HELPING PEOPLE WITH DISABILITIES REACH FOR INDEPENDENCE

March - May 2018      Vol. XXI No. 2      Editor: Becky S. Teal

REACHing Out is published four times a year in December, March, June & September at REACH of Dallas, 8625 King George Drive, Suite 210, Dallas, Texas 75235-3275

Calendar of Events-Fort Worth 8
Calendar of Events-Dallas 5
Calendar of Events-Denton 4
Calendar of Events-Plano 5
From The Director's Desk 6
Words to Live By 7
Newsletter Deadline Dates 7
Fragrance Free Facilities 7
Adaptive Mobility of/SW Ad 7
Caring to Help 8
Just a Reminder 8
Spotlight for Success - REACH Dallas 9
Grocery Store Donor Programs 10
Amazon Smile Donor Program 10
Lift-Aids Ad 11
Newsletter Ad Rates 11
The Initiative 12
March for Respect 13
Emailing Newsletter 13
United Access Ad 13
Disability Action Center Ad 14
Project Ramp - Fort Worth 15
REACH Centers Contact Info 19

Region 6 New Mexico, Texas, Oklahoma, Arkansas & Louisiana Climate Change Conference The Independent Living (IL) Evolution

Save the Date!
April 23-24th, 9am-5pm each day
Conference location:
Hyatt Regency Dallas Hotel
300 Reunion Boulevard, Dallas, TX 75207
214-651-1234

To register, visit: http://ventureall.com/region6

The Region 6 IL Conference was made possible by the generous financial support of and collaboration with the Texas Association of Centers for Independent Living (TACIL).
Call us if you need any accommodations such as a sign language interpreter, Braille materials, etc.

March 2018
1. Italy Pasta Pizza, at 800 E. Loop 820. Lunch prices are $10.00 and under. (Lunch will be from 1:00 to 2:15 PM.) www.italypastapizza.com
2. Adjustment to Disability Training @ the center 12:30 – 2:30 PM.
3. Movie Tavern West 7th St., at 2872 Crockett St. For lunch and movie prices, please visit www.movietavern.com. (Please call the day before for times and movie selections)
4. Adjustment to Disability Training @ the center 12:30 – 2:30 PM.
5. Cousin’s BBQ, located at 6262 McCart Ave. Lunch prices are $10.00 and up. (Lunch will be from 1:00 to 2:15 PM.) www.cousinsbbq.com
6. Adjustment to Disability Training @ the center 12:30 – 2:30 PM.
7. Meet @ the center - 1:00 – 3:00 PM.
8. Adjustment to Disability Training @ the center 12:30 – 2:30 PM.
9. Meet @ the center - 1:00 – 3:00 PM.
10. Center Closed (Good Friday)

April 2018
1. Adjustment to Disability Training @ the center 12:30 – 2:30 PM.
2. Olive Garden, located 925 Alta Mesa Blvd. Lunch prices vary, $20 will cover it. (Lunch will be from 1:00 to 2:15 PM.) www.olivegarden.com
3. Adjustment to Disability Training @ the center 12:30 – 2:30 PM.
4. No group
5. Of South Pancake House, at 1509 S. University, lunch specials are $10 and up. (Lunch will be from 1:00 to 2:15 PM.) www.olsouthpancakehouse.com
6. Adjustment to Disability Training @ the center 12:30 – 2:30 PM.
7. Meet @ the center – 1:00 – 3:00 PM.

May 2018
1. Adjustment to Disability Training @ the center 12:30 – 2:30 PM.
2. Razzoo’s, at 4760 Bryant Irvin Road. Lunch prices are $10.00 and under. (Lunch will be from 1:00 to 2:15 PM.) www.razzoos.com
3. Adjustment to Disability Training @ the center 12:30 – 2:30 PM.
4. Cicis Pizza, at 1509 S. University, lunch specials are $10 and up. (Lunch will be from 1:00 to 2:15 PM.) www.cici.com
5. Adjustment to Disability Training @ the center 12:30 – 2:30 PM.
6. Game day @ the center - 1:00 – 3:00 PM.
7. Center Closed (Memorial Day)
8. Adjustment to Disability Training @ the center 12:30 – 2:30 PM.
9. Meet @ the center – 1:00 – 3:00 PM

Please note events and times may be subject to change due to inclement weather, speaker cancellations, or things outside of the staff’s control.

