The board of directors, employees and consumers extend a BIG thank you to our supporters who designated REACH as the recipient of their financial contributions on September 22, North Texas Giving Day 2016. This was REACH’s third year participating in the event and our generous donors helped us out by contributing an anticipated $3,138.60 (the final check won’t arrive until November).

R.L. and Phyllis Glazer Family Fund of the Dallas Jewish Community Foundation
Anonymous Donors
Tracy & Julie Espinoza
Julia Chalker
Janie Peachee
Lance & Dawn Taylor
Susan Reukema
Vicki Scott
Daniel Reukema
Karen Williams
Becky Teal
Mecca Robbins
Debra Wakefield
Pete & Janet Gonzales

See Page 6 for REACH’s end of year gift giving needs.
CALENDAR OF EVENTS

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

December 2016
1   Dallas Aquarium - We'll meet at 9:00 AM at the ITC, 1000 Jones, Fort Worth, 76102. The Aquarium tour costs $20.00.
7   Adjustment to Disability Training @ the center 10:00-11:00 AM
8   Craft Day @ the Center 1:00 - 3:00 PM
14  Adjustment to Disability Training @ the center 10:00-11:00 AM
15  Christmas Party @ the Center 1:00 - 3:00 PM
21  Adjustment to Disability Training @ the center 10:00-11:00 AM
22  No Group
26 - 30 Center Closed (Winter Break)

January 2017
2   Center Closed (New Year’s Holiday)
4   Adjustment to Disability Training @ the center 10:00-11:00 AM
5   Pie Five Pizza - Build a pizza, 2600 W. 7th, Fort Worth, 76107, 1:00 - 2:30 PM
11  Adjustment to Disability Training @ the center 10:00-11:00 AM
12  Putt Putt Golf, 7001 Calmont, Fort Worth, TX 76116, 1:00-3:00 PM
16  Center Closed (Martin Luther King, Jr.’s Birthday)
18  Adjustment to Disability Training @ the center 10:00-11:00 AM
20  Movie Day @ the center 1:00-3:00 PM
25  Adjustment to Disability Training @ the center 10:00-11:00 AM
26  Pizza Party @ the center. Bring $5.00 and we'll order pizza and drinks. 1:00-3:00 PM.

February 2017
1   Adjustment to Disability Training @ the center 10:00-11:00 AM
2   Olive Garden, 4700 SW Loop 820, Fort Worth, TX 76109. 1:00 - 3:00 PM
8   Adjustment to Disability Training @ the center 10:00-11:00 AM
9   Jimmy John’s, 3020 W 7th St., #224, Fort Worth, TX 76107, 1:00-2:30 PM
15  Adjustment to Disability Training @ the center 10:00-11:00 AM
16  Games @ the Center 1:00 - 3:00 PM
20  Center Closed (Presidents’ Day)
22  Adjustment to Disability Training @ the center 10:00-11:00 AM
23  Movie, popcorn and refreshments @ the center 1:00-3:00 PM

The above scheduled activities are subject to change or cancellation based upon weather conditions or other factors.

WEB WORLD

Visit www.smile.amazon.com and on the right side of the website's 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 spotlight charities OR pick your own charitable organization by typing 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!

Bad Weather Closing

Should we experience any icy or snowy weather in the Metroplex during the 2016 - 2017 fall and winter seasons watch Channel 8 TV - WFAA or visit www.wfaa.com/closings to learn if the REACH centers will be closed or opening late.
**REACHing Out**

- **December 2016**
  - **5** Adjustment to Disability Training @ 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
  - **7** Computer Training registration @ the center 1:00 - 2:00 PM Preregister with Harvey Spears
  - **10** Youth Christmas Pot Luck Party @ the center 4:30 PM - 7:00 PM
  - **12** Youth IL Skills Training @ the center 11:00 AM - 2:30 PM Bring a lunch or money for lunch.
  - **14** Holiday Open House Party @ the center 1:00 - 3:00 PM RSVP with Harvey Spears
  - **19** Adjustment to Disability Training @ the center 1:30 - 3:00 PM Preregister with Kiowanda
  - **26-30** Center Closed (Winter Break)

