



First Quarter 2009

Kent-Sussex Industries, Inc.

301 N. Rehoboth Blvd.

Milford, Delaware 19963

www.ksiinc.org

N



Julio Jordan, of Dover
2008 Employee of the 1st Quarter



Carolyn Dittmar, of Millsboro
2008 Employee of the 2nd Quarter



Richard Downing, of Millsboro
2008 Employee of the 3rd Quarter



Lucas Fisher, of Wyoming
2008 Employee of the 4th Quarter

Annual Awards Dinner Honors Employees

KSI's 47th Annual Awards Dinner will be held in June at the Sheraton Dover Hotel to recognize its outstanding employees.

Each 2008 Employee of the Quarter will have the honor of receiving their own personal plaque in front of close to 250 KSI supporters. One individual will be named Employee of the Year 2008. KSI's Staff Person of the Year 2008 will be presented the Clifford T. Crouch Excellence In Service Award.

During each employee of the quarter ceremony throughout the year, the person being recognized receives a savings bond from KSI and one from the Dover Federal Credit Union. They also receive a gift certificate to G&R Campground in Houston, and their name is added to the permanent plaque displayed at KSI.

Julio's accomplishments were recognized while he was working on a KSI Community-Based Work Crew at Procter & Gamble The Dover Wipes Company. Carolyn works on many sub-contracts in Milford through KSI's Facility-Based Program. Richard is a versatile member of the KSI Work Crew in KSI's cafeteria. Lucas is dedicated to his work at Kraft Foods, another Community-Based Work Crew opportunity.

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Our web page has been updated recently.
 Check it out. www.ksiinc.org

Correspondence regarding KSI News should be directed to KSI News Editor;

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You can also read KSI News on the web
 at www.ksiinc.org.

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*Selected programs
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**denotes past Chair*

KSI's United Way
 Member Agency
 Designation
 Number is 0340



**KSI IS AN EQUAL OPPORTUNITY
 EMPLOYER**

Message from the CEO B. Craig Crouch



I hope you enjoy this edition of the KSI Newsletter. There are a lot of really good things happening at KSI for the people we serve.

As most of you are probably aware, the State of Delaware is facing some tough economic times. These tough times could mean that KSI could see its contracts reduced for the services we provide.

With that said, I encourage you to contact your State Senator and State Representative and let them know how important the services are that KSI provides. KSI services not only touch the lives of the disabled individuals that we serve with employment and training programs, but their families and providers as well.

Please feel free to contact me if you have any questions or want to know more about anything you see in the newsletter. I can be reached at (302) 422-4014 ext. 3009.

The mission of KSI is to provide supports and services which help individuals who need specialized assistance to obtain and maintain an optimal level of employment.

New KSI Day Habilitation Program Serves Individuals With Acquired Brain Injury

Delaware's Department of Health & Social Services, the Division of Services for Aging & Adults with Physical Disabilities (DSAAPD) has partnered with KSI to provide day habilitation services to individuals who have an acquired brain injury (ABI).

In June 2008, KSI began serving the first individual in this program. The program has grown, and in February 2009, KSI began providing services to the sixth individual. Each person receives individualized services based on their own needs, abilities and goals. Some of the experiences KSI provides include group activities and some experiences develop the personal interests of a particular individual.

Dedicated to helping each person reach his or her own goals, KSI's Activities Specialists are constantly visiting and exploring resources in the community. In addition to utilizing community resources, a focus is also placed on life skills. It is a continual learning process for everyone involved. One of the most rewarding outcomes in this program to date is seeing that each person being served has a program ultimately tailored for their own goals.

Together, KSI's staff and the individuals in the ABI Program, have given volunteer time to the Georgetown SPCA, Abbotts Mill Nature Center, and Habitat for Humanity. They have also explored hobbies such as fishing, hiking, and photography. They are now aware of and INVOLVED in their communities. KSI's ABI Program is making it possible for people with an acquired brain injury to pursue their goals and interests.

For more information about KSI's ABI Program, contact Linda Pearson, Director of Facility-Based Operations, at (302) 422-4014 ext. 3029.



Michael Wirth, KSI Activities Specialist (left) takes a break with Ted Demusz at Abbotts Mill Nature Center in September 2008. Michael and Ted, along with another group of volunteers from KSI, provided valuable volunteer services to Abbotts Mill as they helped for several months with ground maintenance, light construction projects, and general facilities upkeep on the Nature Center grounds.

Tips and Strategies for Positive Communications with People with Disabilities

Myth: People with disabilities always need help.

Fact: Many people with disabilities prefer to be independent. They also like to help others whenever they can. If you want to help someone, with or without a disability, ask first if they want your help.

Work Opportunity For KSI Grows At Procter & Gamble

Since 1975, KSI has had a working relationship with Procter & Gamble The Dover Wipes Company (P&G), which at that time was known as Scott Paper.

That relationship has grown over the years, and in fiscal year '08, P&G provided over 91,000 hours of employment to 96 different people who had the opportunity to work on this community-based work crew. They earned over \$681,000 in wages.

