

General Contributions - May 17 - Aug.14, 2006

Anonymous
Mr. and Mrs. James A. Byars
Ms. Fran Chiles
Ms. E. Lavelle White

**Contributions to Ken W. Davis Foundation/
Matching Gift Grant**

Fran Chiles/Chiles Survivors Trust
B.J. Cox
W. P. Cranz, Jr.
Jim Haddock
Michele Hahnfeld
Blake Hailey
Deanna and Rod Hailey
Lee Johnson
Marilyn Jones
Ruth Ann Kearley
Judy Kennedy
Bill Lamkin
Patricia and Bill Massad
Bill McLeRoy

Board of Directors

Michele Hahnfeld, chairman, Lee Johnson, Steve Peglar, vice chairmen, Kathleen Knight, treasurer, Blake Hailey, secretary, Stephen Wilson, member at large, Jim Haddock, past chairman. B.J. Cox, James Creel, Adam Gellert, Tammy Gomez, Jack Hunnicutt, Marilyn Jones, Denise Kahn, Ruth Ann Kearley, Judy Kennedy, Bill Lamkin, C.T. Scott, Jr., Mike Smith, Jim Stepp, Ike Thompson, Frances Wohler

Ken W. Davis/Matching Gifts (cont.)

Susie and Bob Mosteller
Stephen Peglar
Becky and Wayne Pound
J. T. Rogers
Michael Smith
Stephen Wilson
Frances Wohler

Honorarium Contributions

In honor of Carol G. Rhodes
Patricia and Bill Massad
In honor of Willie Fay Lewis
Becky and Wayne Pound
In honor of Doug Hafer
Susie and Bob Mosteller
In honor of Martin L. Finkler
Dr. Johnny and Mrs. Janice Gilliland
In honor of Gary Gipson
Mr. and Mrs. W. W. Pound
In honor of Bill Stapleton
Becky and Wayne Pound

Staff

Robert W. Mosteller, president, vice presidents: Wayne Pound, development and community services, Tommy Jaynes, manufacturing, Charlie Wood, sales and marketing. Jim Walker, Servmart manager, Gayle Bruns, rehabilitation specialist, Kent Bowers, Michelle Gatton, orientation and mobility instructors, Todd Icard, community services specialist Deanna Conner, controller, Ric Tucker, Webmaster/TS, Sally House, public relations consultant

**Tarrant County Association for the Blind
Foresight
Lighthouse for the Blind of Fort Worth
912 West Broadway
Fort Worth, TX 76104**

**Non-Profit
Organization
U.S. Postage
P.A.I.D
Fort Worth, TX
Permit No. 1673**

September 2006

FORESIGHT

Sales slower, delivery faster in third quarter of fiscal year

Budget cutbacks at both the state and federal levels impacted sales of products manufactured at the Lighthouse for the Blind of FortWorth during the third quarter, according to Robert W. Mosteller, Lighthouse president.

Year to date sales were \$8,368,608 with uneven sales in April, May and June. An increase in raw material prices, particularly paper supplies where industry increases were 15 percent, also affected the Lighthouse bottom line.

But on a more positive note, employees have worked to improve delivery time on orders during the year. Industry standards require a 15 day delivery and the Lighthouse has narrowed the box delivery time to 3 -5 days.

Despite the turndown in orders, no employees have been laid off and hours and schedules have been adjusted to keep all employees working.

An inspection of the facility by an OSHCON safety specialist, as a part of the safety program, found only minor problems that were corrected immediately.

In Rehabilitation Programs, the numbers were excellent for the third quarter, Mosteller reported. Kent Bowers and Michelle Gatton, mobility instructors, are compiling an average of 80 hours of instruction a month for the year. The Lighthouse is working with the Division for Blind Services to increase the number of referrals to programs. DBS now is fully staffed with four counselors.



**Jim Walker and Capt. Ian McIntyre cut
Birthday Cake at Servmart**

Todd Icard, in Community Services, completed his information packets for the Corpus Christi area and has asked DBS to assign other Texas offices to continue similar work.

DBS also has filled a position to work with older people who are visually impaired. Gayle Bruns of the Seniors with Vision Loss program, will coordinate services in the community with this new DBS person. She has worked with 250 seniors in Tarrant and neighboring counties to bring her specialized services and available resources to this growing segment of the population.

