

Beacon TIMES

THE OFFICIAL NEWSLETTER OF THE BEACON GROUP

FALL 2010



AVAILABLE NOW TO VIEW ONLINE!

Watch these three great videos about Beacon and the people we help at: www.theBeaconGroup.org

"My Story"

Featuring Value Village employee Justin Hammonds

• TUCSON CABLE 12 — JULY 2010

"Beacon Helps Put People to work"

Featuring Safeway employee Lenny Loffi

• PBS/KUAT-6 — JULY 20, 2010

"Beacon Secure's Shredding Operation"

Featuring Beacon employee Robert Johnson

• PBS/KUAT-6 — JUNE 25, 2008

FEATURED IN THIS ISSUE:

"A Day at the Beach"



Amanda Popp is a key player in Beacon Secure's document destruction operation



ALSO INSIDE:

"More Power to You!"
Client Feature spotlights Heath Hunt at TEP

"From the President"

Staff News:
Suzanne D'Albini retires

Meet the Board: Former Wildcat Lamonte Hunley

In the News: Value Village Ad Campaign Begins

Estates, Wills, and Special Needs Trusts Seminar #4 Announced

Business development, in some peoples' minds, does not fit with the mission of a non-profit organization. Rather, it's the mindset of the for-profit world only. When I was hired over 30 years ago by the Board of Directors, one message came through loud and clear: They wanted the organization to be run in a "business-like manner" and we were to "earn our way"! Peter Brinckerhoff, a consultant and author of many books about non-profit management, puts it simply, "No Money — No Mission".

This is a very difficult time for anyone in business today but it has been especially difficult on most non-profits. Funding for our services of been slashed as much as 30%. At the same time, many of our commercial customers that we do subcontract work for, have drastically cut back the amount of work we do for them. Thankfully, we have been able to add some new customers to make up for some of this short fall. We do not foresee our fees for our services from the State recovering much if any in the next 3 years. Also we feel that many of our subcontract customers will only slowly recover to the levels that we had prior to the recession.

In a down economy there are always opportunities to find a niche and grow a business. A little over 10 years ago we decided to get into the custodial business in order to provide job opportunities to people with disabilities and revenue for Beacon's operations. Today we clean over 1,000,000 square feet of commercial space in Tucson and that business continues to grow! This past year, it grew by

18%. Another line of business that we started in 2004 was document destruction. That is another business that provides many different jobs for people with significant disabilities. Last year it grew at an annual rate of 14%. And this past year we shredded and recycled over 4,000,000 pounds of paper — *the equivalent of 8 tons per day!*

Beacon continues to look at ways to expand our current lines of business, but we also spend a considerable amount of time and effort in developing new business lines. We are currently exploring four different opportunities in businesses that Beacon would own and run. These businesses could provide hundreds of new jobs for people with disabilities and provide much needed revenue for Beacon's operations.



STEVE KING, President/CEO

GETTING *Down To* BUSINESS

We will continue to run Beacon in a "business-like manner" and work hard at "earning our way" in Tucson as we always have, by helping put more people with disabilities to work.

