

INSIGHT

Lighthouse for the Blind of Fort Worth

817-332-3341

lighthousefw.org

Celebrating a Job Well Done 20 Years with Tommy Jaynes

It is probably safe to assume that when Tommy Jaynes walked through the doors of the Lighthouse on December 7, 1993, he most likely didn't think he would still be doing that 20+ years later. After all, he had already enjoyed a successful 30 year career in manufacturing. Quoting from the article from the Lighthouse's newsletter in 1994, Tommy was described as follows: "With no real awareness of the Lighthouse, he was somewhat surprised by the capabilities of the visually impaired employees and the diversity and scope of work performed here. His goal is to increase the volume of work and keep more people working."



Tommy served as Vice President of Industrial Operations. To be honest, in the beginning there was some apprehension on Tommy's part despite years of experience in manufacturing.

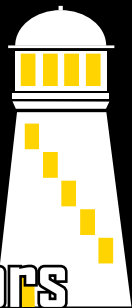
He had never worked with employees who were significantly sight-impaired after all. What he did bring to the job was his innate ability to relate well to people, the ability to motivate them to do what needed to be done



in the best way possible, and a compassionate heart. He also had a strong, expert team ready to be led and leaders that allowed him to lead.

On June 12, 2014, the Lighthouse celebrated and honored Tommy at a retirement reception. President/CEO Platt Allen, III, extended heart-felt gratitude for a job well done followed by accolades and well wishes from fellow employees, friends and family.





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On the Cover:	Celebrating a Job Well Done: 20 Years with Tommy Jaynes
Pg. 3	<i>Business Partner Capabilities</i>
Pg. 4	<i>Denny Taylor: A Story of Independence</i>
Pg. 5	<i>Wellness Program</i>
Pg. 6	<i>Employees of the Year: Mario Hernandez and Calvin Whitehead</i>
Pg. 7	<i>Community Partners: YMCA Camp Carter In Memory: Alfonzo Moss</i>
Pg. 8	<i>Local Funders Investing in Lighthouse Programs</i>
Pg. 9	<i>Beacons of Hope</i>
Pg. 10	<i>We Hope Our Answer Doesn't Surprise You</i>
Pg. 11	<i>President's Message</i>
Back Cover:	<i>Map, Shot in the Dark</i>

Contents

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LIGHTHOUSE
for the Blind of Fort Worth

20 Years with Tommy Jaynes continued...

Colleyville Lions Club Board members, John Paul Burnett, the Immediate Past District Governor for 2 E-2, and Elizabeth El Aiady awarded Tommy with the Lions Club Tribute for Outstanding Service to the Blind Community. This is a rare and coveted award, honoring outstanding service to the blind community. In their 30 year history, the Colleyville Lions have only awarded one other Tribute Award.

When asked about his proudest Lighthouse achievement, Tommy answered, "My proudest Lighthouse achievement was the development and implementation of production of the Energy Dissipating Pad. I can't put a number on the countless hours of blind labor that has gone into this product. I estimate the revenue at \$35 Million, to date. Our Lighthouse is the sole source of this critical military product in the world! It has been sold to countries all over the world." What Tommy neglected to mention is how that product is

responsible for keeping our military out of harm's way! During the reception Platt also publicly acknowledged Tommy as the primary person who was responsible for the Lighthouse being recognized as the DOD Outstanding AbilityOne Program Vendor of the Year in 2012.

Tommy is a Fort Worth native and has lived here almost all of his life. He attended and graduated from White Settlement ISD. He also met Myra, his bride of 50 years, while in high school and together they raised their pride and joy, Clint. Clint and his wife Jill live in the Fort Worth area also.

For as long as Tommy has been at the Lighthouse, and we have no doubt years after he is gone, Tommy Jaynes is and will continue to be a true advocate for members of the blind community. We are grateful that Tommy walked through the doors of the Lighthouse and decided to stay for a while.

Business Partner Capabilities

The Lighthouse for the Blind of Fort Worth can be the business partner you need to provide a broad spectrum of back office support, manufacturing, and logistics to help your business grow and succeed. For a competitive fee you can have access to our 100,000 sq ft of manufacturing and warehouse space, our equipment and personnel. We have competitive shipping lanes to all 50 states and relationships with international exporters. Wherever your products need to go, we can get them there. Reduce your capital requirements and take advantage of the resources available through the Lighthouse for the Blind of Fort Worth.