“Our expansion plans continue to move forward,” said Mosteller. “Working with Larry Camp, we have identified some promising projects. In meetings with GSA personnel, we are obtaining data on 164 kitchen items we can source, inventory and distribute.

“Other projects include FEMA cots, a specialized container for the Air Force and a document imaging service.”

Mosteller said that sales usually increase toward the end of the fourth quarter as the federal fiscal year ends.

“Through the dedicated efforts of the Lighthouse staff and the capable work of our employees, we are prepared to meet our customer’s requirements,” he said.

Servmart has fourth anniversary

Servmart celebrated its fourth anniversary on July 19 with a visit from Captain Ian C. McIntyre, new commander at Naval Air Station-Joint Reserve Base, and with vendor displays and refreshments. Jim Walker is manager of the office supply store that has grown in sales and services. Sales are \$150,000 ahead of last year’s. Having an office supply store on the base offers personnel stationed there an efficient and effective way to shop for supplies.

Lighthouse has excellent safety program in place

Safety is a concern in any manufacturing area or work site, but when most of the employees have visual disabilities, it becomes a major concern.

The Lighthouse for the Blind of Fort Worth has a comprehensive, multi-layered safety program that is way beyond minimal requirements, according to Tommy Jaynes, vice president/manufacturing. "We have everything everyone else has."

Pearline Watson, vocational work adjustment coordinator, routinely makes a Monday inspection of the Lighthouse facility to determine if there are any potential safety violations.

The Safety Committee, which consists of department supervisors and employee representatives from each department, meet each month to review policies.

Every 12 months a safety specialist from OSHCON tours and inspects the Lighthouse to point out any safety concerns that Lighthouse employees might have overlooked.

There is a comprehensive training program for each employee and twice a year - if the period has been accident free - there is a pizza lunch.

A safety engineer from Texas Mutual also visits the plant at least once a year to look for safety hazards. The recent inspection was so commendable, the Lighthouse received a reduction in premiums.

There are fire drills each month as well as tornado drills. And so effective is the latter, that during the 1996 tornado that roared through Fort Worth the supervisor on duty that evening knew immediately to get employees into the men's rest room which is inside supported construction.

In the Safety Training Class, Pearline Watson shows employees what to do when the fire alarm sounds; to know where alternate exits are if the primary exit is blocked; and where to go safely outside the building.

In case of fire, employees know how to set off the fire alarm. They are also taught to report to supervisors any equipment with frayed or damaged cords.

They are taught that heat, smoke and toxic vapors are dangerous and that the Lighthouse is a smoke-free environment.

There is also lockout/tagout training that teaches employees to place a lock on energy isolating devices so equipment cannot be turned on while it is being serviced or maintained. A tagout is placing a tag on an energy isolating device to warn others that someone is working on the equipment and it should not be started. They are taught to inspect equipment before using it and report any missing or damaged guards.

There are proper procedures for lifting and employees are taught to use caution when reaching overhead or carrying oddly shaped objects.

Eye safety is also an important part of the training course. Employees know to wear safety glasses and protect their eyes from airborne particles and sharp objects. Hearing is important, too and employees may be required to wear protective earplugs.

Employees are taught to identify potential hazards, to prevent falls and to keep aisles, hallways passageways and doorways unobstructed. One employee suggestion that was aligned with this was having windows installed on doors leading to paper and box areas. Employees know to keep trash off floors and properly stack empty pallets.

Ergonomics is also addressed and employees are urged not to do repetitive motions when possible. They are urged to take stretch breaks and to spread repetitive tasks throughout the day.

The Lighthouse safety awareness program is an ongoing process of awareness, according to Jaynes, with continuing sensitivity to any and all safety concerns.

An incentive to involve Lighthouse employees in safety is a monetary award given to hourly workers who submit the best safety suggestions.

"It is imperative that we furnish a safe work environment. It is my responsibility to ensure that we comply with all State and Federal safety laws and maintain the records that are required," said Jaynes. "All safety procedures and programs are written and compiled by me to ensure, not only compliance, but to ensure to the very best of our ability, the safety of our employees. I maintain, review, train and retrain with the help of our Safety Coordinator."

An indication of the effectiveness of the Safety Program is that the Lighthouse recently received a dividend of \$20,303 from Texas National Insurance Company. This dividend was 30 percent of the annual Workewrs Compensation Insurance premium.



