that support for individuals with disabilities in this community can be sustained. We count on you!

One of the stories in the community ~ on a Work Site

In addition to teaching life skills, Tesh provides work skills training. One of the ways Tesh does this is through the Job Coaches who are on site at community employment locations.

Job Coach Laura shares the story of working with Troy who was not willing to talk with her or even look at her when she first began working with him. As she modeled the work for him, he would angle himself to the side. Nothing changed until one day when they were peeling and dicing onions. Laura's eyes began to water and

soon tears were streaming down her face. As she wiped her eyes, Troy looked directly into her eyes with a heartfelt concerned look on his face and seemed to ask if she was ok. Breakthrough! They then began working on making eye contact at least once during each shift and saying hi or goodbye. Then they incorporated the look with the greeting. Thanks to the dedication, patience, and skill of the job coach, she and Troy developed a successful working relationship. Troy soon demonstrated an interest in the well being of his

co-workers and interest in getting to know them better. Laura modeled introducing oneself, which Troy can now do without any cues. After months of working together, Troy now talks with Laura about his favorite football teams, his family, and music he likes all while he is successfully completing his tasks at his work site. He earns a paycheck and is developing work skills. Can you imagine the joy and satisfaction Troy must feel having had this opportunity? Lives have been changed for the better in our community.



Troy on the job!

A+ Education Award for Excellence

Coeur d'Alene Chamber of Commerce Education Committee awarded the A+ Education Award for Excellence to Tesh in November 2016. Tesh, working with Idaho Vocational Rehabilitation Services, provided a work training program for 32 Idaho youth this summer providing them with classroom instruction as well as work opportunities in the school district and at North 40. It was a great success! And Tesh has already submitted its proposal to provide services again next year.



One day at Tesh: Angelo getting ready for the season creating a gingerbread house! He uses his creativity, dexterity, fine motor skills, attention to detail, practices group conversation skills and has fun!

WANT TO LEARN MORE?

If you would like to learn more about the many ways that individuals with disabilities are served by Tesh and Ability Works, please call 765-5105 to schedule a tour.





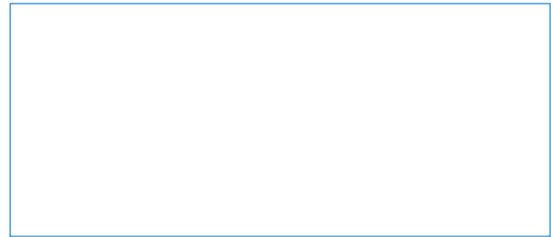
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 at **Tesh Inc** to
 stay in touch.



40th ANNUAL 5 MILE FUN RUN ~ HANGOVER HANDICAP

On-line Registration at: www.teshinc.com

Get your new year off to a great start with a walk or run or stroll along beautiful Coeur d'Alene Lake. Bring your dog on a leash; bring the baby/toddler bundled up in the stroller.

The event begins in the cul-de-sac behind Michael D's restaurant off of Lake Coeur d'Alene Drive at the east end of Sherman Avenue. Most of the 5 mile course follows the paved Centennial Trail. Heaters, hot drinks, and snacks will be provided at the registration tents.

Thanks to our event sponsors, every dollar raised by registrations goes to support the Tesh mission and provide life and work skills training to children and adults with disabilities.

Day of race registration: 8:30-9:20 a.m.

Run starts at 9:30 a.m.

Three ways to register:

- 1) Runners who want the coveted Long Sleeved Shirt \$30 before 12/18; \$35 after 12/18
- 2) Runners who "Wear your own shirt" — Early Birds \$15.00; after 12/18 = \$20.
- 3) "In Spirit Runners" — Buy a shirt; give \$10 donation; stay in bed! — \$25 (pick up shirt at Tesh, Inc.)



Running last year, Joe Morris is sporting the 2015 shirt and a rare vintage Hangover Handicap hat.

BROUGHT TO YOU BY:

