

Beacon **TIMES**

THE OFFICIAL NEWSLETTER OF THE BEACON GROUP

SPRING 2009



LIKE NIGHT & DAY!

Whether by moonlight or sunlight, Beacon's new 64,000 square foot building is one impressive place and a *huge* upgrade over the old facility!

Want to see it?

Here's your invitation!

FRIDAY, APRIL 24th, 2009

4 - 6pm

GRAND OPENING CELEBRATION!

Clients & Families
Donors
Board Members
Friends

Refreshments
Tours
Ribbon Cutting
Donor Recognitions

Call 622-4874 ext. 166 for more information.

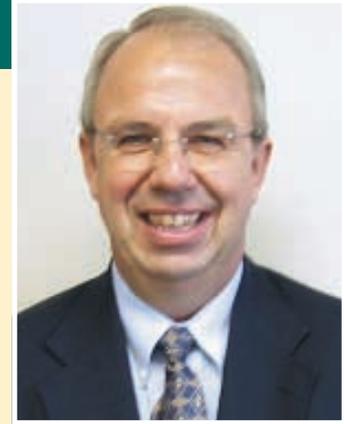


FROM THE PRESIDENT

As I was sitting down to write my article for this edition of *Beacon Times*, my plan was to write about the unemployment rate for people with disabilities. But, before I started writing, I received a very troubling email! I do not want to come off as an alarmist, but *funding for the services we provide to people with disabilities will see significant reductions by the time you read this!*

received a rate increase in nine years and were losing a significant amount on this program each month. So, eliminating the program was really our only option.

The management, staff and Board of Directors will be looking at every possible way to reduce costs, and this time it may end up affecting the program services as well those who receive those services. We will be



Steve King, President/CEO

DIFFICULT TIMES AHEAD

Earlier this year we were told by leadership in the House and Senate of the State Legislature that we would *not* have any cuts in the Title XIX funding for people with disabilities. Even our new Governor came out in support of no cuts to programs that affected the people with developmental disabilities or mental illness. Then this weekend DES cut the rates we receive for providing services by 10% effective March 1, 2009 (*not a lot of time to plan or implement changes!*) We were then informed that thirty "State only"-funded clients were being cut. These cuts could mean another \$1 million in lost revenue.

So, what does this mean for Beacon Group? In an article appearing elsewhere in this edition of *Beacon Times*, we talk about our current financial situation as of the last quarter. That was *before* any rate reduction. Though we have taken steps already to reduce our expenses by \$1 million, it may not be enough with this latest development. On the first go-around we were able to make cuts that did not affect programs other than a parenting program we ran through Child Protective Services. We have not

asking you to help us by contacting your legislator, by making regular cash donations to help operations of our programs or to help us pay off the new building, and by volunteering some time at Beacon in one capacity or another.

These are very difficult times for people both financially and emotionally. By working together and advocating together we will get through this. In the long run, Beacon and *all* its clients will be stronger and in a better position to face the upcoming two- to three years of a very tight economy. Right now that is hard to imagine, but with everyone's help, *we can and will survive* these most difficult times!

IN MEMORIAM



Melody Personius, a Beacon Group client for 17 years, passed away November 28, 2008, just 6 weeks shy of her 41st birthday.

Born on an American Naval Station in Rota, Spain, Melody and her family moved to Tucson where she graduated from Flowing Wells

High School. She won numerous ribbons and awards in the Special Olympics, and enjoyed an active social life that included bowling, dancing and attending summer camp.

Melody's enthusiastic and friendly nature will be missed by her many friends at Beacon.

To Market, To Market!

— University of Arizona field project to advise Beacon

Beacon Group was selected by the UofA Eller College of Management MBA Program as a non-profit field project for the spring semester. Beacon had applied to the school for help in developing a marketing plan to increase sales and identify new customers for us to market to.

Beacon provides assembly, packaging, mailing and shredding services — among others — as a sub-contract resource to many local businesses. With our growth and with our new facility, we are looking for new business partners to utilize our services.

