



WINTER Weekly

Volume 187, Issue 252, February 23th, 2017

The Plano Rotary Club
www.PlanoRotary.com

UNTAPPED MARKET

UPCOMING MEETINGS

Feb 23
Earnest Burke
Black History Month

March 2
Abe Minkara
*Mark Cuban Companies
(including Shark Tank)*

March 9
Earnest Burke
MLK



FEBRUARY BIRTHDAYS

Jason Kramer	Feb 07
Roy Reeves	Feb 09
Karla Oliver	Feb 13
Sam Greif	Feb 14
Rick Grady	Feb 27
Carrolyn Moebius	Feb 27
Kyle Walters	Feb 27



REPREIVE FOR ALL POTENTIAL victims of the infamous **THREE MINUTES OF FAME**. Next week's program, *Black History Month*, will be such an extravaganza (no pressure, Earnest!) that it will be unable to accommodate that particular punishment. So relax.

King David opened the Diet of Plano at 12:16 with an Invocation by **Blair Ritchey** and a Pledge by **Justin Roche**. The Greeter was **Howard Matson** who welcomed back **Jefferson Crew**, whose wife, an SMU Law School grad, teaches math to inner city youth. Besides calling for that introduction, **SERGEANT KRAMER** credited "*Fearless Leader*" with the other **facebook** check-in. (Even **Sainted Editor**, who had published the tutorial on the subject, forgot to check-in.)

Andy Sayers, saying he'd "*be short*" today (neglecting to add "*stout*" to his tea kettle description), commenced his **3 MINUTES OF FAME**, telling us he is Dallas-born and -bred. As his Dad was a banker, so too is Andy, such was his influence. His wife traveled the world (to Australia, New Zealand, and Africa) until one trip on which, as a Gate Agent, she carried paperwork to a McDonnell Douglas MD-111 just as the pilot revved the engine, sending her airborne from the jet exhaust and putting both off air travel. She has since recovered his nerve.

He had gone to Rotary with his Dad in Dallas where he joined the *North Dallas Rotary* in 1979. Taking a banking job in Plano, he wanted to thank the Plano Police Department for their assistance with a hostage situation where a dozen people were held for ransom. "*In my bank*," he spotted the **Dapper Bandit**, who, aware he was made,

left to seek "*an easier place to rob*." He was eventually caught.

He has volunteered at a church summer camp devoted to children with muscular dystrophy. Such youngsters usually have "*died before the age of 21*."

A banking client, interested in Wealth Management, talked him into the profession, which he'd cheerfully exercise for us if we're a proper fit, other-wise, he'd send us to **CAPTAIN KIRK**.

King David announced movement of our April 13 meeting to the HQ of **Capital One** for a **MAYORAL CANDIDATE FORUM**, jointly sponsored by *Plano Chamber of Commerce* and *PRC* as well as **Capital One**.

He also shilled for 5810's Gala for the 100th Anniversary of RI's Foundation. It will be held in May at the **FRONTIERS OF FLIGHT MUSEUM**. And he warned us to attend next week **EARLY** because of the long program. Then **David** called upon **Alan SPIRITWARE Feigenbaum** to introduce the speaker.



Monty Chamberlain is the Employment Recruitment Coordinator for the *Texas Health and Human Services Commission* (HHSC).

In this role, Mr. Chamberlain is responsible for networking with employers across the state of Texas to share information about the many values disabled individuals can bring to an employer.

Mr. Chamberlain serves as a link between employers and service providers such as *Lifepath Systems* in Collin County, to increase integrated employment opportunities for disabled individuals.





Mr. Chamberlain has 33 years of state government experience having worked for the Texas Department of Transportation for 18 years in business leadership roles, followed by working for HHSC for the last 15 years in facility operations and business leadership.

Monty was born in McKinney but attended Plano's *Memorial Elementary* (our adopted school). He was back there recently and amazed to discover the place renovated beyond recognition. He lives now in South Texas.