PROJECT RAMP - Fort Worth
Do you or someone you know need a ramp built and/or handrails or grab bars installed?

The REACH of Fort Worth Resource Center on Independent Living offers accessible home modifications for low income individuals with mobility impairments who live in the City of Fort Worth. If you meet the following guidelines, you may be eligible for assistance in making these accessibility modifications at your home.

You must be a person with a mobility impairment.
You can be any age.
You must be a homeowner, live with the homeowner or have a letter from the landlord giving permission to make the accessible modifications to the home. (No apartments.)
Must provide proof of total household income and must meet federal guidelines for low-income households. (You must provide a copy of income verification and a Social Security number from each family member living in the household who is 18+ years of age.)
Your property taxes must be current

*FUNDS WILL BE USED ON A FIRST REQUESTED, FIRST SERVED BASIS*

If you need more information about this program, please call Alma Hernandez, Project Ramp Coordinator, at 817-870-9082
CALENDAR OF EVENTS

Call us if you need any accommodations such as a sign language interpreter, Braille materials, etc.

March 2018
5 Adjustment to Disability @ the center 1:30 - 3:00 PM. In a group setting, topics include self-esteem, family relationships, anxiety, medical stress, depression, boundaries & goal setting. Preregister with Kiowanda the first time you attend.
12 Youth IL Skills Training @ the center 11:00 AM - 2:30 PM
19 Adjustment to Disability @ the center 1:30 - 3:00 PM Preregister with Kiowanda the first time you attend.
24 March for Respect @ 1902 Main Street, Dallas, Texas 75201 - 9:00 AM - 12:00 PM.
26 Youth IL Skills Training @ the center 11:00 AM - 2:30 PM
30 Center Closed (Good Friday)

April 2018
2 Adjustment to Disability @ the center 1:30 AM - 3:00 PM Preregister with Kiowanda the first time you attend.
7 Youth Community Outing (TBA)
9 Youth IL Skills Training @ the center 11:00 AM - 2:30 PM
16 Adjustment to Disability @ the center 1:30 AM - 3:00 PM Preregister with Kiowanda the first time you attend.
23 Youth IL Skills Training @ the center 11:00 AM - 2:30 PM
23 -24 Climate Change The IL Evolution Conference

May 2018
7 Adjustment to Disability @ the center 1:30 AM - 3:00 PM Preregister with Kiowanda the first time you attend.
14 Youth IL Skills Training @ the center 11:00 AM - 2:30 PM
19 Youth Community Outing (TBA)
21 Adjustment to Disability @ the center 1:30 AM - 3:00 PM Preregister with Kiowanda the first time you attend.
28 Center Closed (Memorial Day)
March 2018
7  General Support Group (What would you do?) @ the center 1:00-2:00 PM
14 General Support Group @ the center 1:00 - 2:00 PM
21 General Support Group @ the center (Spring is here!) 1:00 - 2:00 PM
28 General Support Group @ the center (If you could?) 1:00 - 2:00 PM
30 Center Closed (Good Friday)

April 2018
4  General Support Group (April Showers) @ the center 1:00-2:00 PM
11 General Support Group (I want Advocacy!) @ the center 1:00-2:00 PM
18 General Support Group (Let's Eat…) @ the center 1:00-2:00 PM
23-24 Climate Change The IL Evolution Conference
25 General Support Group @ the center 1:00-2:00 PM

May 2018
2  General Support Group (ADA Training )@ the center 1:00-2:00 PM
9  General Support Group (Beth Marie on the square) @ the center 1:00-2:00 PM
16 General Support Group @ the center 1:00-2:00 PM
23 General Support Group (Make it Memorable) @ the center 1:00-2:00 PM
28 Center Closed (Memorial Day)
30 No General Support Group

The annual March for Respect event includes a 5k and a one-mile walk to raise awareness of people with intellectual and developmental disabilities. Join us to help support the IDD community!
Saturday, March 24, 2018 9:00 AM – 12:00 PM CDT
Main Street Garden Park, 1902 Main Street, Dallas, TX 75201

Plans are underway to save money by emailing this newsletter to interested readers rather than continuing to send it via U.S. mail. If you’d like to get the newsletter via e-mail, please send Janie Peachee, Administrative Assistant, your e-mail address. You can reach Janie at jpeachee@reachcils.org. Thank You!
Welcome Readers to the “THE INITIATIVE”!