The student team has identified three key goals for their project:

- 1) **Conduct a market validation study to evaluate current marketing efforts**
- 2) **Analyze Beacon's services to determine most marketable services**
- 3) **Develop three to five targeted, low-cost promotion methods**



Most of the cost for this project is generously underwritten by a gift from the Paul Lindsey and Kathy Alexander Charitable Fund. The University of Arizona students began the project in February and will submit their final recommendations in May.

FINANCIAL TIMES

Everybody knows that these are challenging economic times. The last few years have been very good ones for Beacon. We were able to increase revenue through growth, production and fundraising. We had built up a surplus that was put to good use paying part of the cost of our new facility. Here is a look at our numbers for the last two years and the first quarter of the current fiscal year:

	2006-07	2007-08	Oct-Dec '08
Total Income	\$10,855,827.00	10,768,894.00	2,487,289.00
Total Expense	\$9,553,688.00	10,811,704.00	2,939,284.00
Surplus (Deficit)	\$1,302,139.00	(42,810.00)	(451,995.00)

Beacon has definitely seen a softening in business and donations this year. Accordingly, we have made significant budget cuts for the remainder of this year. In fact, in January the Board of Directors approved a reduction of one million dollars in expenses for this next year. *None of these cuts will affect services or the numbers of clients in our programs.* In fact, we are confident that with these cuts, we will be able to maintain the level of service as we continue to add new clients taking full advantage of the great new space we now have available. Along with controlling our expenses, we continue to look for new work opportunities and sources of donations. Being around for fifty-seven years means you have seen ups and downs before... *and have lived to tell about it!*



Historic Value Village Building Undergoes Major Renovations

Notable changes are coming to the historic Value Village building at 300 N. Fourth Avenue in Tucson.

Since work started December 19, the 1950s brick wall behind the dozen arches and 13 columns was demolished to make way for three new storefronts, including a corner entry for the Kanella clothing store.

Two of the storefronts behind the columns are currently still available, says Stan Hilkemeyer, director of the retail operations at the Beacon Group which owns the building.

The Beacon Group has used all 18,000 square feet of the building since 1965 to operate a thrift store in the southern two-thirds and have offices and donated furniture processing out of public view in the rest of the building. The offices and furniture processing were moved out nine months ago after Beacon acquired the former Skate Country building on Stone Avenue.

Value Village has already changed its location within the Fourth Avenue building. It used to be an east-west oriented store with the corner entrance that Kanella's clothing store will use when it opens in March, 2009. The thrift shop is now in the back of building with a north-south orientation and reduced in size from 12,000 to 9,000 square feet.

—excerpted from Tucson Citizen, February 4, 2009

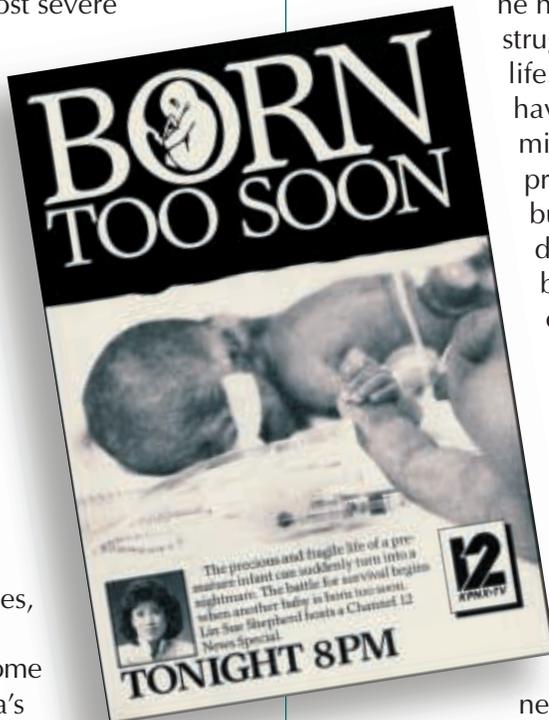
They went to Jared!