Manufacturing

- Assembly
- Kitting
- CNC Machining
- Custom Packaging
- Bottling (Liquid/Dry)
- Military Spec Capabilities

Logistics

- Packaging
- Warehouse
- Shipping/Receiving

Back Office Support

- Accounts Payable
- Accounts Receivable
- Inventory Management
- Invoicing

For more information
call: 817-332-3341 or
e-mail: sales@lighthousefw.org



Celebrating a Success

As a family oriented business man working hard to achieve success is something all too familiar to Denny Taylor. He started working at Sonic as a teenager and worked his way up to be a part owner of twelve Sonics in his adult life. He's always striven to keep his home and businesses flourishing but about a year and a half ago Denny started losing his vision. It started diminishing so quickly that he wasn't able to maintain his business like before. For the next seven to eight months Denny and his wife went to some 13 doctors each with their own tests to try and find an answer. Finally, Denny was diagnosed with Auto Immune Retinopathy, a rare disease that attacks the cones of the eye.

Denny started chemotherapy to keep the disease from progressing and to preserve the eye-sight he had left. This treatment worked only as long as Denny kept receiving chemotherapy. After realizing his eyesight continued to diminish when he wasn't receiving chemo, Denny decided it was time to take a different course of action.

Through friends, Denny and his wife heard about the Lighthouse for the Blind of Fort Worth. They reached out to us to see what kind of services and assistance we could offer Denny. He first found help through Angela Johnson, a Certified Orientation and Mobility Specialist. Angela helped Denny learn to navigate the world around him using a white cane. Denny then found emotional support through our support groups and inspiration in the people who continued to work hard to achieve success and independence without vision. He found solace in God and in mentoring others who needed hope.

As a hardworking man Denny frequently visited the Ace Hardware store at Hulen and Sycamore. Out of the blue one day and feeling inspired, he asked the manager about working for him and was hired shortly afterward. When you walk into Hulen Ace Hardware you will see Denny working the front greeting patrons and asking what they're looking for or what they may need assistance with. Because of his familiarity with the store, Denny is able to guide customers in the right direction and give them advice on products.

"He's good with the customers. His job description doesn't entail selling products but it has worked out that way," Alan Walter, Denny's boss and owner of Hulen Ace Hardware, bragged.



Wellness Program

Mission

To inspire and empower Lighthouse employees and blind individuals of Tarrant County to take responsibility for their health by promoting positive habits and overall wellness, through the coordination of educational endeavors, community involvement, and lifestyle change initiatives.

Goals and Objectives

- Work in a setting that supports the value of choosing a healthy lifestyle
- Encourage habits of wellness among blind individuals
- Determine modifications, and the use of alternative techniques for those who are blind or have secondary disabilities
- Promote independence through healthful living
- Provide educational opportunities and implement wellness initiatives
- Smoking cessation
- Increase a positive work environment
- Foster an atmosphere of respect for all individuals and a positive work culture that is focused on celebrating and improving quality of life for all employees.

Strategies

- Assess personal health needs on an individual basis by request
- Assist with forming individual wellness goals
- Provide and coordinate nutrition classes
- Coordinate with existing community programs to provide opportunities for exercise activities, and learning activities
- Lighthouse involvement in community programs related to health and wellness
- Provide information related to wellness to Lighthouse employees and stakeholders
- Provide diverse wellness programs to meet a wide range of personal health needs
- Recognize employees for participating in more healthful lifestyles

Denny firmly believes that rehabilitation service at the Lighthouse for the Blind of Fort Worth has empowered him to become more independent and gain employment. Through our services, Denny has been able to fulfill his desire to continue working to reach success. "If it weren't for the Lighthouse, I wouldn't be where I am today: able to use my cane, able to work," Denny expressed.



Lighthouse Employees Recognized by National and State Organizations

Mario Hernandez has been named the 2014 NIB Peter J. Salmon Employee of the Year and Calvin Whitehead was similarly honored at the state level when named the 2014 TIBH Artie Lee Hines Employee of the Year.