Tommy Jaynes and Pearline Watson

Gifts to the Lighthouse

A gift to the Lighthouse for the Blind of Fort Worth is a meaningful way to help the agency provide programs, services and employment opportunities to the blind and visually impaired in the community.

Through programs of rehabilitation and through gainful employment, those with visual impairments can become productive citizens in their communities.

A gift may serve as an honorarium or memorial, and may be designated for the Endowment Trust or to the General Fund.

Appreciated stock, real estate, cash gifts or bequests from an estate are acceptable and may qualify for a tax deduction. Relevant information is available from a tax adviser, accountant or attorney.

Information also is available from Lighthouse Vice President Wayne Pound at 817-332-3341, by fax to 817-332-3456 or by E-mail at wpound@lighthousefw.org.

Davis Foundation goal exceeded

Friends and employees of the Lighthouse for the Blind of Fort Worth set a new record for giving in the past months. With a \$10,000 challenge grant from the Ken W. Davis Foundation as the prize to win, contributors not only met the \$10,000 challenge, but exceeded it by \$10,000!

In a letter to Board Directors, Endowment Trustees and Development Advisory Council Members, Wayne Pound, vice president/community services and development, wrote:

"I am so pleased to be able to share with you the wonderful response to our Endowment Challenge Grant from the Ken W. Davis Foundation. With ever increasing gas prices, the blistering Texas heat and higher electricity costs, here is some good news. We have met our original goal of \$10,000 dollar-for-dollar match from the Davis Foundation. Not only have we met it, we have exceeded it by more than \$10,000."

Pound pointed out that with grants from the Davis Foundation, and a broad range of contributions from Board members, Endowment Trustees, Advisory Council members and staff, the Endowment Trust will grow by more than \$30,000.

Pound told Alan K. Davis, vice president/program officer, that the Endowment income provides 30 percent of the revenue to support programs of services to the blind community that the Lighthouse serves.

The long range goal is to increase the Endowment Trust to \$20 million by 2015. It currently stands at \$6 million and provides almost \$100,000 for Lighthouse services and operations annually.

"We are very grateful to the Ken W. Davis Foundation for initiating the challenge grant," said Pound. "It enabled us to attract new donors and provided impetus to other donors to have their contributions matched."

Planned Giving may be in future

Plans are being formulated to create a Planned Giving Society with the Lighthouse for the Blind of Fort Worth.

It was a suggestion by Development Advisory Council members who review current giving at the Lighthouse and make suggestions for new ways to enhance the Endowment Trust.

Although it is early in the planning stage, according to Wayne Pound, vice president/community services and development, the name of the plan would be in honor of Lighthouse founder Willie Fay Lewis.

"We are considering names such as the Lewis Fund," said Pound. "We would want something to honor Mrs. Lewis and that would be a name that's easy to remember."

Pound said that it is a simple matter to remember the Lighthouse with a bequest in a will or other estate plan. Those bequests can help perpetuate the important work of the Lighthouse, he said.

Chairman involved in many activities

Michele Hahnfeld, one of Fort Worth's most active volunteers who participates in many facets of community life, is serving as chairman of the board of directors of the Lighthouse for the Blind of Fort Worth. She assumed office at the Annual Meeting in February.

Michele joined the board in 1999 at the invitation of the late Terry Boyd, a former board chairman, and she has held many posts in her eight years with the Lighthouse, including public relations chairman, secretary and vice chairman.

She also participated in the 2004 study with Nonprofit Service Center of Tarrant County as the volunteer group studied Lighthouse mission, programs and outlook.

Michele is a principle with the Wortham Company, specialists in insurance. She is a graduate of Texas Christian University, is a member of the Junior League of Fort Worth and serves on several boards of health related agencies.

When the Moos Brothers made their debut at the Fort Worth Stock Show several years ago, Michele joined Lynn Cranz and Lezlie Davis, Fort Worth boosters and volunteers, who gamely donned colorful cow outfits to welcome visitors to the Stock Show.

She and her husband, Eric, who is with the leading architectural firm, Hahnfeld Hoffer Stanford, have made a strong commitment to several boards and organizations in Fort Worth.



Michele Hahnfeld

Foresight
is a quarterly publication of
The Lighthouse for the Blind
of Fort Worth
912 West Broadway
Fort Worth, TX 76104
817/332-3341 817/332-3456 fax
www.lighthousefw.org
Robert W. Mosteller, president
Michele Hahnfeld, chairman

Three teens were in Summer Transition

Three visually impaired teenagers spent several weeks at the Lighthouse for the Blind of Fort Worth this summer in an innovative program. Summer Transition, now in its 19th year, is designed to teach its participants about the world of work so they may acquire skills that will enable them to gain employment later.