News crew finds a “diamond in the rough”

The news team from Channel 12 in Phoenix had all but wrapped-up the shooting on their News Special, “Born Too Soon.” The show was to be about some of the most severe cases of premature babies born in the city. However, after talking to Beth Bybee in the neonatal intensive care waiting room, they decided they had to include her new son, Jared, in their Special. At 1 pound, 2 ounces, he was — and would be for some time — Arizona’s *smallest* surviving baby. The show’s producer called Beth to get permission to go film Jared. Born sixteen weeks premature, Jared was barely clinging to life. He was also blind, deaf and having brain hemorrhages. The news crew went to Jared not knowing if he would still be alive when their program was to air.

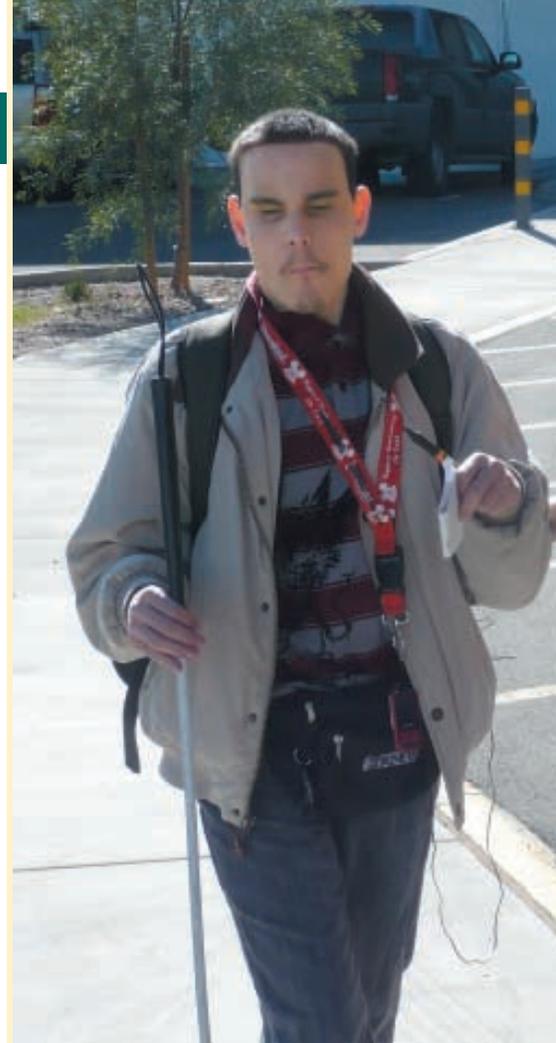
But, little Jared was still alive and fighting a few weeks later when the News Special ran on local TV. He was still fighting, but doing well enough to go home four months later — right about the time he should have been born. And he

was still fighting at age seven when Channel 12 came back to do a follow-up story on Jared. Just as Jared had to struggle from the beginning for his life, he has also had to struggle to have a life. Jared may have survived his miraculous premature birth, but he has had to deal with a mind-boggling menu of physical, psychological and emotional challenges ever since.



Although Jared did eventually develop hearing, he never did develop eyesight. He has also had to live with seizure disorders and cerebral palsy, as well as scoliosis and asthma. Jared also has cognitive and behavioral challenges that include *Bi-Polar Disorder*, *ADD*, *Obsessive/Compulsive* and *Intermittent Explosive Disorders*. Jared lived in spite of huge odds against him, but what kind of life he would be able to have was still a major question for him and his family.

Incredibly, when Jared started school he did very well. In Second Grade he was the best in his class at math. But his behavior disorders began to get the best of him. He



**Beacon Client
SPOTLIGHT**

**Jared
BYBEE**

had to leave school in Fourth Grade due to his violent outbursts. He was eventually hospitalized for manic rage. His family moved to Tucson so they could enroll Jared in the Arizona School for the Deaf and Blind, but he was asked to leave that institution as well. Jared’s family had to arrange for him to live in a supervised group home that was better equipped to deal with his volatile behavior. Eventually, he got back into school, but he has to have a one-to-one aide with him at all times.