- **January 2017**
  - **2** Center Closed (New Year's Holiday)
  - **9** Youth IL Skills Training @ the center 11:00 AM - 2:30 PM Bring a lunch or money for lunch.
  - **11** Computer Training Registration @ the center 1:00 - 2:00 PM Preregister with Harvey Spears
  - **14** Night at the Movies - Call Pam for more information
  - **16** Center Closed (Martin Luther King, Jr.’s Birthday)
  - **25** Movie Day @ the center 1:00 - 3:00 PM Preregister with Harvey Spears
  - **30** Youth IL Skills Training @ the center 11:00 AM - 2:30 PM Bring a lunch or money for lunch.

- **February 2017**
  - **6** Adjustment to Disability Training @ the center 1:30 - 3:00 PM Preregister with Kiowanda
  - **8** Valentine’s Day Celebration @ the center 1:00 - 3:00 PM Preregister with Harvey Spears
  - **11** Valentine’s Youth Dinner @ Red Lobster - Call Pam for more information
  - **13** Youth IL Skills Training @ the center 11:00 AM - 2:30 PM Bring a lunch or money for lunch
  - **20** Center Closed (Presidents’ Day)
  - **22** Computer Registration @ the center 1:00 - 2:00 PM Preregister with Harvey Spears
  - **27** Youth IL Skills Training @ the center 11:00 AM - 2:30 PM Bring a lunch or money for lunch.

**CALENDAR OF EVENTS**

**REACH of Dallas** has a limited number of free Dallas Arboretum tickets. You must be a REACH consumer at any of the REACH centers to request a maximum of 4 tickets. The tickets are good until December 31, 2016 and include free parking. Contact Kiowanda Jasso at 214-630-4796 to request your tickets.

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**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.

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

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Call us if you need any accommodations such as a sign language interpreter, Braille materials, etc.
REACH of Denton would like to say Thank You to Home Depot - Mike Tart and Jeff Peach for the use of the buckets for the kids who attended the Disability Awareness/Sensitivity Training workshop.

CALENDAR OF EVENTS

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

December 2016
7  “What to Have?” General Support Group @ the center 1:00-2:00 PM
14  Craft @ the center 1:00-2:00 PM RSVP to Becky by November 18th
21  Holiday Celebration @ center 1:00-2:00 PM RSVP to Murphy by December 12th
26 - 30 Center Closed (Winter Break)

January 2017
2  Center Closed (New Year’s Holiday)
4  “Goodbye 2016” General Support Group @ the center 1:00-2:00 PM
11  General Support Group @ the center 1:00-2:00 PM
16  Center Closed (Martin Luther King, Jr.’s Birthday)
18  “Winter Safety” General Support Group @ the center 1:00-2:00 PM
25  “Self Advocacy Training” General Support Group @ the center 1:00-2:00 PM

February 2017
1  Peer Counseling Training @ the center 1:00-2:00 PM
8  General Support Group @ the center 1:00-2:00 PM
15  Pizza @ the center 1:00-2:00 PM
20  Center Closed (Presidents’ Day)
22  “Spring Prep” General Support Group @ the center 1:00-2:00 PM

“SEASONAL EMPLOYMENT”  The Initiative

By Kevan Johnson, Employment Consultant @ REACH of Dallas

Welcome readers to the "THE INITIATIVE!"

“Whenver you are asked if you can do a job, tell ‘em, “Certainly I can!” Then get busy and find out how to do it.”—Theodore Roosevelt

As the season changes from long, hot summer days to mildly comfortable evenings; the autumn leaves of deciduous trees change colors and fall off, businesses gear-up for holiday sales and eager shoppers. Employers seek to hire extra workers in order to meet the needs of customers. This is a great time of year to acquire temporary employment for extra spending cash during the holidays. Employers typically know how much help they will need to handle the holidays, so in order to get an advantage over other seasonal workers you must plan your job search carefully using these tips.

Start Early – Employers know how many people they need, so start searching TODAY! Secure an opportunity sooner rather than later.