KSI Vice President, Jayson Crouch, said, "In fiscal year '09 these numbers have the potential to double." In August of 2008, KSI started a second work crew at P&G. The first crew has worked the 7-3 shift for many years. The second crew is now staffing the 3-11 shift, by utilizing about 45 production workers, two supervisors, and three new van drivers. An on-site Project Manager was also assigned to manage both shifts.

Mr. Crouch was very complimentary of the KSI staff for its efforts to make so many changes in such a timely manner. He said, "In a matter of about three weeks, the staff reorganized van routes and drivers, hired additional production supervisors and met with the families and care givers of those program participants who were interested in the 3-11 shift. There were a lot of meetings, a lot of changes, and a great opportunity to be seized. Everyone pulled together to make this opportunity a reality."

This additional shift, staffed by KSI, ensures that P&G's production demands will continue to be met. KSI's workforce at P&G is responsible for two different packing operations. One operation is called Multipack.

In this process, refill packs of Pampers Baby Fresh Baby Wipes are hand packed into cases. The other operation is referred to as MSO. In this operation, Pampers Baby Fresh Baby Wipes refills are hand packed into tubs and then into cases.

Mr. Crouch said, "P&G has demanding production needs and expectations. They knew from our years of experience on the 7-3 shift that our workforce was capable, dedicated, and motivated to help them reach their goals. KSI has confidence, and so does P&G, that we can get the job done. We have faithfully proven that our work crews can meet, and sometimes exceed, the 200-250 pallet per shift expectation."

"Let there be no doubt," Mr. Crouch continued, "This group works hard. It's a fast paced environment where the end result is critical. Our crew members are often at work on Saturdays. They are proud to be part of the P&G team. KSI is thankful that our relationship with P&G has grown."

Today at P&G, we have close to 100 production workers, four supervisors, and a Project Manager, supported by six van drivers and routes. The expanded shift was a challenge in many respects, but the positive growth for those we serve is the result we all want.

"Employment changes lives," said Mr. Crouch. "I see it all the time. I see people who reach for opportunities they would not have had without KSI's support. For some, this job means a chance to go back to school, for some, the job provides wages necessary to pay bills, and for others it allows them an independence for which they can be proud."

KSI's Work Crew Congratulates Linda Hitchens - KSI Champion As She Retires From Intervet/Schering Plough Animal Health



Linda Hitchens
KSI Champion
Retires

They gathered to express their appreciation and best wishes. Work crew members, Craig Chandler, Dale Harr, Sally Skweres, James Wright, Thomas Shaffer, Nancy White, Herman Paynter, Tremaine Johnson, David King, and supervisor, Constance Johnson have enjoyed working with Linda Hitchens.



Linda Hitchens, hired by Intervet in 1981, also named KSI Champion in June 2008, will be retiring. We appreciate her dedication to KSI and the people we serve.

Through Intervet, which has now become Intervet/ Schering Plough Animal Health, KSI has had a relationship with Linda since 1989. Focused on meeting the goals established by Intervet, Linda and her staff have always searched for ways to utilize KSI's talented and dedicated work force.

Linda, Senior Packaging Supervisor, has

always made sure the KSI team was included in all Intervet's company activities and celebrations. She has taken a personal interest in the lives of the KSI work crew and has seen ABILITIES. She provided opportunities for the crew members to be challenged and to grow in the workplace. She has put forth a great deal of effort to have a relationship with the individuals on the KSI team.

This KSI Champion, Linda Hitchens, will be remembered at KSI for a long time. We say, "Thank you, and best wishes in retirement."

KSI's MAKE A DIFFERENCE SOCIETY RECOGNITION EVENT SET FOR MAY 7 AT MILFORD'S CAUSEY MANSION

KSI's Make A Difference Society consists of people who have committed to KSI and those we serve by making a contribution or a pledge, to KSI's Endowment Fund, administered by the Delaware Community Foundation. A pledge, or a Planned Gift, can be executed

by your attorney through your will or other means. Donations from members of the Make A Difference Society will last forever. The principal amount will remain intact. As the fund grows each year, only a portion of the growth can be used by KSI. You can even create a named fund if

you are interested. Currently, we have the Velma E. Steward Fund, the Swierczewski Fund, and the Clifford T. Crouch Fund. You can make a difference too. For more information about the Make A Difference Society, call Craig Crouch or Michelle Cain at (302) 422-4014 ext. 3009.