Mario Hernandez is proud of his long tenure at the Lighthouse for the Blind of Fort Worth! When asked how long he has been here, he tells you with pride in his voice the exact date of his first day on the job, August 1, 1989. The first thing you notice about Mario is his pleasant gentle smile and easy-going demeanor.

Mario's dedication to the job is apparent through his punctual arrival, solid attendance and job performance and professional attitude and demeanor. He has the respect of his fellow co-workers because he returns the favor in always being courteous and respectful of all. Mario enjoys helping others but also does well in independent environments.

Mario currently works in the Box Department and after several

years in this department can work in all areas. He is adaptable and capable of doing several different assignments within the box department. Trained on the printing press, clicker press and all saws, most days he is found on the saw cutting foam or at the screen printer printing on boxes. Described by his supervisor as someone who arrives each day ready to work with a positive attitude and willing to take initiative, Mario is a quality-minded individual and focused on doing the job correctly and safely. As well, he encourages and assists others to do the same. He enjoys training new employees. He also has a background in warehousing and computer assembly.

"Blessed and Highly Favored" is the typical greeting you will get from Calvin Whitehead when you ask him the typical question, "How are you?"

Recognized for his positive attitude and strong work ethic, Calvin exemplifies the type of employee that has led to the success of the Lighthouse.

Calvin has been a part of the Lighthouse team for almost 9 years and currently works in the copy paper department.

Calvin and his family also take advantage of other Lighthouse activities, Bingo, community events such as the Fort Worth Symphony or a local theater. At the end of the work day, it is not uncommon to find Calvin in the technology lab improving his keyboarding skills or enhancing his personal life skills with Braille classes. Kudos to wife Alysia for also supporting and joining Calvin in many of these activities.

Mario currently serves on the Lighthouse Safety Committee. Both Mario and Calvin are serving on the Employee Community Involvement Committee.

Hernandez will be recognized at the NIB Annual Conference and Expo to be held in Arlington, VA, and Whitehead's recognition will happen at the TIBH Annual Dinner in early fall in Austin.



Mario Hernandez



Calvin Whitehead

Community Partners

As it often happens, when a good idea is shared among fellow Lighthouse staff, the idea only gets better. That is exactly what happened one day in early 2012 when Community Development head Nancy Fisher and President/CEO Platt Allen, III, were brainstorming about hosting a technology camp for college-track teens who are blind. Along with enhancing the young person's skills and knowledge on using the iPad, Allen wanted the campers to have a true memorable camp experience filled with all the typical camp activities including staying overnight. After all, we had a premier camp practically in our back yard with Camp Carter being nicely located on the west side of Fort Worth.

An initial conversation was had with Teri McGill, YMCA's Vice President of Financial Development, and Camp Carter Camp Program Director David Hagel. And so it began – a wonderful partnership with the YMCA Camp Carter. 2014 marks the third year for Camp Lighthouse @ the Y.

Special thanks to Camp Carter



YMCA CAMP CARTER

Executive Director Andy Hockenbrock. He describes the opportunity as follows: "What started out as just a technology camp has developed into so much more. The Lighthouse campers get to experience camp as any other camper would. They eat meals with all the campers, play sports with everyone, and they even enjoy horseback riding or archery. We love being able to give visually impaired children a chance to just be campers while inspiring our staff and others around them with their amazing attitudes."

Here is more information about this Tarrant County gem:

YMCA Camp Carter is located in the heart Fort Worth, Texas, and is

owned and operated by the YMCA of Metropolitan Fort Worth. YMCA Camp Carter began by serving the boys of Fort Worth in 1948, and in the 1970's, became co-ed. YMCA Camp Carter is on 350 acres beautiful acres along a 1.5 mile stretch of the Trinity River just west of Downtown Fort Worth. Along with sleeping cabins for 240 campers, YMCA Camp Carter amenities include Cottonwood Lake for fishing and canoeing, a swimming pool, high and low ropes courses, two archery ranges, a rifle range, a shotgun range, a basketball court, athletic fields, volleyball courts, an equestrian center and a full service dining hall. YMCA Camp Carter is the place where lifelong memories are made, potential is discovered and character is built. YMCA Camp Carter proudly serves the youth of North Texas through programs such as overnight camp, day camp, outdoor education, equestrian programs, family camp, winter camp, special needs camps, as well as lots of fun activities and special events throughout the year.