Employee Evaluation

Business defines performance as the accomplishment of a given task measured against preset known standards of accuracy, completeness, cost, and speed (http://www.businessdictionary.com/definition/performance.html). How important is your performance in the workplace? It’s important enough that many companies evaluate their employees’ performance on an annual (end-of-year or employee service anniversary) or quarterly basis in order to define certain areas of achievement and needed improvement. It’s a critical component in organizational success.

Let’s identify why employers use evaluations. Employee evaluations help remind employees what managers expect from them in the workplace. It provides information to managers when making decisions on promotions, bonuses, salary increases and layoffs. Typically, a manager or supervisor provides an employee with a completed evaluation of his/her performance (pros/cons) and discusses ways to improve performance. In some cases, employees are asked to write a self-evaluation prior to the meeting. Self-evaluations play a major role in the rating of your performance. Managers and supervisors don’t know everything that you do on a daily basis. So, writing a self-evaluation can identify projects you’ve accomplished, goals met, additional contributions for the company (outside of your department) and achievements accomplished during the quarter or year. Include in your self-evaluation any praise and congratulations you received from co-workers, clients, customers and management. This information can potentially influence your performance rating.

If you’re not asked to write a self-evaluation prior to your employee evaluation, follow the tips below on how to interact during the evaluation.

Have a list of talking points to discuss. Regardless of the feedback (pros/cons), your manager wants to see that you are taking this evaluation seriously. Include in the list of talking points your accomplishments and challenges (*they lead to valuable advice from the manager or supervisor).

Be alert, upbeat, and ready to speak. Typically, reviews are back and forth discussions. Prepare for questions about your job, achievements, challenges, work-relationships, etc. The evaluation requires complete attention. Rest the night before.

Be open. An evaluation is not the time to be shy! View the evaluation as an opportunity to express your opinion about the job, work conditions, pay, co-workers, managers etc. (without being discourteous). Remember that the manager or supervisor conducting the interview can express his/her opinions, too. If you’re shy or have challenges discussing your opinions, then practice discussing them beforehand with a friend or co-worker that you trust.

Discuss your role in the Big Picture. Show that the work you do plays a role in the company’s continued success. Be honest about your concerns with the job. Keen supervisors appreciate polite reproach. (*A positive performance review is a good place to bring up your job concerns.)

React seriously, but not angrily to criticism. Acknowledge criticism and move on. Everyone can improve in some area of their job. (*Too harsh criticism, inappropriate remarks, and/or personal attacks should be taken to the Human Resources Department.)

The performance evaluation process is ongoing every day as the manager or supervisor observes your work. Remember…take The Initiative!!!

Call us if you need any accommodations such as a sign language interpreter, Braille materials, etc.

March 2018
30 Center Closed (Good Friday)

April 2018
23-24 Climate Change: The IL Evolution Conference

May 2018
28 Center Closed (Memorial Day)

Cynthia Rogers has been the Office Manager for REACH of Plano for about 7 years - almost as long as we have been open! She has flavored every aspect of the Center. I would often walk by her office door and feel so grateful for her contributions to our consumers, the office staff and the daily operations she performed as though she was a Captain of a ship! Plano was fortunate to have her be involved in the forming of this Center for Independent Living. We wish her a glorious retirement with adventure and joy. Thank you Cynthia. You will be greatly missed.

Register NOW Region 6 CIL Conference!

REV UP! "2018 will be a critical year for disability rights & services. Electing policymakers that support disability issues should be one of our highest priorities."

Bob Kafka https://vimeo.com/234925100
FROM THE DIRECTOR'S DESK

Joining the REACH Team
On January 8th, Lytte Greer and Kathryn Kososki began their work careers with the REACH organization. Lytte is the new Community Living/Relocation Specialist at our Plano center and Kathryn is the new Community Living/Youth Transition Specialist at our Plano center. Both women bring a wealth of excellent skills and experience that will greatly benefit REACH and the consumers we assist.