Wayne Pound, vice president/community services and development, oversaw the program with the assistance of Pearline Watson and other staff members.

Attending the session this summer were two who have participated before: Cecilia Davila and Tiffany Moore, and also newcomer Isaiah Thomas who was evacuated from New Orleans after Hurricane Katrina.

The teenagers had evaluations at the start of the program and were counseled at the close. They gained good working habits and procedures as they learned more about their strong points and areas that need improvement.

"This is an important program for these visually impaired teens," said Pound. "It helps them prepare for their future."

NASA orders Lighthouse boxes

Boxes made by blind and sight impaired employees of the Lighthouse for the Blind of Fort Worth are used to ship products throughout the world. Are they now headed for outer space?

The Federal Transportation Management agency at the Kennedy Space Center in Florida recently purchased 100 foam lined containers in a small size from the Lighthouse.

The Lighthouse containers, which vary greatly in size, are used to ship items that need the protection the foam provides. Others who have found the containers invaluable for important shipments include the Smithsonian in Washington and New York's Museum of Modern Art. MOMA has been a repeat customer and uses the containers to ship books.

Box manufacturing has been a mainstay of Lighthouse manufacturing since 1982 and employees have compiled an enviable record for on time delivery and quality.



Wayne Maddox and Robert W. Mosteller examine foam-lined box at Lighthouse.

Visit the Web page of the Lighthouse for the Blind of Fort Worth and find other Foresight newsletters, information about the Lighthouse and the products manufactured by employees. Go to www.lighthousefw.org

Retired executive uses professional experience to assist Lighthouse

Officers, staff members and employees of the Lighthouse for the Blind of Fort Worth have benefited over the years from the talents and experience of a group of volunteers.

They are retired executives with the Nonprofit Service Center who work with agencies to help them develop new programs or guide them in allowing programs in place to work more efficiently.

Wayne Maddox, retired from Lockheed Martin Logistics department, is a volunteer consultant who has helped direct the Lighthouse on several projects.

When General Services Administration changed their ordering and shipping procedures for boxes, the Lighthouse had to streamline their operations. Maddox stepped in and helped Lighthouse personnel find ways to do faster turn-around times.

Previously, when a shutdown of computer paper manufacturing was threatened, a team of ESC executives offered solutions.

The organization formerly known as Executive Service Corps, Nonprofit Service Center, recruits top retired executives to work with agencies and organizations that need advice in specific areas of the volunteers' expertise.

The Fort Worth Lighthouse has used the organization for more than six years with about nine projects. The executives that helped with box production also assisted with planning when the two warehouse additions were constructed and stocked.

Maddox also found a way to use some of the scrap foam left from box manufacturing. Through connections with other Nonprofit Service personnel, he located a manufacturer of commercial fragrances who use a foam box insert made from the scrap to protect samples during shipping. He also worked with the Lighthouse examining potential compliance with ISO 9000, a government criteria for quality control.

Another long term study by the Center completed in 2004 was a comprehensive strategic long range plan. It detailed strengths, weakness, opportunities, financial resources, fiscal oversight, board/staff relations and board involvement, among other area.

Maddox, a native of Shreveport, earned a degree in Mechanical Engineering from Rice University. A long term employee of General Dynamics and then Lockheed Martin, he retired in 1997 and later joined Executive Service Corps.

He and his wife have three sons and six grandchildren. With golf as one of his favorite pasttimes, he enjoys working at Colonial during the tournament. His other "hobby" is travel. The latest venture was a trip to Thailand.

Of the Lighthouse, Maddox offered an executive style summary: "This is a very professional organization and a well run operation."

Said Robert W. Mosteller, Lighthouse president: "Wayne Maddox and others from the Nonprofit Service Center have been a valuable resource for us. They can evaluate a situation and find doable and efficient ways make things work to everyone's advantage."

Extrava-Can-Za Winners



Jose Garcia



Frances Scott



Delores Wilson



Reggie Samples



Wanda Fuller



Ricky Simpson



Larry McNeil



James Shelby



Laverne "Tessie" Davis

Extrava-Can-Za rewards workers

Extrava-Can-Za, a celebration of summer and the recycling program at the Lighthouse for the Blind of Fort Worth, was held at noon July 3 in the employee lunchroom.