Recent Contributors *December 1, 2008 - January 30, 2009*

James Alexander	Mary Fairchild	Mr. & Mrs. Alan	Mr. & Mrs. Ralph
Kim Ayvazian	Mr. & Mrs. Bill Farlow	Lauckner	Schieferstein
Mr. & Mrs. P. Brooks	Robert Farmer	Mr. & Mrs. William	Schmittinger &
Banta	Mr. & Mrs. David	Lauderbaugh Jr.	Rodriguez
Warren Beideman	Fetterman	Mr. & Mrs. Roger Levy	George Schreppler Jr.
Mr. & Mrs. John Benson	Mr. & Mrs. Gerry Foss	Lions Club of Frederica-	Service Energy/ Poore's
Frances Biddle	Mr. & Mrs. Hugh	Spring Creek	Propane
Mr. & Mrs. Bill Breton	Gillon	Lions Club of Laurel	Mr. & Mrs. Gardner
Lillian Burris	Goshen United	Lions Club of Rehoboth	Shugart
Mr. & Mrs. Robert Burris	Methodist Church	Beach	Karen Sipple
Burris Logistics	James Haile Jr.	Patrice Mahon	Margaret Snow
Mr. & Mrs. Lee Bye	Dr. & Mrs. Robert	Terri Marcinkewicz	Mr. & Mrs. James
Mr. & Mrs. Jack	Heckman	Katherine Wilson	Starling
Carpenter	Mary Ann Heinold	McNeilly	Annette Stevenson
Causey Mansion Bed &	Mr. & Mrs. Richard	Bud Mowday	Edward Swierczewski
Breakfast	Hickey	Judith Mulhern	Dr. & Mrs. Joel Temple
Century Club of Milton	Mr. & Mrs. Francis	Martha Nickerson	Mr. & Mrs. Robert
Gerald Crane	Holleger	Mr. & Mrs. Charles	Thomas
Mr. & Mrs. Clifford	Christine Hopkins	O'Day	Shirley Thompson
Crouch	Dottie Hopkins	Mr. & Mrs. William R.	Tidewater Utilities Inc.
Mr. & Mrs. Larry DeBold	Mr. & Mrs. Vincent	Outten	Dr. Patrick Tierno
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Rev. & Mrs. John	Mr. & Mrs. Karl Katz	Mr. & Mrs. Keith Pusey	Presbyterian Church
Desaulniers	Kent County	Randy Mitchell Painting	Women's Assoc.
Mr. & Mrs. Timothy	Republican Women	Vera Reed	Judith Whitman
Dillon	Mr. & Mrs. Harvey	Robert Rementer	Mr. & Mrs. James
Dr. Lucinda Bunting	Kenton	Mr. & Mrs. Nicholas	Williams
Charlotte Dressler	Mr. & Mrs. Steve	Rodriguez	Women of the Moose,
Mr. & Mrs. Frederick	Kimpton	Lucille Rogers	Harrington, Chapter
Duffy	Kirby & Holloway	Molly Rogers	#1229
Elks Lodge #1903 of	Provision Company	Ruritan Club, Bi-State	Elaine Wright
Dover	Mr. & Mrs. Arnold	Ruritan Club, Burrsville	Blonnie Zakrociemski
Mr. & Mrs. Eugene	Koehler	Derek Sapp	
Errera	Herbert Konowitz	Mr. & Mrs. Frederick	Thank You Very Much.
Jerry Esposito	Anna Kulczycki	Schatz	

KSI also has a Planned Giving Program.

Make arrangements through your WILL for KSI to receive a gift.

Contact Craig Crouch for information - (302) 422-4014 ext. 3009

KSI Plans Its 20th Annual 3 Club Golf Tournament Become a 2009 Sponsor

YOU can help KSI raise money and awareness.

Join the fun, promote your business.

- _____ Major Sponsor \$3,000 (complimentary foursome, tee/green sign)
- _____ Golf Cart Sponsor \$1,500 (golf carts signage, tee/green sign)
- _____ Support Sponsor \$1,000 (complimentary tee/green sign)
- _____ 19th Hole (hors d'oeuvres) Sponsor \$500 (signage at the hors d'oeuvres)
- _____ Mulligan Sponsor \$250 (signage at registration)
- _____ Driving Range Sponsor \$250 (signage at driving range)
- _____ Lunch Sponsor \$250 (signage at lunch area)
- _____ Scoreboard Sponsor \$250 (signage at Pro Shop)
- _____ I can donate a door prize, or a minimum donation of \$50 so KSI can purchase a door prize in my name.
- _____ I can donate something for the goody bags. We need 160 of these items.
- _____ I can donate GOLF BALLS. We always need golf balls!!
- _____ Tee/Green Sponsor \$150
- _____ I am interested in playing, \$125 per person, or a foursome, \$500.

For more information, call Alicia Hollis at (302) 422-4014 ext. 3015
or email at hollisa@ksiinc.org

**Special Thanks To Our 2008 Major Sponsors:
Citizens Bank, Delaware River & Bay Authority,
Discover Bank, L & W Insurance Agency, Sunoco
Support Sponsors: BNY Mellon Wealth Management,
Comcast, Delaware Today**

Join KSI At The Roadhouse Steak Joint

Wednesday, May 20, 2009

11:00 a.m. - 9:00 p.m.

The Roadhouse will donate 10% of their daily proceeds.
(food and drinks)

Displays will be set up and staff
available for questions.

Door Prizes and Raffle Available

Spread the word.

Bring a friend.

Join Us.

For special accommodations, more
information or directions,
call Alicia Hollis
(302) 422-4014 ext. 3015

Come by for a meal,
a cup of coffee, or
dessert.



KSI News
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*If something needs to be corrected, please make corrections and send update to Alicia Hollis at the above address.
Thank you.*