



Blind Businessmen & Businesswomen
Building a Better Louisiana



LOUISIANA
COUNCIL of the
BLIND, Inc.

Dedicated to Achieving the Most Meaningful
Participation of the Blind in Society

March 2012 Quarterly Newsletter
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*Out of
Sight*

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Out of Sight

Out of Sight is the name of our new joint newsletter for Louisiana Council of the Blind and Randolph-Sheppard Vendors of Louisiana. A contest was held to name our Newsletter, Patrick Babin came up with the winning name of "Out of Sight". We are planning to publish Out of Sight quarterly to keep LCB and RSVL members informed. It is available in large print, braille, or by E-mail. We encourage members to request the E-mail version, as this will save both organizations money. We will also use it as a means of making necessary announcements. Please feel free to contact the office if there is anything you want to add. Articles, easy recipes, and printable jokes are welcomed. Any constructive criticism is also appreciated.

Publication Committee

Editor:Richard McCorkle, Vernon Daigle, Glinda LeJeune, Shelly LeJeune, Danny Matte, Shirley McCorkle, Herbert Reado, Kim Venable

Opinions, views, and conclusions expressed by authors of editorials, columns, and articles appearing in this publication, Out of Sight, are not necessarily shared by nor do they necessarily reflect those of RSVL or LCB as organizations or any of their members, staff, officers, or the board of directors.

Randolph-Sheppard Vendors of Louisiana News

Presidents Message: I have been president of RSVL for the last four years. Presently I operate the Rubicon Chemical Plant dining facility in Geismar. I also satellite the DOTD Cafeteria in Baton Rouge. We are looking forward to our annual convention and we are planning and working hard to make this convention exciting and enjoyable. We strive to improve our relationship with blind and visually impaired people throughout the state of Louisiana.

I want to thank you in advance for your support and I hope you enjoy reading our first combined newsletter.

Congratulation to our RSVL board member Shirley Bee was married to Patrick Thibodeaux on February 25, 2012 in Baton Rouge.

Get Well Wishes to Lee Frazier.

RSVL's next board meeting will be held Friday March 23rd at the Crowne Plaza Hotel in Kenner, LA in conjunction with the Elected Committee Meeting.

Louisiana Council of the Blind News

Presidents Message: I have enjoyed the last four years as President of LCB. My passion is the blind/visually-impaired community. I will continue to be an active member of LCB in any capacity I can be of service. I hope to visit with you in Louisville.

Louisiana Council of the Blind had a Board Meeting January 28, 2012. The LCB Board Members representing Capitol City Council of the Blind are Gwen King and Aresa Christophe. The LCB Board Members representing Greater New Orleans Council of the Blind are Joetta Butler and Jimmy Grimes. The Board Meeting is open to the general public. If

you wish to attend call the LCB Office at (504) 348-0003 for dates and times.

LCB is having a new membership contest. The person that signs up the most new members will get two nights paid at the LCB-RSVL Convention. When registering new members remember to make sure the office knows that it is your entry into the contest.

The office received the following E-mail from Dan and Paula Marshall. All I have for you is that I am walking with a walker and soon to progress to a quad cane. I've had both hips replaced. Although all of us are getting older, we have to keep on keeping on because if we aren't going forward, we are sliding down the hill backwards. It's better to keep struggling up the hill! Paula and I are planning to be in Louisville, Kentucky this July for that very reason.

LCB-RSVL News

Plan to attend the LCB-RSVL State Convention August 2-4 at the Hilton Hotel in Baton Rouge call them for reservations at (225) 344-5866. Room rates are \$109.00 plus tax per night. The room rate cutoff is July 3, 2012. Registration is \$30.00. Student's registration is free. All **LCB** members that attend the state convention and stay two nights will receive a \$50.00 stipend.

The LCB-RSVL Christmas Party was a complete success. The Dirty Santa was much fun for all. Fun was poked at many. The dance was a "Roaring" good time for all. If you missed this good time please plan to attend next Christmas.

LCB and RSVL got together to purchase Christmas presents for LSVI students. Many people voluntarily spent their time getting age appropriate gifts. We received "Thank You" notes from almost every student. Each note expressed sincere gratitude not only for the

present, but also for thinking of them. Office Manager Danny Matte stated it was money very well spent.