In spite of all these daunting obstacles and challenges, *Jared Bybee will be graduating from Palo Verde High School this May!* And this is



LEFT: The KPNX News Special featured Jared, pictured here in this 1987 advertisement from TV GUIDE.

ABOVE: After his morning shift at Beacon, Jared is helped onto a bus by a school monitor.

RIGHT: Jared assembles rivets with a smile!

where Beacon comes into the picture. Last year, Jared was part of a school-to-work summer program through the Division of Developmental Disabilities (DDD), to ease the transition from school into the world of work. Jared really wanted to work, and his school had recommended Beacon Group as a possibility for him. That summer experience at Beacon was such a success, Jared and his parents wanted him to stay on working at Beacon while he finished school. But Jared was not eligible for funding from DDD until he turned twenty-one, and the school district does not have funding for work programs.

Jared's parents then tried applying to Voc Rehab (RSA). However, Jared's evaluation showed that he was "unlikely to be successful in a workshop setting due to his set of challenges." Voc Rehab felt that he was not a good candidate for employment-related services, but would be better served in a *Day Treatment Program* which offers leisure and recreation opportunities. Problem was, Jared *wanted to work*.

Jared's parents felt the success that he showed over the summer at Beacon was a good indication that he had finally found something he wanted to do... And *could* do. Now was not the time to break his enthusiasm and momentum.

When school started last fall, Beacon agreed to let Jared continue working here — *unfunded* — part-time in the morning, and then he could attend classes for his senior year of high school in the afternoon. Jared likes making his own money and wants to buy things for himself like an MP3 and CD player. He also wants to buy a new flat screen TV for his group home. He's looking forward to graduation with, "photos and caps and gowns", he says. In the meantime, he's thrilled to have a job, too. "It's something I look forward to," says Jared.

The evaluations were wrong. Turns out Jared *can* work.

Jared works on rivet assembly at Beacon. When he

first began, he was completing fewer than five blocks of rivets in his three hours here. Now he is up to thirty- to forty blocks in the same time. No outbursts. No rage.

He comes here and works until the bus for school comes to get him. His mom did notice one small problem: He was getting grease from the rivets all over the Braille books at school as he was reading them! So now, he makes sure he washes his hands really good before he leaves.

The plan is for Jared to work at Beacon full-time after he graduates in May. Helping people like Jared beat the odds is what Beacon does all the time.

Then again, Jared has been beating the odds since birth. It may well have been too soon, but it sure wasn't too late!



...AND THE WINNER IS...

In December, at the Beacon Holiday Party, Annual Awards were given to a number of people and businesses who make our success possible.

Those recognized included (clockwise, from top): **Dana Holt** (Employee of the Year); **Josh Borbon** (Beacon Client of the Year); **Peter Brockington** (Leadership Award); and, accepting our Visionary Awards are: **Pima County Parks and Recreation**, and representatives from **Fry's Food Stores** pictured together with Beacon CEO Steve King. Congratulations to all our winners!



When Beacon first gave out an annual *Phantom Award*, it was for the employee that had “done the most but was seen the least” during that year. This last year we re-named the award as the “*Leroy Adams Award*”, in recognition of Beacon’s longtime building maintenance employee who passed away last October. Leroy liked to work at night and so was only occasionally seen during normal working hours. However, you could always see the results of Leroy’s “after hours” efforts in the excellent quality workmanship and improvements throughout Beacon’s facility.

The 2008 recipient of the Leroy Adams Award — a very worthy “phantom” in her own right — is Denise Beauchamp, Beacon’s Warehouse Supervisor. Denise’s duties as materials inventory manager keep her very busy. And her responsibilities for Beacon’s 7,700 square foot warehouse keep her out of sight most days.

