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## *Kraft Foods Provides More Than Employment*

"I love my job at Kraft Foods." "We can do the job. They know we can." "I love my supervisor." "I have new friends at Kraft." "They like us there." These are some of the pride-filled, enthusiastic comments made by KSI program participants working on the KSI Work Crew at Kraft Foods.

And it's true. Kraft Foods, and its employees, have opened their arms to KSI and our community-based Work Crew working at their Dover location. The KSI Work Crew is included in all Kraft on-site company functions from Christmas parties to safety celebrations.

The employment opportunity provided by Kraft Foods has introduced KSI participants to a new environment, co-workers, supervisors, friends, experiences, job responsibilities, and new successes.

In October 2005, Kraft Foods contacted KSI about a labor need at their location in Dover. This opportunity sparked a flurry of excitement throughout KSI. Every opportunity for employment is embraced at KSI, although community-based Work Crew opportunities are especially exciting for us and the people we employ.

Our program participants want job opportunities that provide a more independent work environment and a chance to increase their paychecks. KSI strives to help each participant reach their goals and their optimal level of employment. When the Work Crew at Kraft Foods was originally assembled in 2005, a KSI supervisor and three KSI program participants were scheduled to begin working there. Gradually, more crew members were added as needed.

Now, more than a year later, the Work Crew consists of seven participants and a KSI supervisor. The members of this Work Crew have proven to be dedicated, flexible, effective, excited, and proud to work at Kraft Foods.



Members of the KSI Kraft Foods Work Crew are: (left to right) Tina Hollis, Amanda Middleton, Gwen Williamson, Hank Capasso, Gilliean Walsh, William Woolford, Kelly Smith, and KSI supervisor, Katie Clauser.

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Our web page has been updated recently.  
 Check it out. [www.ksiinc.org](http://www.ksiinc.org)

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**KSI IS AN EQUAL  
 OPPORTUNITY EMPLOYER**



## Message from the CEO B. Craig Crouch

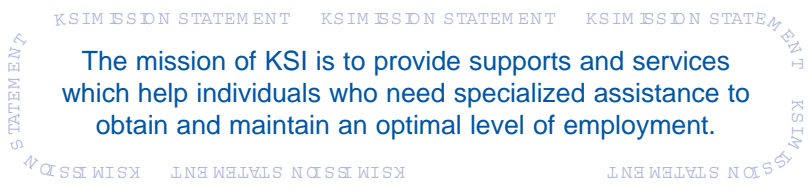


Wow, it is hard to believe that another year has come and gone! I am very excited about what 2007 will bring for KSI and the people we serve. This past year was a busy and very productive year for the organization, and 2007 is starting out just the same.

KSI partnered with Playtex, and has a large crew in their facility in Dover. This crew of 90 KSI employees is supported by ten KSI staff. Needless to say, a project of this size took the effort and commitment of everyone at KSI to get it started and make it happen. I am extremely proud of the way everyone responded to this challenge and opportunity for the people we serve. KSI now has more than 92 of the people we serve working and earning in the community.

On June 11 of this year, KSI will turn 45 years old as an organization! This is a milestone that we are very proud of. While as an organization we have accomplished some great things, I believe some of our greatest accomplishments lie ahead.

I also need to recognize that KSI and the individuals we serve could not have been as successful as we have been without the support of all of you reading this newsletter right now. Please do not underestimate the impact you have had, and can have, in creating employment opportunities for the individuals with disabilities that we serve. Thanks for all you have done for KSI and the individuals we serve, but more importantly, Thanks for all you are going to do! Please join me, the staff, and the Board of KSI in making 2007 another year to remember.



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.

## Meet A Member of KSI's Board of Directors, William Hare



William, "Bill", Hare is the newest member of KSI's Board of Directors. He is no stranger, however, to KSI or its Board as he also served on KSI's Board in the early 1990s. Mr. Hare said, "This is a great organization. I like what KSI does, and I wanted to be able to give 100% to the Board. When you see what's happening at KSI, you can see very clearly that you're having an impact. You can see and feel the enthusiasm of KSI's program participants, and you know that KSI is touching them in a very special way."