For more information contact Camp Carter at 817-738-9241 or www.campcarter.org.

In Memory

The Lighthouse wishes to express our sympathy to the family of Alonzo Moss. Mr. Moss along with his wife served as Vice President of Residential Services from 1975 to 2002. He passed away on January 12, 2014. Funeral services with fully military honors took place on January 22, 2014.



Local Funders Investing in Lighthouse Programs

Earlier this year, Lighthouse for the Blind was one of 24 local nonprofits awarded a **2014 ToolBox Grant**. The funding opportunity was established through the **Community Foundation of North Texas**. A portion of the Lighthouse's \$11,500 grant was generously provided by the **Jenny A. and Michael L. Herman Charitable Fund**.

The focus of all the grants was to provide high-quality, early learning opportunities to children in Tarrant County. The Lighthouse will use the funds to provide training for parents, educators and professionals who work with children who are sight-impaired. It is estimated that there are over 300 infants and children who are significantly sight impaired and enrolled in infant programs through 4th grade throughout the public schools within Education Service Center (ESC) Center 11.

The Lighthouse and the service center are taking the lead in establishing a coalition that will address and implement advocacy and training that will positively affect the educational success of blind children. The grant will support and underwrite activities of the coalition.

"We are 'rallying the troops' and bringing fellow advocates and professionals together. In the last 5 years, the Lighthouse has purposefully made itself available throughout the community as an approachable resource and expert who is committed to being a strong advocate for all youth and adults who are blind. As the primary employer of blind adults, the Lighthouse recognizes that in addressing the educational needs of blind children and youth today, we are also developing and preparing future Tarrant County employees," comments Nancy Fisher, head of Community Development.

In support of the Lighthouse mission, the **Thomas M., Helen McKee & John P. Ryan Foundation** has made a very generous grant in the amount of \$40,000. This instrumental funding will be utilized in the upgrading and enhancing of life-changing programs in the way of job training and rehabilitation services.

We greatly appreciate both the Ryan Foundation and the Community Foundation of North and its partners for these innovative acts of philanthropy.

Welcome to the Lighthouse



Bettina Dolinsek, Wellness Specialist and level 1 cross fit coach, is implementing our wellness program within Rehabilitation Services.



Kevin Higgins, Vision Rehabilitation Specialist, facilitates support groups, and teaches Braille and independent living skills.



Mark Schulz, Head of Industrial Operations, has an extensive engineering background and served 11 years in the Marine Corps.



Greg Dowdy joins the sales team with 25 years of healthcare sales and marketing development experience.

Wade Crabb - Machinist
Benito Garcia - Warehouse Asst
Joshua Graham - Machinist
Richard Hayes - Machining Ops

James Iverson - Quality Assurance Tech
Estanislao Rodriguez - Machinist
Michael Rose - Machinist
Norman Soule - Machinist

BEACONS OF HOPE

GIFTS RECEIVED BETWEEN NOVEMBER 1, 2013 – MAY 31, 2014

Because of the kind gesture of the following, Lighthouse for the Blind of Fort Worth is proudly providing jobs, services and independence.

INDIVIDUALS, CORPORATIONS, COMMUNITY

Platt Allen, III
Robyn Anderson
Anonymous
Joshua Barnett
Susan & Bryce Barrow
Angela Bass
BHTI Employees Fund
Beth El Congregation – Mrs.
Daiches 2nd Grade Class
Lori Bland
Terry Bromlow
Mr. & Mrs. Jim Buell
Debra Calvert
Robert S. Capper
Carswell Retired Officer
Wives Club
Elinore Cocca
Dr. & Mrs. Brett Cochrum
Claire Collins
Combined Federal
Campaign
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Dr. Jennifer Deakins
Doyle Deese
Mark Edward Dreier
R. Joe Dunnam
Mitzi Ellington & Wendell
Baskin
Express Diagnostics
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Tom Hardgrove/Omega
Foundation
James W. Harrison
Doris Hawkins
Yu-Guang He
Nicholas Head
Daniel Gerar Herda
Zella Mae Horton
Vernon Huffines
Myra & Tommy Jaynes
Cindy Keen
Bennie G. Kniffen
David LaDuke
Alan Latchaw
Marion Linn
Charles Little