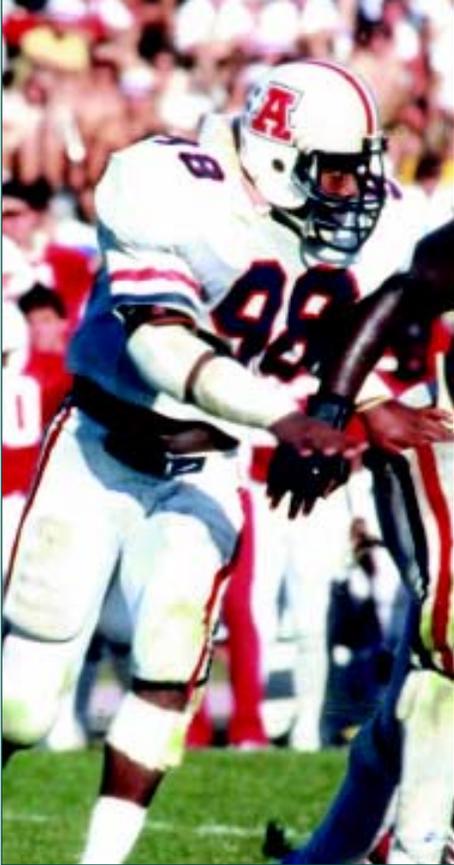
Staff **SPOTLIGHT**

After 29 full productive years with Beacon, Suzanne D'Albini, Program Manager, has decided it was time to retire. Starting as a habilitation aide, Suzanne worked in many different areas over the years. Her co-worker, Elena Ardon, says "I learned so many things from Suzie over the years that have helped me become a better Program Manager and a better person. When I think of her, I always see her smiling... Even during the difficult times."



Suzanne D'Albini

The people who will miss Suzanne the most are her clients. Because of her caring, hard work, many of them have the job they dreamed of having, and the kind of life they couldn't even dream of having. That was her special gift.



LaMonte Hunley

As one of 10 children growing up in a small Virginia town, LaMonte Hunley knows what it's like to face challenges. Opportunities there were limited: Working for the local tobacco plant; enlisting in the military; or getting into trouble. With guidance and support from his dedicated and determined mother, LaMonte got on the right track early on, focusing on school, church and sports. His natural ability and determination resulted in a football scholarship at the University of Arizona, followed by a professional career with the Indianapolis Colts in the mid '80s.



LaMonte Hunley used to "prowl" the gridiron for the Arizona Wildcats. Today, he helps Beacon clients "tackle" physical fitness in Beacon's gym!

LaMonte's own experience had shown him just how important it is to have a strong supportive network behind you. And it's that very thing that opened him up to serve on the Beacon Board of Directors; an opportunity to serve those who face special challenges.

LaMonte was already familiar with Beacon Group and its mission long before he was asked to become a board member. His business, Arizona Health, just happens to be located next to a bus

stop where a number of Beacon Group clients catch their rides home from a local car dealership where they wash cars five days a week. They'd come in to use the facilities at Arizona Health while they waited for their ride. And it was from this vantage point that LaMonte formed his first thoughts about Beacon Group and the clients it serves. "To reach out and find things to help clients — and not just let them be unproductive — is a win-win situation for the client, all family members and society." And, as a business owner, LaMonte took special notice of the clients' enthusiasm. "If I could have some of my employees have the attitude the clients have, I'd take it!"

LaMonte joined the Beacon Group Board of Directors in 2008. He and his wife, Stephanie, have been married for 20 years and are the proud parents of two daughters, Kendra and Devyn. LaMonte is co-owner of Arizona Health, offering exercise equipment for residential and commercial use in Southern Arizona. LaMonte's personal and professional achievements are a true success story! Beacon Group is proud to include LaMonte on its Board of Directors.

What's **NEWS**

Look for our new advertising campaign on billboards, bus benches, campus newspapers and shopper magazines this fall. And, while your at it, why not come *Visit the Village!*



Heath Hunt

MORE POWER TO YOU!

Amped up and ready to work! Part of Heath Hunt's daily responsibilities at TEP include the cleaning and inspection of electrical equipment inside "The Orange Room."

Beacon has had a crew of clients working at Tucson Electric Power (TEP) since 1998. They help clean and maintain equipment at the main facility, and keep the field workers' protective gear in good working order. It's important work that helps TEP provide electrical power to hundreds of thousands of homes and businesses here in Tucson.

It's also important work for the six Beacon clients, all of whom make minimum wage in spite of their disabilities. They wear TEP uniforms and are treated, for all intents and purposes, as TEP employees. This kind of integration with the real world of work is a critical step for someone with a severe disability who hopes to one day work independently and make enough to support themselves. Beacon's twenty six Community Work Sites — like TEP — provide a real chance for close to 150 clients to realize those dreams. For clients like Heath Hunt, working at TEP has clearly been empowering.