Mr. Hare is very busy and active in the community. He is on the Board of the American Heart Association for Kent County and is the chair of the 2007 Heart Ball, as he was in 2006. Mr. Hare is also a member of the Colonial Rotary Club and is a former Dover City Councilman who still serves on some City committees when asked. Throughout the Christmas season, Mr. Hare dons his Santa suit to bring smiles to children young and old. He is the father of two daughters, and he enjoys spoiling his three granddaughters. He is self-employed, and owns A & H Uniforms, and Always Advertising.

Mr. Hare said, "More people need to see what KSI does. Really see it. So many people are familiar with the organization, but having a general understanding of the services KSI provides is very different than actually seeing for yourself." He continued, "You never know when a loved one will need the services KSI provides. KSI offers a valuable service in Delaware. KSI is like a family. Yes, work is the focus of the day, but the individuality of each person is recognized and valued. Every time I come to KSI, my day is enriched. I see smiles. I see dedicated program participants who strive to do their best. I see excitement and pride when someone shows me what they're working on."

**"I encourage everyone to take a tour of KSI. It will make your day."**

*Tips and Strategies for Positive Communications with People With Disabilities*

**Relax. Be yourself.**

**Don't be embarrassed if you happen to use commonly used expressions such as**

**"See you later" or "I've got to run along now"**

**that seem to relate to the person's disability.**

# Meet KSI Employees of the Quarter for 2006



**Gwen Williamson**, of Magnolia  
2006 Employee of the First Quarter



**Patrick Clendaniel**, of Milton  
2006 Employee of the Second Quarter



**Chris Whitescarver**, of Dover  
2006 Employee of the Third Quarter



**Lisa Littleton**, of Georgetown  
2006 Employee of the Fourth Quarter

*KSI's Employees of the Quarter for 2006 will be the guests of honor during KSI's 45th Annual Awards Dinner on June 12 at the Sheraton Dover Hotel.*

*At the awards dinner, each person will receive his or her own personal plaque, and will have an opportunity to accept their award in front of nearly 200 KSI supporters. One of these four individuals will be named Employee of the Year 2006.*

*During each employee of the quarter ceremony throughout the year, the outstanding employee 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.*

*Gwen Williamson is currently working on a KSI Work Crew at Kraft Foods in Dover. Patrick Clendaniel and Chris Whitescarver are both members of the KSI Work Crew working at Playtex Products in Dover. Lisa Littleton works on a variety of jobs in Milford through KSI's facility-based employment program.*

*KSI will also name a staff employee of the year during the awards dinner. KSI is proud to recognize and celebrate successes at the Annual Awards Dinner.*

# ***KSI Open House***

***Tuesday, April 3  
12:30 - 7:00 p.m.***

You are cordially invited.

Please help us celebrate  
45 years of quality services.

KSI has arranged special  
Open House hours.

***12:30 - 7:00 p.m.***

Guided tours will be given  
throughout the day.

No appointment necessary.  
Notification of groups larger than 5  
would be appreciated.

Light refreshments will be served.

KSI works very closely with many  
businesses in the area. You will be  
amazed when you see all the jobs  
being done at KSI. Come see what  
we are capable of doing.

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

# ***The Roadhouse Steak Joint Supports KSI Wednesday, April 18***

On Wednesday, April 18, the Roadhouse Steak Joint, in Rehoboth, will donate 10% of its proceeds to KSI. With hours from 11:00 a.m. until 9:00 p.m., this is a great opportunity for YOU to support KSI while enjoying lunch or dinner in an atmosphere suitable for the entire family.

For the last three years, The Roadhouse has partnered with KSI in our fund-raising efforts. The day is more than a fund-raising opportunity for KSI. It is a chance to show the community what we do, and what our agency is all about.

Diners in the early part of the day will see a display table informing them about KSI. During the evening hours, from 5:00 until 7:00 p.m., KSI staff will be available to greet diners and answer questions about the services KSI provides.

This is a fun way to support KSI. It is also a way to join the KSI family for an evening. As an agency, and as individual KSI employees, we appreciate every donation KSI receives. This night provides an opportunity for KSI and its staff members to meet our supporters personally. We are very fortunate to have strong community support in many ways. (If you would like to support KSI, but are unable to attend, donations can be mailed to 301 N. Rehoboth Blvd., Milford, DE 19963.)

