

May 2012

Co-Manager Training

Blind Skiing

Definition: A method of skiing in which an instructor must keep the blind skier informed of necessary turns and potential hazards. To make other skiers aware of the unique situation, the blind skier and instructor wear bright orange vests to identify themselves. With this configuration, other skiers know not to ski in between them or limit their communication.

In blind skiing, communication is vital. The instructor is the blind person's eyes in an unknown and unfamiliar environment.

At Hobby Lobby, we are committed to giving you the direction you need. Even though you may feel at times that you don't know where to go or what to do, we are here to help guide you. The company's Statement of Purpose will also help guide you in the right direction.

In order to effectively serve our owners, employees, and customers the Board of Directors is committed to:

Honoring the Lord in all we do by operating the company in a manner consistent with Biblical principles.

Offering our customers an exceptional selection and value.

Serving our employees and their families by establishing a work environment and company policies that build character, strengthen individuals, and nurture families.

Providing a return on the owners' investment, sharing the Lord's blessings with our employees, and investing in our community.

We believe that it is by God's grace and provision that Hobby Lobby has endured. He has been faithful in the past, we trust Him for our future.

The blind skier may at first sense some fear as he or she takes off. Think about it, wouldn't you? But pretty much the same way the skier feels, some of you sitting here might feel like that. A few weeks or months ago, you knew what you were doing. You were the expert. You were the one with the answers, and for whatever reason, it seems like now you have to start all over. Now you are asking the questions, and you feel blind. You're not sure how this is going to end. You're not even sure you have what it takes to start over. You spent years doing it one way, and now we are telling you, "No, we do it this way."

You may be here today feeling afraid, unsure, and intimidated. So without making you feel uncomfortable, I would like to have a word of prayer with you. Many of us around here believe that Jesus Christ is the answer to all things. No one can make you pray, and no one can keep you from praying; but if you will, close your eyes and join me in prayer.

Father, You know the hearts of all of us that sit here today. I pray You will meet each of us at our point of need. For those that do not know You as Lord of their life, I pray the Holy Spirit will draw them to You. For those that are dealing with fear, I pray all fear will be gone as they release their lives into Your hands. Use this group for Your glory. Be with their families. In Jesus' name I pray, Amen.