Heath has been a Beacon client for eleven years. He has worked at eegees, Jim Click Ford and Southwest Gas, before joining the crew at TEP five years ago. The challenge of working with electrical equipment — like ground jumpers, meters, switches, pole guards and line hoses — is just

the ticket for a strong young man with a lot of potential. In spite of his mild form of mental retardation and cerebral palsy, Heath is not looking to take the easy road. He likes a challenge. In 2001, he was named *Beacon Employee of the Year* at Jim Click Ford. He lives on his own in his own house. The money he earns at TEP goes to pay his own bills including groceries, clothes, cell phone and *even his electric bill!*

Heath comes by some of his confidence naturally. He is very close to his Dad, Steve, a retired Lt. Colonel in the Air Force. When Steve wasn't flying "*Wild Weasels*," he was serving as Deputy Inspector General here at Davis-Monthan AFB. He was also Congressional Liaison, and as such, had the opportunity to work with many of our political representatives. Through his Dad, Heath also got to meet many politicians, including a young Sen. John McCain.



ABOVE: Beacon's dedicated TEP crew poses with Arizona Governor Jan Brewer. (L to R): Bill Sellner, Jimmy Quihuis, Gov. Brewer, Heath Hunt, and Chris Jimerson. **BELOW:** Heath recently had a chance to reconnect with Senator John McCain during a tour of TEP's facilities.

This being an election year, a number of local candidates have been stopping by events at TEP for the chance to “meet and greet” the employees. Governor Jan Brewer came to the summer employee picnic, where she met the Beacon crew. Another visitor was Arizona’s now senior Senator, John McCain. When Sen. McCain saw Heath, he recognized him and commented how much taller he had gotten.



Whether it was meeting VIPs, sitting in a jet fighter simulator with his Dad, or working with the high voltage line equipment at TEP, Heath is used to being around a lot of power. And he likes the responsibility that comes with his job at TEP. Taking apart the porcelain switches takes familiarity with tools and attention to detail. There are sharp edges that can cut you if you’re not careful. When Heath is cleaning jumpers, he says he’s extra careful. He has to watch out for static electricity which can zap you if you don’t protect yourself. He also is looking for any damaged jumpers that could get someone electrocuted. When he finds one that is defective, he makes sure it gets destroyed and cut up for recycling instead.

As Heath has progressed through his employment through Beacon’s Community Work Sites, he has

become much more capable, more social and much more confident. This shows in his work, his independent living and, especially, in his involvement in sports — his true love. He plays softball and basketball, he dances, and he’s a regular at UA football and hockey games. He proudly wears UA red and blue to work on game days.

The money that Heath earns at his job on the TEP crew helps make his independence a possibility. Proving to himself and others that he can handle the responsibility and the demands of working at the company that supplies most of Tucson with its electricity has been critical to Heath’s progress. The money is nice. The opportunity to be employed is still rare for people with disabilities. The chance to learn by achieving is life-changing. You could even say it was “enlightening.”

Martin and Amanda are there first thing in the morning. The staff and CPAs are just getting in and heading for the coffee or checking their messages. The two-person Beacon crew gets right to work emptying the large bins of paper. As the employees notice them, they start to bring in the boxes of paper from their offices to put into the bins. In their business, you can't be too careful.

BeachFleischman is the largest locally owned accounting firm in Southern Arizona. They don't have to be told about the importance of protecting their client's information and making sure all documents are properly destroyed when no longer needed. But, even so, the IRS does have very specific regulations for this. There are also a number of federal laws that dictate the proper security precautions that need to be followed by businesses for safeguarding sensitive private information. And then there is always the threat of identity theft to make people and businesses pay a lot more attention to security these days — specifically document and information destruction.