Little Red Wasp
Mr. & Mrs. Jay Meadows/The
Meadows Family Fund
Ceanne & Weldon Miller
Gary L. Nickelson
The Oakridge School
Robert Ohr
Viola Ohr
Robert Page
Janna S. Poland
Suzanna Powell
Rahr & Sons Brewing
Company
Dr. Irvin Robinson
Carly Rochelle
J.T. Rogers
Rosalyn Rosenthal
State Employee Charitable
Campaign
Don Shaw
Bill Stahnke
Janice Tancred
Nancy & Eric Taschner
Melissa B. Taylor
Chyau Song Tzeng
WalMart #5614-Colleyville
E. Lavelle White
Whitney Smith
Donna Arlene Williams
Amy Wooldridge
Shirley Wooldridge
Bobbie Wygant
Patsy & Bill Zimmerman
Zoe's Kitchen

HONORARIUMS

Carol Margaret Allen
~ In Honor Mrs. Ann Simmons
Alspaugh
~ In Honor of Ms. Kay Baker
~ In Honor of Mr. & Mrs. Jim
Buell
~ In Honor of Mr. & Mrs. Paul
Cox
~ In Honor of Ms. Ann Elwood
~ In Honor of Mrs. Gary
Gafford
~ In Honor of Mr. & Mrs. Lovell
Glasscock
~ In Honor of Ms. Marihelen
Hickey
~ In Honor of Mr. & Mrs. Jack
Larson
~ In Honor of Dr. & Mrs. Tom
Lawrence
~ In Honor of Ms. Sandra
Mackey

~ In Honor of Ms. Suzanne
Mauze
~ In Honor of Ms. Linda
Monk
~ In Honor of Ms. Carolyn
Norman
~ In Honor of Ms. Sandra
Plummer
~ In Honor of Mr. & Mrs. Ken
Quinton
~ In Honor of Dr. & Mrs.
Marvin Reynolds
~ In Honor of Mr. & Mrs.
John Roach
~ In Honor of Mr. & Mrs.
David Stovall
~ In Honor of Mr. & Mrs.
Mike Townsend
~ In Honor of Phyllis
VanAken
~ In Honor of Kay Vincent
~ In Honor of Mr. & Mrs.
Greg Wilemon
Vicki, Ed & Madi Bass
~ In Honor of Gerald Green
Juana Rosa & Ron Daniell
~ In Honor of Platt Allen, III
Joe Estill
~ In Honor of Kiki Walsh Estill
Beckie & Pete Geren
~ In Honor of Kathe & Steve
Goodwin
Kathe & Steve Goodwin
~ In Honor of Norma Ellis
~ In Honor Beckie & Pete
Geren
~ In Honor of Kay & Bill
Howell
~ In Honor of Kristi & David
Newton
~ In Honor of Carol & Steve
Patterson
~ In Honor of Nancy & Jim
Phillips
~ In Honor of Carolyn &
Harold Staples
~ In Honor of Nenetta &
Steve Tatum
~ In Honor of Charlotte &
Paul Tripplehorn
Mr. & Mrs. H.W. Hall
~ In Honor of Leslie Ware
Janis Jones
~ In Honor of Nancy Fisher
Norris Reid
~ In Honor of Angela Yount
Wanda Stovall

~ In Honor of Carolos
Baeza
~ In Honor of Frances
Scott

MEMORIALS

Gregory Dunning
~ In Memory of Anthony
"Skip" Cook
Hazel Hargrove
~ In Memory of Dr. Don
Hargrove
Wanda Laney
~ In Memory of Anthony
"Skip" Cook
Ruth Ann Kearley
~ In Memory of Marilyn
Jones
Cecil Morgan
~ In Memory of Vernon
Mayfield
Stephen Parker, DDS
~ In Memory of Tammy
Gordon
Salt & Light Sunday
School Class/
Trietsch Memorial United
Methodist Church
~ In Memory of Lenora
Teichman Boyd
Alliee Tinsley
~ In Memory of Mary
Hardy
Michele & Jim Valkenaar
~ In Memory of Doris
Reynolds
Wynodean Wilson
~ In Memory of Wayne
Pound