58th Texas Legislature
Despite significant gains in some areas, decisions made by the 58th Texas Legislature destabilized fundamental community services and supports for Texans with disabilities. During the session, the Coalition of Texans with Disabilities (CTD) and its partners were successful in advocating for and securing several significant wins that included:
- A budget rider to study dental services for adults with disabilities receiving Medicaid benefits
- $100M in funding for Comprehensive Rehab Services, Promoting Independence programs, and mental health peer services
- A pilot program that specifically targets wheelchair accessibility among Transportation Network Companies like Uber & Lyft
- The passage of SB160 that bans the Texas Education Agency from ever implementing an arbitrary cap on special education enrollment
- A statewide ban on the use of cell phones and handheld devices while driving
- Strengthened or extended consumer protections in prescription medication policy

Adapted from CTD's 2017 Annual Report. Read the full report at www.txdisabilities.org.

Work in Texas
Individuals with disabilities experience numerous challenges associated with participation in the labor force. Their unemployment rate is higher, they are more likely to work part time and on average, they earn less than individuals without disabilities at every level of educational attainment.

Individuals with disabilities enhance workforce diversity and can offer employers unique skill sets and perspectives. People with disabilities must think creatively about how to solve problems and accomplish daily tasks. This resourcefulness can translate into innovative thinking, new ideas, and alternative approaches to dealing with business challenges.

Texas has the second largest number of individuals with disabilities in the U.S. The percentage of individuals with disabilities relative to the entire Texas population has remained stable over the past four years (11.7%), although the Texas population has grown considerably over the same period of time. Overall, 11.9% (1,603,277) of females and 11.5% (1,497,762) of males report having a disability.

The population of individuals with disabilities is not evenly distributed across the state. Almost half (48.6%) reside in the following 10 counties: Harris, Dallas, Tarrant, Bexar, Travis, Hidalgo, El Paso, Cameron, Montgomery, and Fort Bend.

In 2014, almost 820,564 individuals (6.2%) of the total civilian labor force 16 years of age and older in Texas (13,220,312 individuals) had a disability. These individuals held various jobs in industries across Texas. Approximately 6% of the employees of private, for-profit companies and 7% of federal, state or local government employees had a disability. The construction industry employed the largest number of labor force participants with disabilities (64,632 or 7.9%); approximately 6% (49,209) worked in elementary or secondary schools; and 48,669 worked in the restaurant and other food services industries.

Texas labor force participants with disabilities who worked full time earned an average salary of $32,620 (inflation adjusted for 2014) compared to $45,623 for labor force participants without disabilities. Part time labor force workers with disabilities earned an average salary of $10,855.

Adapted from the Texas Workforce Investment Council’s report titled People with Disabilities: A Texas Profile 2016 Update. For more detailed demographic analyses and maps, visit www.gov.texas.gov/twic/

Charlotte Stewart - May 2018

1500 Westpark Way Euless, TX 76040 www.lift-aids.com 817.835.0035 800.351.5438 info@lift-aids.com

Rates for Advertising in REACH Newsletter
Below are the prices for placing an advertisement in the REACHing Out newsletter. The newsletter is sent/distributed to 2,500+ readers living primarily in Tarrant, Dallas, Denton & Collin Counties and is available online at www.reachcils.org.

BUSINESS & PROFESSIONAL AD SIZES:

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If you have any questions, please call Becky Teal, newsletter editor, at REACH of Denton 940-383-1062 or contact her by email at reachden@reachcils.org.

These advertising rates may change without prior notice.
Our community partners have made it easier than ever to give using their program cards. Tom Thumb and Kroger have collaborated with REACH to become a partner in their community donor programs. The purpose of these programs is to help non-profit organizations secure additional funding. In order to participate, all you have to do is use REACH’s numbers when making purchases at Tom Thumb and Kroger grocery stores. The total of your purchases will be credited to REACH’s account and each company will send a donation to REACH on a quarterly basis.

If you want to participate, please contact any of the REACH offices to get a copy of the Tom Thumb and/or Kroger program cards. Your family, friends & neighbors can participate, too!!