Two members passed away at the end of 2011. Lionel Ezell and Hazel Daigle both died December 31, 2011. Lionel was a Randolph- Sheppard Manager in the Baton Rouge area and Hazel was the wife of Vernon Daigle. Both will be greatly missed by our organizations.

Greater New Orleans Council of the Blind News

GNOCB has had two meetings so far. Mostly organizational items have been discussed. One thing that has been evident from the start is how this group is interested in betterment of the blind and visually impaired community of Greater New Orleans. GNOCB took advantage of CCCB's Brax Cup Sale Fundraising. GNOCB sold 77 sets of Brax Cups. This is pretty good for an initial attempt at fundraising.

GNOCB is experiencing some growing pains but a bright future is expected.

GNOCB is having a Board Meeting Saturday March 24, 2012 at 9108 Pritchard Place, New Orleans, LA 70118 at 12:00pm. Anyone interested in joining, fact finding, or just wants to see what we do please attend. Please let the office know if you are planning to attend so we can accurately plan.

Congratulations to GNOCB: Due to the hard work and expertise of Kim Venable, GNOCB has updated Articles of Incorporation and Bylaws. IRS has the 501(c)(3) nonprofit application with all the required information. It is still pending.

“Teamwork divides the task and multiplies the success.”

□-Author Unknown

2012 Sagebrush Conference

Patrick Babin a Randolph-Sheppard Manager as well as RSVL Treasurer and a member of Louisiana Council of the Blind reported on his trip to 2012 Sagebrush Conference.

To be honest, I did not think I was going to be able to attend the Sagebrush Conference this year. But, at the last minute things worked out so I was able to go, and I am really glad that I did.

Getting to network with fellow vendors from all over the country is always one of the things I look forward to every year. Learning different strategies to dealing with problems we all face is always interesting.

I got to see new vending machines with LED lighting, that I am very interested in getting. They really show your merchandise well. The exhibits, as always, were a big hit, their largest one to date.

What I got the most out of was the session on Social Security. Ms. Rachel Baidwan, the Area Work Incentives Coordinator in Nevada was there to talk about self-employed blind people and Social Security. She was very knowledgeable about the laws that apply to the blind and was happy to answer all of our questions. This was exactly what I needed to hear about right now since I have been having problems getting anyone I have talked to at the SSA who knows the laws. She even took time after her session to take information from those of us having a problem with the SSA. She hopes to find people in the different regions who hold the same position as she does who will be able to help straighten out some of the problems people are having.

If you have never been to Sagebrush or if you haven't been in a while, you should really try to make it next time. You never know, you might just learn something new.

Louisville, Kentucky

Louisville is coming fast. Make your arrangements to attend the 2012 American Council of the Blind National Convention in Louisville, Kentucky July 8-14, 2012. Danny Matte, Office Manager will be the Delegate and serve on the Nominating Committee. LCB will decide the Alternate Delegate at its Board Meeting on Saturday April 28th at 9:00am at the LCB Office. If you want to be the alternate delegate, please submit your name to the LCB Office.

Know any special people you want to honor. ACB is giving you an opportunity to recognize them with the Heroes pages in the convention program. You can include pictures in your page. Hero's pages must be reserved by May 1st. For more information contact Margarine Beaman at (512) 921-1625 or oleo50@hotmail.com you can also visit the ACB website at www.ACB.org.

Louisiana School for the Visually Impaired News

Louisiana School for the Visually Impaired's yearend newsletter had several exciting announcements. Along with the New Year Plans and Resolutions of selected students, two students Jasmine Petties and Bradley Garrett had an art exhibit in the New Orleans Museum of Art. This was part of a Fine Arts evening between the museum and Artful Aware. In the past three years LSVI has had two Congressional art winners: Rashetta Williams (2008) and Alvin Payton (2011). Two national winners of the American Printing House for the Blind's insight art contest William Carr (2008) and Bradley Garrett (2012). The LSVI Trojans competed in the annual SCASB competition in Jackson, Mississippi. The Trojan wrestlers got 4th place overall. The Trojan cheerleaders got 6th place. Robin Smith won 3rd place in individual competition.

Got talent??? Got Art??? Then show it off at LSVI's 2012 Art and Talent Show. The competition is open to any visually impaired students attending a Louisiana elementary, junior high, or high school. Registration forms are available at www.lsvi.org. For additional information, please contact the LSVI Orientation and Mobility Department at (225) 757-3489.