**Join us at The Roadhouse Steak Joint.  
Wednesday, April 18**

For more information, call  
Alicia Hollis at (302) 422-4014 ext. 3015

# Recent Contributors August 16, 2006 - January 15, 2007

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 Ann Alexander  
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 Artesian Water Company  
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**Thank you to everyone who has made a donation to KSI. We appreciate your support.**

## Employment Corner

Our last issue of *KSI News* reported on our renewed commitment to Supported Employment. Supported Employment is a term used to describe a model or methodology of assisting people with disabilities to be successful in the competitive job market. Since our last report, there has been a lot of activity in our Employment Department. One of our participants got his first job, with a grocery store, in the Dover area. He has been successfully working for six months now. Our Employment Coordinator, Stefanie Hammond, is enrolled in the Job Development/Job Placement Graduate Level Certificate Program at the University of Maryland. Our Employment Specialist, Linda Cobb, is enrolled in the six-week Supported Employment Course offered through the Center for Disabilities Studies at the University of Delaware.

But the most exciting thing happening is the buzz. The buzz about Supported Employment. When good things are happening, people hear about it, they feel the excitement, and they want to be part of that excitement. In recent months, we have had several participants inquire about the Supported Employment option, and currently have two people enrolled in the program. We are in the process of locating job opportunities for them. We are searching for jobs in Food Service, Janitorial and/or Child Care. If you have a job in one of these areas, or know someone who does, call Stefanie Hammond, Employment Coordinator, at (302) 422-4014 ext. 3111.

### Successful Job Matching

As we all know from our own experiences, people are much more likely to be successful in their job if it's a good match for them. We all have our own unique skills, weaknesses, interests, likes, and dislikes. Some people like active, fast-paced environments, while others like a more quiet environment. Do you prefer outside work or inside work, physically demanding or sedentary work, etc.? But how do we help a participant determine the job characteristics best for them if they have no experience? We use on-site Situational Assessments.

A Situational Assessment is simple; we place the participant in an employment situation, so they can personally assess that type of employment, and so we can professionally assess their potential in that type of work. The real work experiences are critical to help identify good job matches. Can your company permit us to do an assessment at your location? If so, call Stefanie Hammond, Employment Coordinator, at (302) 422-4014 ext. 3111.

### Mispyllion Rotary Club's Romantic Valentine Gala Benefits KSI

The Mispyllion Rotary Club hosted its 8th Annual Romantic Valentine Gala on February 10. For the 8th year, KSI was the beneficiary.

In order to make this event as successful as possible, the Rotary Club and KSI teamed up together to secure Gala sponsorships. Tickets to the romantic event guaranteed guests an evening to remember. While listening to the Carl Garnier Orchestra, guests enjoyed an open bar and hors d'oeuvres from 6 - 7:00 p.m. Dinner and dessert were followed by an evening of dancing. Donated door prizes were given out so that guests could continue enjoying their Valentine experience.

The Mispyllion Rotary Club has not only helped to raise funds for KSI, it has also helped to raise community awareness. KSI is thankful for supporters like the Mispyllion Rotary Club. The Mispyllion Rotary Club meets each Tuesday at 7:15 a.m. at the Heritage in Milford. Guests are welcome.

# ***Kraft Foods Provides More Than Employment***

(continued from page 1)

Through employment, Kraft Foods' employees and KSI employees have bonded. That bond has extended beyond the working environment. Individuals from KSI joined forces with Kraft Foods in their efforts to support the Special Olympics Bowling Tournament held in January at the Rodney Village Bowling Lanes.

Kraft Foods is the major sponsor of the Special Olympics Bowling Tournament and, as such, they provide financial support as well as volunteers to help in various ways throughout the tournament. Several KSI employees volunteered to help the Kraft Foods' employees in their efforts to make the tournament a success for all the athletes participating. It is an awesome experience, as a KSI staff member, to listen to the participants on the Work Crew talking about their jobs and their experiences at Kraft Foods.



Gilliean Walsh and Tina Hollis (left to right) are members of the KSI Kraft Foods Work Crew. In this picture, they take a minute from their volunteer assignments at the Special Olympics Bowling Tournament to have their picture taken with Jane Adolphi, a Kraft Foods employee who also volunteered at the tournament.

"I love my job at Kraft Foods."

"We can do the job. They know we can."

"I love my supervisor."

"I have new friends at Kraft."

"They like us there."

Community-based employment provides more than employment.  
It provides an opportunity to become part of the community.



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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.*