**Tom Thumb**
Supporters of REACH, Inc. can link the REACH account number (4267) to their Reward Card. Supporters will simply fill out the Good Neighbor program section and the top part of a Reward Card Application, indicating REACH’s number and return it to the Courtesy Booth at any Tom Thumb grocery store. That’s it! REACH is now linked to your Reward card. From this point on, the purchase price of your groceries will automatically be recorded to REACH’s Good Neighbor account. Tom Thumb keeps a running total of our account and will periodically send us donation checks. The Good Neighbor program webpage is [http://www.tomthumb.com/ShopStores/Good-Neighbor.page](http://www.tomthumb.com/ShopStores/Good-Neighbor.page). The form to download or print is found at [http://www.tomthumb.com/CMS/includes/docs/TomThumb-GoodNeighbor.PDF](http://www.tomthumb.com/CMS/includes/docs/TomThumb-GoodNeighbor.PDF).

**Kroger**
Supporters of REACH, Inc. can link the REACH account number (80311) to their Plus Card. You do have to re-enroll in the program every year and only one organization can receive benefit from your purchases. If your store cannot locate REACH Inc. with the account number above, ask them scan the bar code below. Any questions about the Kroger community rewards or the Neighbor to Neighbor donation program can be directed to 1-866-995-7643 or [https://www.kroger.com/account/enrollCommunityRewardsNow](https://www.kroger.com/account/enrollCommunityRewardsNow). For more information call one of the REACH centers at (817) 870-9082 in Fort Worth, (214) 630-4796 in Dallas, (940) 383-1062 in Denton, or (972) 398-1111 in Plano. Thank you for helping support our work in this way!

REACH is now a registered nonprofit on the AmazonSmile website. This means that Amazon will donate .5% of the price of your eligible Amazon Smile purchases to REACH. AmazonSmile is the same Amazon we all know. Same products, same prices, same service.

Whenever you want to make an Amazon purchase, visit [www.smile.amazon.com](http://www.smile.amazon.com) and on the right side of the home page you’ll see a box that gives you the option to select a charity. You are given the option to choose one of Amazon’s spotlighted charities OR pick your own charitable organization by typing in *Rehabilitation, Education and Advocacy for Citizens with Handicaps* (REACH’s full legal name) in the lower search box and click on Search. Then shop away and REACH will benefit! Thank you for helping support our work in this way!

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**Celebrate Spring!**

*Words to Live By!!!*

Service to others is the rent we pay for our time here on Earth.

Muhammad Ali

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**Deadlines for Future REACHing Out Newsletters**

- April 10th - June - August 2018 edition
- July 10th - September - November 2018 edition
- October 9th - December 2018 - February 2019 edition

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**ADAPTIVE MOBILITY of the SOUTHWEST LLC**
Jim Chavez, Mobility Consultant - Proprietor
817-235-0670

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CARING to HELP

Honor your loved ones with a gift to the REACH Resource Centers on Independent Living.

Donations in memory of a loved one or to celebrate a birthday, anniversary, wedding, Christmas, Valentine’s Day, etc. will help REACH continue its work in providing an array of independent living services to North Texans with disabilities.

Enclosed is my contribution of $_________________

In Memory or Honor of (Name): ____________________________

Check one: Memorial ____ Birthday____ Anniversary____ Wedding____ or Other ( Explain)____________________________________________

Send acknowledgement to (Name, Address, City, State & Zip Code):

_____________________________________________________________________

From (Your Name, Address, City, State & Zip Code):

Make checks payable to REACH, Inc. and mail with this form to 1000 Macon Street, Suite 200, Fort Worth, TX 76102-4527. THANK YOU FOR YOUR FINANCIAL SUPPORT.

The contents of this newsletter were developed, in part, under grants from the U.S. Department of Health and Human Services (HHS) and the Texas Health and Human Services Commission (HHSC). The contents of this newsletter do not, however, necessarily represent the policies of HHS or HHSC and you should not assume endorsement by either the federal or state government.

REACH receives a majority of its funding to operate the centers from grants from HHS and HHSC. REACH of Denton receives 100% of its funding ($210,844) from HHS; REACH of Fort Worth receives 100% of its funding ($250,000) from HHSC; REACH of Dallas receives 94% of its funding ($406,895) from HHS and 6% ($24,559) from HHSC; and REACH of Piano receives 100% of its funding ($250,000) from HHSC.