Ordering materials and supplies, keeping sufficient inventories on hand, and keeping them well organized and accounted for, is a huge task for one person. For example, Denise orders all the raw

Altogether, Beacon assembled 52,000 cables, which required over 4,000,000 components for Denise to order, ship, receive and store for just this one contract.

Denise has lived in Tucson since 1970. She previously worked for Tucson Unified School District before coming to work for Beacon three years ago. According to her supervisor, Greg Natvig, “Denise works independently and prides herself at taking on big challenges and successfully completing them. She’s really dedicated to creating opportunities for the people we serve. When I visited Ventana Medical recently, they went out of their way to tell me how happy they are with our service, and especially with Denise.”

Denise Beauchamp may spend a lot of her time behind the scenes at Beacon, but, in a way, you can see her hand in *so much* of the completed work that Beacon does.

Beacon Staff SPOTLIGHT



**Denise
BEAUCHAMP**

parts for the cable assembly contract Beacon has with Ventana Medical and other companies. Last year Beacon assembled over 150 different types of cables for them.



**Alayne
GREENBERG**

Above: Beacon Group Board Member Alayne Greenberg (left) together with sister Susie.

Below: Alayne (left) with Susie's friends today at Beacon.

“**T**he grass is greenest in my own backyard!” Alayne Greenberg smiled brightly as she shared memories of her sister, Susie, who was born with Down Syndrome. Though her years on earth were relatively few, Susie brought a lifetime of joy and happiness to everyone who had the good fortune to know her. That was clearly evident in the stories Alayne shared about growing up with a sister who was different than most other people. And those differences are the very reasons Alayne considers herself so blessed.

“Susie had a huge impact on my life. And it was a *positive* impact!” Alayne explained how that sentiment takes people by surprise. Most people assume that having a family member with a disability that requires a lifetime of assistance would have a negative impact. But they would be mistaken.

Susie went everywhere with her sister, and was included in all the activities. She became friends with Alayne’s friends. And they, too, came to know and love Susie!

Susie’s accomplishments also took many by surprise. Her family’s encouragement and support paved the way for her to learn to read and recite Hebrew, and to make her Bat Mitzvah at the local synagogue. Achievements like those are why Alayne continues to support creating better opportunities for people with disabilities. “We each have our frailties, but we can use them to our benefit.”

Growing up with a sibling with Down Syndrome sparked Alayne’s interest in Special Ed, her college major. Years later, it was Alayne’s personal experience along with her desire to improve society’s image of the disabled that prompted board member Dee O’Neill to nominate Alayne for a position on the Beacon Group Board of Directors. Since 1998, Alayne has continued to support the disabled community and serve as an active board member.

An Arizona native, Alayne resides in Tucson with her husband of 35 years, Bruce. They are the parents of 6 children.



FREE SEMINAR

The Beacon Group, La Frontera, St. Luke's Home, and Arts for All cordially invite you to attend a FREE seminar.

“INTRODUCTION TO ESTATE PLANNING” — From Wills to Trusts

PRESENTER: Steven C. Warner, JD, CPA

DATE: Wednesday, March 18th, 2009, 5:00 - 6:30pm

LOCATION: The Beacon Group, 308 W. Glenn, Tucson, AZ 85705

◆ Main entrance and parking is one block north... on Laguna Street ◆

Do you have a will prepared? Do you want to make sure a *special needs* child is cared for when you're gone? Would you like to know how to reduce taxes and probate costs to leave more of your assets for loved ones? Do you need help finding professional resources in Tucson?

RSVP: Please contact Patrick McCarthy at 622-4874 ext 166
or email: pmccarthy@thebeaongroup.org

Complimentary materials and refreshments will be provided.



*Beacon***TIMES** is the official publication of Beacon Group, Inc., a 501(c)3 nonprofit organization, and is published by the Beacon Group Community Development Department.

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