LSVI is having their Spring Festival April 26, 2012 8:30am to 2:30pm.

LSVI Teacher Spotlight

Brian Rowan grew up in Saint Paul, Minnesota. He attended and played basketball at Lamar University in Beaumont Texas and finished with a degree from Southeastern University in Hammond, Louisiana. Mr. Rowan began teaching Biology in 2009 at Clinton High School followed by MSA in Plaquemine, Louisiana. He will often be heard lecturing for all to hear. Sometimes he is lucky enough to escape to the LSVI Greenhouse to carry out a number of different experiments. Mr. Rowan teaches middle and high school science courses at LSVI. He is also the 4-H sponsor.

Lisa Sterling-Nichols is a wife, mother and grandmother, who's about to turn a young 50. She enjoys life with her husband of two years, five grown beautiful children, and seven "tickle my soul" adoring grandchildren. She enjoys singing, being a homemaker, and continuing her educational studies and research in her professional career. Teaching is her true passion. Mrs. Sterling-Nichols teaches the 4th Grade at LSVI. Lisa hopes this writing will spark the hope to those who may be faced with difficult circumstances and pressures of life. "I will lift up mine eyes unto the hills, from whence cometh my help. My help cometh from the LORD, which made heaven and earth." Psalm 121:1-2

Anyone that wants to write about their favorite thing about LSVI including teacher, activity, friendships etc. please send a written article to Officemanager@LCB-RSVL.org.

Affiliated Blind of Louisiana News

Chyvonne W. Blanchard, ABL State Coordinator writes: We will be holding our second annual music festival on May 12, 2012 on the ABL Training Center grounds. This festival will assist us in funding and build awareness of our services. We need your help to make this festival a wonderful success. We appreciate your interest in ABL. If you have any questions, or need more information, please call us at (337) 234-6492 or (800) 319-4444.

Grievance: Fort Polk Facility Manager Selection Process

Richard McCorkle: RSVL Secretary, Publications-Website Committee Chair, and Webmaster for both RSVL & LCB.

The following views and conclusions expressed in this article are my own and are not necessarily shared by RSVL, LCB, or any of their members, staff, officers, or Board of Directors.

The following is a recap of my blog at www.bepfacilities.blogspot.com Thursday, November 17, 2011: The pot has boiled over: The hot topic among Louisiana Randolph-Sheppard Business Enterprise Program facility managers has long been the hammering out of the Technical Assistance and Guidance (TAG) Manual (www.rsvl.org/assistance/). Mr. Robert R. Humphreys, legal counsel to RSVA, was retained by RSVL to represent the ECM (Elected Committee of Managers) along with rejected applicants from the Fort Polk facility manager selection process. Wednesday November 16, 2011 a discovery meeting was held. Ms. Mary Ann White (legal counsel representing the SLA) and Mr. Humphrey stated their clients' position then discussed allegations. Mr. Humphreys proposed his clients' desired remedies. Acknowledgement was made that the SLA (Louisiana Rehabilitation Services), has been moved from the Department of Social Services to LWC (Louisiana Workforce Commission) and they are going through a period of adjustment. The remedies being sought are for the SLA's alleged

mishandling of the selection process by way of the SLA's interpretation or non-compliance with the active participation provision set forth in the federal Randolph-Sheppard Act 1974 Amendments and the SLA's alleged untimely and inefficient development, availability, and accessibility of the TAG manual. The precedent being set is paramount.

If you are a Randolph-Sheppard facility manager, your ECM Representative is your best follow up source. A list of Louisiana ECM Representatives and the area they represent is provided at www.rsvl.org.

The Louisiana ECM regular scheduled quarterly meeting was held Friday December 09, 2011 at the Crown Plaza New Orleans Airport Hotel, Kenner, LA. Prior to that meeting I posted the following questions on my blog. My intent was to spawn a nationwide as well as local awareness and desire to share thoughts concerning this and similar grievances.

Will managers instruct their representatives on how they want to be represented and will they show up to lend their opinions verbally? Will the ECM discuss this matter in Executive Session in order to maintain order and keep peace?

Will the SLA's legal counsel be there to answer questions?

Will this matter be resolved before or by an Evidentiary Hearing or go to Federal Arbitration?