Know Where to Look – Go to job search engines such as Indeed, Monster, CareerBuilder, Job.com, LinkedIn, Snagajob, etc.

Dress For Success – When looking for a job, dress in business-casual attire even if it’s seasonal work. Wear neat slacks, polished shoes and a collared shirt.

Be Prepared – Be prepared to fill out an application and participate in an impromptu interview. Bring a pen, necessary documents to prove you can legally work in the U.S., a resume and professional references. Allot time to meet with a few supervisors.

Know What You Want – Know what you offer to an employer and what you want in return. Decide your availability for work days and hours, an acceptable hourly rate, and if the location is feasible in terms of fuel cost and transportation options. Don’t make a commitment that you can’t keep.

Be Flexible – A good way to position yourself from other potential seasonal workers is to present yourself as flexible, but only if you are. Demanding a specific schedule from employers could throw away your chances of getting the job.

There are companies already hiring for the holidays. With more online holiday shopping, there has been an increase of hiring in the transportation and warehousing sector in recent years. United Parcel Service (UPS), Federal Express (FedEx) and Amazon are likely to add new seasonal jobs. In addition, businesses such as Macy’s, Target, Kohl’s, Party City, JCPenny, Toys R Us and Walmart will be hiring seasonal workers. While Santa and his helper jobs are available in the mall, there are other positions such as sales associates or sales clerks, cashiers, stock clerks and retail visual merchandisers.

When you take these extra steps and add it to ordinary, you become extraordinary. Remember...take The Initiative!!!
Cold Weather Tips

People with disabilities may want to take extra care during the cold weather season.
Some disabling conditions may limit sensory abilities and the ability to maintain body heat, so be particularly vigilant about staying warm when you are out in low temperatures.

- Wear multiple layers of clothing, including a scarf around your neck, a winter hat, lined boots and two pairs of socks.
- If possible, wear thermal gloves underneath mittens to keep your hands warm.
- It’s also a good idea to carry a cell phone.

If you travel in a wheelchair, wrap a small blanket around your legs, tucking it underneath yourself or around your sides. This will help to maintain body heat. Wheelchair users may want to consider purchasing pneumatic tires for better traction. Another alternative is to use standard dirt bicycle tires. Use table salt or clay cat litter to clear ramps—rock salt can poison working assistance animals and also may be slippery. Remove the tires from your wheelchair and shake debris and ice off them before placing them in your vehicle. Wipe down any metal surfaces (wheelchair tire rims, walkers, etc.) as soon as possible after returning home. This will prevent rusting.

If you are a wheelchair user and unaccustomed to heavy, strenuous wheeling, be very careful when traveling through snow. The added exertion could lead to a heart attack or stroke. Freezing rain also will stick to surfaces such as canes, walkers, forearm cuffs and wheelchairs. Use gripper driving gloves to keep your hands warm and to prevent slipping.

If you use a working assistance dog, remember that dogs can also suffer from hypothermia and frostbite. Get a dog coat to place under the harness, and consider getting boots for her paws. Also, have a blanket in your vehicle for the dog.

Additional tips for people with disabilities:

- Register with the medical or social needs registries.
- If you receive home-based care (e.g., homecare attendant, home health aide, visiting nurse service), include caregivers in developing your plan and familiarize yourself with your homecare agency’s emergency plan.
- If you are blind or have a visual disability, store a talking or Braille clock or large-print timepiece with extra batteries.
- If you have a pet or service animal, also plan for his or her needs (e.g., temporary relocation, transportation, etc.).
- If you rely on home-delivered meals, always stock nonperishable food at home in case meal deliveries are suspended during an emergency.
- Have a plan with your doctor that addresses emergency prescription refills, if possible.
- If you rely on medical equipment that requires electric power, contact your medical supply company for information regarding a back-up power source such as a battery. Follow the manufacturer’s directions when installing the equipment and the battery back-up. If you use a portable generator for emergency power, follow the manufacturer’s directions for safe operation, and check with local fire and building officials for regulations governing generator and fuel use. Ask your utility company if the medical equipment qualifies you to be listed as a life-sustaining equipment customer.
- If you rely on oxygen, talk to your vendor about emergency replacements.
FROM THE DIRECTOR'S DESK