As always, it was a great success. Employees enjoyed a catered barbecue meal and then played six games of bingo. Employees were assigned seats with one staff member at each table. Employees who were able to read cards had traditional bingo cards. Other had cards with raised surfaces that enabled them to participate easily.

With cash prizes awarded to a few and Texas lotto tickets for all, it was a happy prelude to the July 4th holiday.

Wayne Pound, vice president/community services and development, once again served as caller. Rules were simple: after a win, the player was not eligible to play again until the final game. In a tie, prize money would be divided.

And the winners were: Jose Garcia, \$50 in the first game. Frances Scott, \$50 in the second game. Delores Wilson and Reggie Samples, \$75 in the third and fourth games. And, for the first time ever, a four way tie for the \$100 prize in the fifth game. Wanda Fuller, Ricky Simpson, Larry McNeil and James Shelby each took home \$25. Laverne "Tessie" Davis won the top prize of \$150 which was "sweetened" with an extra \$50 contributed by Pound and Charlie Wood, vice president/sales and marketing.

Extrava-Can-Za was begun to encourage and reward the recycling program at the Lighthouse that conserves resources through efforts in all departments.

New pension plan available

A new type of pension plan will be available to employees of the Lighthouse for the Blind of Fort Worth who choose to sign on.

After the board of directors voted to terminate the existing defined pension plan, the personnel committee, headed by Steve Peglar, recommended a new type of retirement plan. Peglar is with the Whitney Smith Co. Inc., a management consulting company.

The new plan, a 403B for non-profit agencies, is similar to 401K plans with the company matching an employee contribution.

At the Lighthouse, it will be \$1 by the Lighthouse to each \$1 given by the employee. Contributions will be capped at three percent of the employee's salary.

"We felt this was an improvement that gives our employees beneficial retirement options," said Robert W. Mosteller, Lighthouse president.

Three to attend NIB meeting

David Milburn, Lighthouse Employee of the Year and a lead worker in the copy paper division, will attend the National Industries for the Blind Annual Meeting in Phoenix in September. Also attending will be Robert W. Mosteller, Lighthouse president and Charlie Wood, vice president/sales and marketing.

FW Lighthouse to be featured

MarkeTips is a publication of General Services Administration that is distributed six times a year to 100,000 customers of the United States agency. The July/August 2006 issue focused on "The Element of Fire - Managing a Force of Nature." It told of forest firefighters, their equipment and experiences.

And soon the magazine will tell the story of the Lighthouse for the Blind of Fort Worth and its energy dissipation pad. Originally, a story about the pad appeared in an aerial delivery magazine. The Fort Worth Lighthouse is the sole provider of the pads to the United States Army. The honeycombed kraft paper pad is used to cushion the landing of supplies or products for humanitarian projects or in war zones that might be inaccessible except by air.

MarkeTips also lists the many products made in the JWOD (Javits-Wagner-O'Day) program in which the Lighthouse participates. JWOD provides opportunities for blind or disabled people to manufacture products that are useful, competitively priced and of good quality.

Computer paper, pens and other products are manufactured at the Lighthouse under JWOD.

Products listed in MarkeTips may be ordered by GSA customers.

Tours, fact sheet offer information

State and government employees will learn more about the Lighthouse for the Blind of Fort Worth in the coming weeks. As contributors to the Combined Federal Campaign, they will be invited to tour the Lighthouse, meet staff members who will tell them about their work with the visually impaired and meet employees.

The Lighthouse annually receives some contributions from the Combined Federal Campaign, but the Lighthouse hopes to obtain more donations by providing valuable services.

To that end - and to inform other visitors - Wayne Pound, vice president community services and development, has prepared a fact sheet that will be given to visitors.

It is divided in three sections: Serving People in Our Community, Our Past and Present and Blindness: A Fact of Life.

Some of the information it contains includes: the Lighthouse each year serves more than 1,300 blind people and their families; the Industrial Division employs 85 people and produces a variety of products; Community Services provides assistance to 900 people; Seniors with Vision Loss helps 250 older individuals; Orientation and Mobility teaches 100 people to travel safely.

It also notes the facility has 80,000 square feet; gross sales were \$13,600,000 in 2005; Industrial revenue is 100 percent product sales plus other facts about the Lighthouse.

In Tarrant County there are approximately 7500 people who are considered blind.