Dave Iaconis, COO, Assurance & Accounting at BeachFleischman, says that after a visit he had to Beacon, he suggested the firm consider using our paper shredding services. "We wanted to make sure we had the best possible security in this regard. We did our 'due diligence,' and Beacon came out at the top of our list." Beacon took over the document and paper destruction for them two years ago because of the security procedures we offer and the professionalism we display. Heather Murray,

A Day at the Beach!

TOP: Martin Martinez and Amanda Popp arrive at BeachFleischman to collect the paper waste destined for shredding. **MIDDLE:** BeachFleischman employee Sherry Hibbs brings paper from her office. **BOTTOM:** Locked bins, sometimes weighing up to 300 pounds each, are brought back to the Beacon facility where the contents are promptly shredded and sent for recycling. **OPPOSITE:** Amanda always brings a smile to work with her at Beacon Secure!

Assistant Firm Administrator, says they appreciate that we are giving people an opportunity. "Your staff is wonderful, she says, "and they do an amazing job."

Beacon's shredding Supervisor, Martin Martinez, thinks the clients who work in the shredding operation are pretty special as well. "This is a business," he says, "above all, we have to get the job done." The clients must work hard to get the chance to work in shredding. The quick pace of work, the machinery and equipment, and the huge volume being shredded every day (roughly 8 tons!), means the staff and clients have to really be on their toes all the time. They even have to go through background checks and drug testing as part of the security requirements. But this helps us receive a Triple A rating from the National Association for Information Destruction (NAID). So, as Martin and Amanda finish their work collecting the bins and loading them on the truck, it may have been "a day at the Beach," but it's no picnic!





Amanda Popp has worked in a number of jobs while at Beacon. She worked on the crew at Abrams Airborne as well as those at Jim Click and Holmes Tuttle car dealerships. Earlier this year, staff decided Amanda — who has been diagnosed with mild mental retardation — was ready for the challenge of working in shredding. Most of the time she works on the conveyer line sorting paper before it gets sent to the shredder. After Amanda showed staff she could handle the workload and the responsibility, she was given the chance to go out on the truck to collect bins at customer's businesses.

Amanda is the only female at Beacon to go out on the shredding pick-up runs. Actually, she is the

only one who has ever asked to go. It can be a little intimidating. The bins can weigh up to 300 pounds each. Some Beacon clients are afraid of the physical demands of going out on the trucks. Some are intimidated of going out in public and leaving the security of Beacon's familiar facility. Not Amanda! She also makes a higher rate of pay while working on the truck. Amanda's mom, a Beacon Board Member, says she is blossoming in her new job and loves the variety.

Beacon Secure Confidential Shredding has only been in operation for five years. Yet, we already have over 1,000 customers. The majority of those are regular business customers. Some have hundreds of bins and daily pick-up.

Some have just one bin or an attractive console with "as needed" pick-up. For many, like BeachFleischman, the locked bins, security cameras, uniformed staff and *Certificates of Destruction* are critical factors in choosing our shredding services. For some, it's the new hard-drive destruction that we offer. For our hundreds of walk-in customers, it's the low price and peace of mind that keeps them coming back.

Whether it's a large or small business, one-time or regular customer, hospital, government agency, or an accounting firm, everyone appreciates the chance we give clients like Amanda to earn their own way and to be good at something. Put another way, at Beacon Secure... **"We Shred it for Good!"**

Estates, Wills & Special Needs Trusts Seminar

Beacon will host another financial planning seminar on Wednesday, October 27th from 5:00 to 6:30pm at our main facility at Glenn and Oracle. This will be the fourth time Beacon has held this kind of event due to its popularity with parents and donors. Within the presentation there will be ample opportunity for questions for our well-qualified presenters; Steven Wagner JD, CPA and Dee O'Neill Attorney, Board Member and Beacon parent.

There is no cost for this seminar, but you do need to RSVP with Beacon's Patrick McCarthy. See details at right.



Seminar RSVP

If you wish to attend this event, you must first RSVP to Patrick McCarthy at (520) 622-4874 ext 166 Or, send an email to: pmccarthy@thebeaongroup.org

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