If you want to know more about Mr. Humphreys and his relation to blind vending, I recommend the article in the Winter, 2011 - Volume 43 - Issue #1 of the Vendorscope entitled THE VENDORSCOPE SPOTLIGHTS ... ROBERT HUMPHREYS, ESQ. (page 17) by Mary Sue Welch. I Googled it and downloaded it as a pdf file. It is probably available at www.rsva.biz.

Wednesday, December 7, 2011: Representation Choices: Managers can represent themselves or have someone of their choice represent them at the managers' expense. It is best to have the ECM put forth the

grievance. Grievances are clearly an adversarial arena. Locating and retaining legal representation can be costly, very stressful, and intimidating from the informal Administrative Review through the Evidentiary Hearing and beyond.

Tuesday, December 13, 2011: My wife's grievance experience: My wife chose me to represent her in her grievance. We were very careful to cross-reference each allegation to a specific part of the LA Administrative Code (Chapter 5: Randolph-Sheppard Program Policy) and the illusive Technical Assistance & Guidance (TAG) Manual.

Even so, a lot depended on obtaining substantiating documentation, which we hoped would be provided by involved RSMA's (Randolph-Sheppard Management Analysts). These field operatives of the SLA are responsible for oversight of facilities and managers. We were not surprised to receive a letter from the SLA stating that they concluded from the Informal Administrative Review that the selection process and resulting selection of a Fort Polk facility satellite manager was proper and in accordance with applicable policy and state law. Our point was that the RSMA's did not do a good job of documentation and that a little digging into the matter at hand would reveal pertinent evidence that was either overlooked or was not acquired in the first place. The SLA rested on the documentation they had. My wife had had enough of it all and withdrew.

Wednesday, February 22, 2012: The Evidentiary Hearing: Feb. 6-7, 2012 the Evidentiary Hearing was held at the Regional Rehabilitation Office in Baton Rouge. I was in attendance as an interested party and had no part in the proceeding. I have no doubt that attending this hearing would have been the best form of upward mobility training a vendor in Louisiana could ever get. What was revealed under oath was stunning. At the conclusion of testimony the hearing officer said that it would be 4 weeks before the court reporter could have her stenography ready for review. She said that a post-hearing meeting could be held at that time.

Wednesday, March 7, 2012: The court report is finished. I have been told that the court report is a public document. I will post what I hear on my blog.

Inside Bingo

Azalea Bingo Hall is located at 925 Parc Helene Drive, Marrero, LA (West Bank Expressway at Parc Helene Drive). Phone (504) 348-2246. Bingo games are every night at 8:00pm. Tuesday, Thursday and Friday at noon, Saturday and Sunday at 3:00pm and Friday and Saturday at midnight. You can play the ole fashioned way with the cards or purchase a Bingo Wizard and have the machine play 72 to 144 cards no touch. Come get a present on your birthday. You get free cards the day before, the day of, and the day after your birthday. What better present than the possibility of winning money while being with friends. In the last two weeks 2 lucky patrons have each won a \$5,000.00 progressive. If the possibility of winning at Bingo does not entice you, come play the Video Slots. Check out our website at www.azaleabingohall.com.

Office Reports

LCB-Danny Matte:The office has a Brailer. Mr. Vernon Daigle has agreed to come to the office and have Hands on Sessions teaching me how to use it. If you or anyone you know wants something Brailled please contact Danny at (504) 348-0003.

In the 18 months I have been here I have strived to be of assistance to anyone using this office. Since I was in Randolph-Sheppard since February 1977 I thought I “knew it all”. Working in this office I quickly learned that was not so. I would like to send out a “Thank You” to everyone who has assisted me in doing this job. Leola for the can and can’t do’s, Richard for all the computer answers, Terry for the day to

day answers but mainly to Kim for letting me bug her daily with “what do I do now”.She takes the time away from her duties to give me the information I need. Hopefully these questions will reduce as time passes. My hope is that everyone will continue their assistance.

RSVL-Kim Venable: September made 20 years I have been working for the blind vendors of Louisiana and we finally have reached a milestone, we have a quarterly newsletter. This newsletter will only be as good as you the members want it to be. We need articles of interest to publish or we will have no newsletter. So start your articles now for the next newsletter.