Organized to a fare-thee-well, he had distributed folders to our tables complete with

- His PowerPoint™ presentation
- His business card
- An audience evaluation sheet
- A promotional brochure about hiring handicapped
- A "Publicity Consent Form"
- A colorful flyer urging contact (erc@dads.state.tx.us)
- And a Guide for Hiring People with Disabilities



He claims he was a "bean counter" for the State of Texas, for which he has worked 33 years. But now he has the privilege of talking with Rotaries, Chambers, and Employers to encourage the hiring of the disabled, especially the intellectually disabled. He tries to secure jobs for them at or above the minimum wage in addition to their qualified governmental benefits. He assures us that they work well alongside others. There are, of course, "lots of opportunities to employ the disabled."

He played a video of testimonies to the benefits to doing so. Managers from **HOME DEPOT**, **Walmart***, and **Foodtown**, among others, spoke of the need to find "people motivated to work" and finding them among the disabled. Some quotes from the video:

- Clarence brings a smile every day. He knows more clients than I do!
- Cole is such a great worker.
- Erick is one of the hardest workers. He has found a second home with his coworkers.

- You get an employee that shows up on time and is ready to work.
- I've now hired seven others like Clarence.
- They are dedicated, bring value, and they're not going to walk out on the job!
- It was a good business decision.

Monty said that he'd meet with any interested parties after our meeting or take our cards and call us about possible places in our businesses for the disabled. He said the broker for such employment is **LIFEPATH**.

Looking around the room, he amended his suggestion, adding "*even the retired can encourage businesses*" to make such hires. Somebody must have clued him in that we're the Geriatric Club of Plano.

LIFEPATH is a LIDDA (Local Intellectual and Developmental Disability Authority). They not only facilitate placements but also supply "job coaches" free of charge for up to six months. As the duties change, the coaches can return for new training.

He urged us to "*focus on ability, not disability,*" saying that the disabled "*have a genuine desire to work.*" And their gifts can lead them to "*out-of-the-box thinking to solve problems at work.*"

The greatest barrier to employment of the disabled is "*the lack of understanding from others.*" So he went about dispelling **myths** about the disabled:

- **Worker's Compensation Insurance rates rise for such employees.** No, instead the rates reflect only the hazards of the particular job.
- **You must create special accommodations for the disabled.** That isn't so either.
- **The Americans with Disabilities Act requires quotas.** False.
- **The disabled are often absent.** In fact, they often come to work early!
- **They cannot be fired.** Not the case.

Emphasizing the positive, Monty insisted that business would benefit by

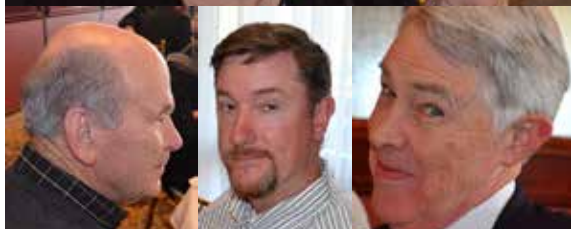
- Tax credits
- Reduced turnover and associated costs
- Good marketing
- The opportunity to gain a lasting customer base by the positive reactions of clients.
- Your company's logo on the HHSC website.

In the Q&A that followed, someone wanted to know from where the coaches come. Monty told the questioner that they are highly-trained staff appointees.

Jerry Kezhaya confirmed yet again that he has had nothing but good luck with such hires. They have been "*very successful for one of my companies.*"

Charles Milby inquired about the number of such qualified employees. Monty estimated that only about **30%** of those qualified to work are actually employed. His job is in jeopardy if and when the remaining 70% find employment!

King David gave him our “non-perpetual” desk organizer, reminded us of early arrival next week, led us in the Four-Way Test, and released us early for good behavior at **12:57**



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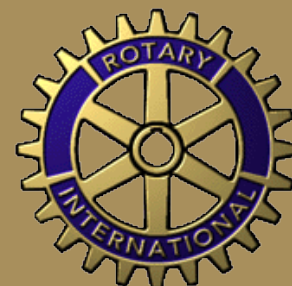
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Starting at Season's 52

5:30pm - 8:00pm

Progressive Dinner, Drawing & Giveaways
With Proceeds Benefitting

**Plano Children's Medical Clinic
Health Services of North Texas**

Co-Chairs Kristi Nelson, NBC 5 DFW Anchor
Dr. Raymund C. King

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