JUST A REMINDER

REACH generates additional funds to enhance its mission by participating in the Tom Thumb, Kroger and Amazon Smile donor programs. Each company allows its customers to register so that donations go to a nonprofit organization that the customer supports. Then every time a purchase is made by the customer, the nonprofit receives credit for the total amount of the purchase. Thereafter, these Amazon companies then periodically issue a donation check to REACH for a percentage of the total of its supporters’ purchases.

If you and/or your family and friends shop at or online at any or all of these companies and would like to make sure that REACH is able to continue providing services to North Texans with disabilities, please call any of the REACH offices for more information on how to enroll in these donor programs.

This quarter, I would like to spotlight two consumers who moved to Dallas from other states and have found homes where they feel good and are now speaking out to others about REACH and the Home by Choice Program.

My name is Diane and I have been living in hell for the last three years. I have an amputation of my left leg below the knee, lack of coordination, essential hypertension, Raynaud’s Syndrome, idiopathic peripheral autonomic neuropathy, unspecified vascular disease, chronic osteomyelitis and major depressive disorder. I had a goal and it was to get an apartment and live independently. I was living at Modern Senior Living Nursing & Rehabilitation and I was helped by REACH and the Home by Choice (HBC) Program to locate a place to live. I met Relocation Specialist Mavis Ravin from REACH of Dallas and she spent hours talking about the Home by Choice Program. It took me 6 months to get the documents needed to apply for a housing voucher. I was on the waiting list for a year. I was so excited when I got my first voucher. I was given a list of apartments and I applied for five apartments and I did not get accepted by any of them. My voucher expired after three extensions. I reapplied for another voucher and before I got it, we located an assisted living facility in Glenn Heights; I was so excited. Considering all the things that I had been through, I felt I could get the medical and nursing care that I needed. The relocation staff was very supportive and assisted me to get all the things that I needed. I completed my 90 days follow up and now I want an apartment. I now return to the nursing home weekly and talk with whoever will listen about the Home by Choice Program. I am happy in an assisted living facility, but I still have a goal to move into my own apartment!!! Thanks you HBC and REACH for your help.

Hello my name is Johny and I lived in a nursing home for a year. I have congestive heart failure, essential hypertension, cellulitis of the lower limbs and gastro-esophagus. I am not from Texas, but moved here to be close to my son. I ended up in a nursing home in Seagoville because I could not take care of myself and my son was not willing to help me. I was waiting to get out of that place and social worker called and let me speak with REACH of Dallas Relocation Specialist Mavis Ravin. She came to the nursing home within two days of me calling her. She told me about the Home by Choice Program. She said that I could get out of the nursing home and live in an assisted living facility (ALF), but there was not an ALF located in Seagoville but there was one in Dallas. I talked with my son about me moving to Dallas only to realize that he wanted me to stay in the nursing home. He then told me that he did not care what I did. The nursing home had been my home and the people there took good care of me. I went and visited the Lake West ALF. It was new and I would have a room by myself. I was told about a TLC grant that I could access and use the funds to purchase the clothes, linens, snacks and furniture I would need in my new home. Oh my, I was so excited. Mavis coordinated my transportation so that I could travel from Seagoville to Dallas. On the day I arrived at Lake West, she delivered all the items that she promised to purchase for me. I felt like a king!!! I have three people working to care for me now. My furniture had to be assembled and my bed was being made. I was introduced to people and I felt good. Living like this is like heaven compared to the nursing home. I can wash my own clothes and make my own snacks. I have my own room and my own telephone. My first weekend at Lake West did not go well. I got sick and had to go to the hospital because I did not get all my medicine. That was the only problem I had. Everything is great now! Thank you REACH and the Home by Choice Program. I return to the nursing home monthly and tell the residents about the Home by Choice Program and hand out Mavis’ business cards to those who are interested relocating back into community living.

I want everyone who reads the above two articles to know that REACH is a nonprofit organization that operates the four REACH Resource Centers for Independent Living and that the staff encourages, guides and supports you in your steps toward independence.