Your Help Is Needed
We have some suggestions for your end of year gift giving that would help us out immensely. We need a steam carpet cleaner for our Fort Worth center or $250 to purchase one. We have ten-year-old computers in our Plano center! We need $3,500 to purchase new computers or the donation of 5 of the same make/model. To help us promote our services, events, results and success stories, we need $1,750 to print 10,000 copies of our brochure in English and 4,000 copies in Spanish. You could also help by covering the cost of printing one quarterly edition of our newsletter at $1,450 or all four editions for $5,800. We appreciate however you can help. Thank you.

New Reading App
The Kurzweil - National Federation for the Blind (KNFB) Reader is an app for iPhones and android smartphones that enables a person who is blind or visually impaired to "read" print. The app is available on the App Store and on Google Play.

What is IL?
Independent Living is living just like everyone else – having opportunities to make decisions that affect your life and pursue activities of your own choosing. IL should not be defined in terms of living on your own, being employed or raising a child. These are aspects of living independently. IL has to do with self-determination. It is having the right and chance to pursue a course of action. It is having the freedom to fail and learn from that failure. IL isn’t always easy and it can be risky, but millions of us with disabilities prefer IL to a life of dependency, narrow opportunities and unfulfilled expectations.

Myths vs Facts About Hiring People with Disabilities
Myth: My worker's compensation insurance rates will rise if I hire someone with a disability.
Fact: Insurance rates are based on your company’s accident record and the hazards of the occupation in question.

Myth: Creating special accommodations for workers with disabilities is expensive.
Fact: Most workers with disabilities do not need special equipment or job accommodations. For those who do, most require job accommodations that cost less than $500, or nothing at all.

Myth: The Americans with Disabilities Act requires businesses to hire someone who is unqualified just because she has a disability.
Fact: The ADA does not protect unqualified job applicants. To be protected from discrimination, applicants must first meet all requirements for the position and be able to perform the job duties with or without a reasonable accommodation.

Myth: Employees with disabilities are absent from work more often.
Fact: Studies show that employees with disabilities are not absent any more than employees without disabilities.

Myth: A business can never terminate an employee with a disability, even with a just cause.
Fact: Employers can terminate workers with disabilities under three conditions: (1) The termination is unrelated to the disability; (2) The employee does not meet the requirements for the job, such as performance or production standards, with or without reasonable accommodation; and (3) Because of the employee’s disability, if he/she poses a direct threat to health or safety in the workplace.

Charlotte Stewart

Just a Reminder
REACH generates additional funds to enhance its mission by participating in the Tom Thumb, Kroger, and Albertsons grocery store donor programs. Each grocery store chain allows its customers to register so that donations go to a nonprofit organization the customer supports. Then every time a purchase is made, the nonprofit receives credit for the total amount of the supporter’s purchase. On a quarterly or yearly basis, depending upon the grocery store chain, the chain’s home office issues a donation check totaling 1% of all of the purchases credited to the customer’s chosen nonprofit’s account.

If you and/or your family and friends shop at any or all of these grocery stores 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 get involved in these programs.
The REACH Resource Centers on Independent Living are members of the Texas Association of Centers for Independent Living, the National Council on Independent Living, and the Coalition of Texans with Disabilities.

Plans are underway to save money by e-mailing 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!
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 ($258,765) from HHS; REACH of Fort Worth receives 100% of its funding ($250,000) from HHSC; REACH of Dallas receives 94% of its funding ($402,694) from HHS and 6% ($24,559) from HHSC; and REACH of Plano receives 100% of its funding ($250,000) from HHSC.

Deadlines for Future REACHing Out Newsletters

January 9th-2017 March, April, May 2017
April 10th-2017 June, July, August 2017
July 10th-2017 September, October, November 2017
October 10th-2017 December, January, February 2017-2018

The REACH Resource Centers on Independent Living are Fragrance Free facilities! Please don’t wear scented products when visiting the centers or participating in any of our services or activities.

Thank you!

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.