Students become a member of the national organization of ACB blind students. Just go to www.acbstudents.org and join. Not a student but want to support the organization they do have various types of membership allowing for anyone to join. Support our students they are our future. Maybe if we get enough students interested w can start a students affiliate.

As most of you know by now I have stepped back from my national responsibilities and will be focusing on Louisiana as well as myself.

If you have not sent in your RSVL or LCB dues please do so as soon as possible as this and other publications are for members only.

Happy Easter!

Recipes

Broiled Shrimp

Ingredients

1 lb. shrimp, cleaned and peeled 2 tbsp. olive oil, low fat 2 tbsp. minced garlic 4 tbsp. chopped parsley

Combine olive oil, garlic and parsley. Roll the shrimp in mixture and broil in the oven until pink, about 5 minutes.

Baked French Toast with Peaches

Ingredients

¼ cup egg substitute
½ cup skim milk
1 1/3 tbsp. dark brown sugar, firmly packed
1 tsp. cinnamon
4 slices whole wheat bread cubed
2 medium peaches, pared, cored and diced
3 tbsp. all-purpose flour
2 tbsp. dark brown sugar, firmly packed
2 tsp. Brummel and Brown spread
1 dash cinnamon

Preheat oven to 350 degrees. Spray two 5x3 inch loaf pans with nonstick cooking spray. To make toast, in medium bowl, lightly beat egg substitute. Add milk, brown sugar and cinnamon; stir to blend. Add bread cubes and peaches, stirring gently; let stand until bread has absorbed all liquid, 2-3 minutes.

To prepare topping, in small bowl, combine flour, brown sugar, margarine and cinnamon with fork. Divide the bread mixture evenly between the prepared loaf pans; sprinkle each evenly with topping. Bake 35-40 minutes, or until golden brown. Serve warm.

Rosemary Chicken Salad Sandwiches

Ingredients

3 Cups chopped roasted skinless boneless chicken breasts, (about $\frac{3}{4}$ lb.)
1/3 cup chopped smoked almonds
 $\frac{1}{4}$ cup plain fat-free yogurt
 $\frac{1}{4}$ cup light mayonnaise
1 tsp. chopped fresh rosemary
1 tsp. Dijon mustard
1/8 tsp. salt
1/8 tsp. freshly ground black pepper
10 slices whole-grain bread

Combine first 9 ingredients, stirring well. Spread about $\frac{2}{3}$ cup of chicken mixture over each of 5 bread slices and top with remaining bread slices. Cut sandwiches diagonally in half.

Mashed Potatoes

Ingredients

10 lb. potatoes
1 lb. Butter, -soft
16 oz. Cream cheese, soften and cubed
32 oz. large sour cream
Salt & Pepper

Peel, quarter and boil potatoes.

Drain

Divide the following into 3 batches and mix with the electric mixer.

Combine the batches and mix together in a huge baking pan in two 8 x 13 inch pans.

Sprinkle the top with parsley and/or paprika to make it look pretty.

Cover and refrigerate. Before baking-remove from refrigerator an hour or more ahead of time or allow extra time to bake. Warm with foil removed at 350 degrees for at least 1 hour or until; heated through, depends on how cold it was to begin with.

1. Strong Leadership: Effective leadership is one of the most important components of good teamwork. The team's leader should possess the skills to create and maintain a positive working environment, and motivate the team to take a positive approach to work and be highly committed. An effective team leader will promote a high level of morale and make them feel supported and valued.

2. Clear Communication: Communication is so important in all interpersonal interaction and especially that of a team. Team members must be able to articulate their feelings, express plans and goals, share ideas and see each other's viewpoints.

3. Establish Roles: It is absolutely necessary for team members to understand what their role on the team is, what he/she is responsible for. The team leader can enable this by defining the purpose in a clear-cut manner in the beginning and communicating expectations. Holding team members accountable for results and follow through is the leader's responsibility.

4. Conflict Resolution: Conflicts will arise no matter how well a team functions together. The best way to counter conflict is to have structured methods of conflict resolution. Team members should be able to voice their concerns without fear of offending others. Instead of avoiding conflict issues, they should be confronted quickly and resolved. □ Final thought is that for a team to win, **EVERYONE** must contribute to the overall goal of the team. Everyone plays an important role. Your commitment today to the group effort will determine if the team will win! □

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