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Lockheed Martin AERO
Club
The Maggio Charitable
Remainder Unitrust
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~ In Memory of Willie
Fay Lewis
Richard Bayer
Toy & Billy Rank Cogdell
Dr. Christopher Ewin
Edith Franklin
Monica & John Harwig
~ In Honor of Kevin
Higgins
John C. Lewis
Claude T. Scott
Lee M. Smith
TPG Global – matching
gift

WAYNE'S WAY

American Council of
the Blind

INKIND GIFTS

Stephanie & Brian Allen
Archie's Gardenland
Cenikor
Meredith Donaldson
William Dunavant
Becky Haskins
Cynthia Hayes
Anna Fisher
Estate of John E.
Johnson, M.D.
Nothing Bundt Cakes/
Kathy Bonds
Preceptor Lambda Eta
Audrey Schmidt
Texas Rangers Baseball
Club
Sharon Williams
Sue R. Williams
Fort Worth Symphony

We Hope Our Answer Doesn't Surprise You

A common question we are asked at the Lighthouse is “***Do you accept donations?***” “We certainly do accept both monetary and in-kind donations,” is the short answer.

Often, people seem surprised by the response. After all, the Lighthouse has been a social enterprise since our beginning in 1935. As a social enterprise, we generate an operating revenue stream as we accomplish our mission of providing employment opportunities in our manufacturing and industrial operations for adults who are blind or have low vision. The majority of these dollars are reinvested into the organization in the way of salaries and benefits for the employees and the purchase of raw materials for ongoing production. Any windfall in the way of residual income is utilized as partial funding for Rehabilitation Services.

But in order to provide the wide scope of rehabilitation services that fully benefits the blind community, there is a need to seek out community and donative dollars. Thanks to the generosity of individuals, corporations, and foundations and trusts, the Lighthouse is able to provide expanded Rehabilitation services.

For 1 Year

Will Provide

\$10 per month	two hours of orientation & mobility training for a working-age adult who is blind, giving them the life-changing opportunity to travel independently to school or to a job.
\$50 per month	quality Braille instruction for an individual who has the desire to be empowered. There is a direct correlation between the ability to read Braille and a higher quality of life.
\$100 per month	a campership and an iPad and accessories for a Camp Lighthouse @ the Y camper for use in the upcoming school year.
\$250 per month	a senior citizen with a loaned video magnifier enabling them to read their mail, pay their own bills, and enjoy the freedom and privacy that they prefer.
\$500 per month	job assessment, job training, and adaptive equipment for working-age adults ensuring them of more than just a paycheck. Your gift promotes self-worth, confidence and a “can do” attitude in a Lighthouse employee.



To ensure that we will be there for those who need us, we NEED you. Securing a promising future for local individuals who are sight impaired happens as a result of generous donors who realize the importance and the impact of investing in the Lighthouse's mission.

Please consider making a gift today. Please also consider making a gift in the future by including the Lighthouse for the Blind of Fort Worth in your will. For more information, visit www.lighthousefw.org/donate or call Nancy Fisher at 817-332-3341, ext 7782.



This summer I was invited to speak at the National Federation of the Blind annual conference in Orlando, FL. The topic of my 15 minutes was “Blind Workers Deserve Fair Wages, Too.” When I first saw the topic in the agenda, I gave a bit of a chuckle. Especially when I noticed that the next two speakers were from the Rehabilitation Services Administration and the Wage and Hour Division of the Department of Labor. I think someone is trying to send a message. What message? I’m glad you asked.

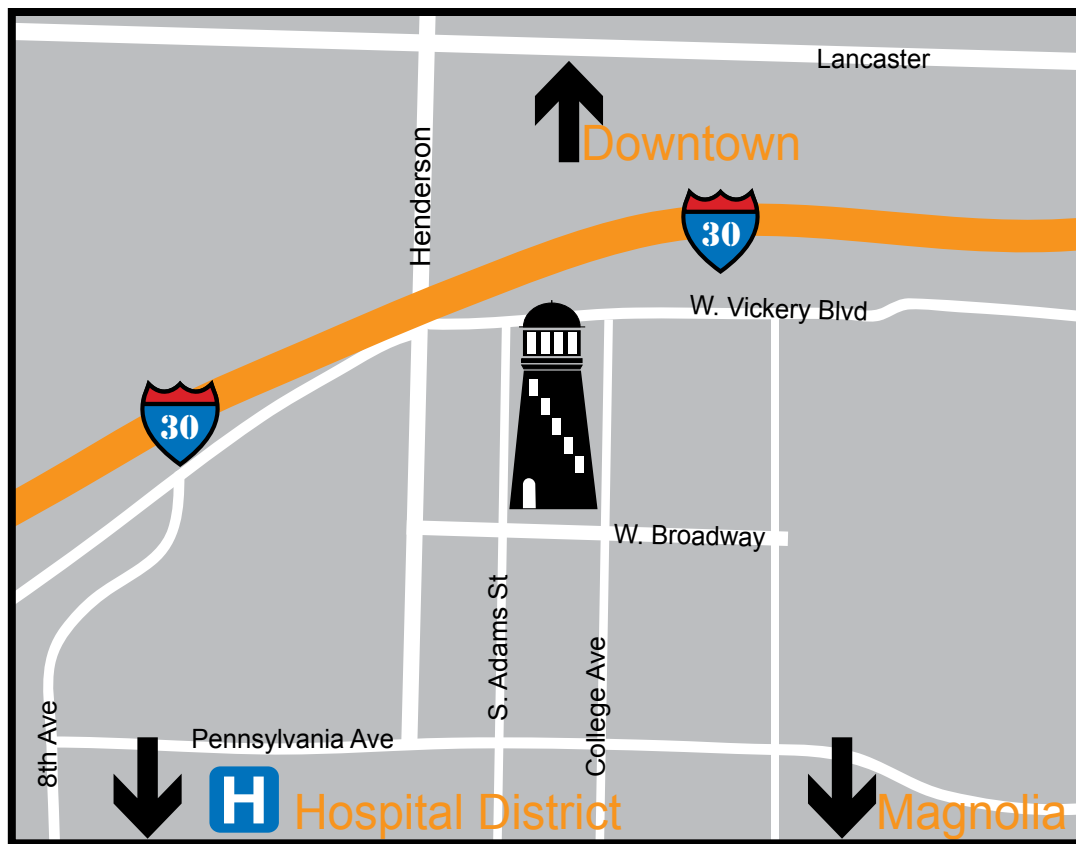
A decade or so ago the Lighthouse decided to stop paying our employees based on the percentage of work they can complete compared to a fully sighted employee. This type of compensation is referred to as “Certificate” wages. Section 14(c) of the Fair Labor Standards Act authorizes employers, after receiving a certificate from the Wage and Hour Division of the Department of Labor, to pay special minimum wages, wages less than the Federal minimum wage, to workers who have disabilities for the work being performed. But just because you can, does not mean that you should.

Our experience is that if we evaluate the employee’s potential contribution, identify a position that will allow them to reach that potential, evaluate progress towards that objective, and competitively compensate the performance – we create a stable, loyal and productive workforce. Sounds a lot like what every other employer does, doesn’t it? Our employees work hard, every day, to keep their jobs. They know that there are other folks who are blind that would like to work in an environment that understands blindness, but does not allow it to be an excuse for poor performance.

Through our efforts to treat our employees in a fair and equitable manner, we have proven that standards do not have to be lowered, expectations do not have to be sacrificed, and performance does not have to be compromised. We have and are running a successful enterprise by competitively employing good people. Their blindness is just a characteristic, not a definition.

Yours in service,

Platt Allen III, CEO



Located south of downtown and just north of the Hospital district, the Lighthouse shines a beacon of hope to all those who wish to enter. We welcome you to come visit.

**Monday - Thursday
7:00AM - 5:30PM**



**912 W. Broadway
Fort Worth, TX 76104**

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GOLF TOURNAMENT & WINE TASTING

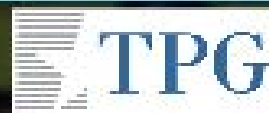
Benefitting Lighthouse for the Blind of Fort Worth

Join us for an evening of golf, wine, dinner and dessert reception.
Friday, Sept. 19, 2014 | 5:30 p.m. | River Crest Country Club

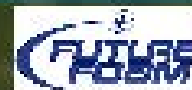
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For more information and to reserve tickets, contact Mark Cundiff at mark.cundiff@omniamerica.com or Nancy Fisher at nfisher@lighthousefw.org or call (817) 332-3341, ext. 7782 | www.shotinthedarkfw.com