

In This Issue:

Wolffington Donates 14-Passenger Bus

KSI gets a big addition to its transportation fleet from a dedicated Milford business.

Page 4

Abby Altman Becomes Program Director

Abby Altman takes on key management role at KSI's Milford center.

Page 4

Annual Report for FY25

Fiscal Year 2025 with all its challenges and opportunities gets reviewed by KSI's CEO.

Page 6

PLUS:

A Message from the CEO.....	2
Knights of Columbus Makes Gift.....	2
United Way Goal Exceeded.....	3
Stephanie Gray Promoted.....	5
Chris Acocella Joins IT Team.....	5
Lewes-Rehoboth Rotary Donates.....	5
KSI Honors Dallas Adams	8
Sussex County Supports Music.....	9
DFRC Grant for Mural Project.....	9
Recent Contributors.....	10
Susan Winterbottom Hired	11
Shawn Bowman Honored.....	11
Important Dates in 2026	11
Participants Enjoy Muzzles	12
Maura Ganc Opens Bocce Park	12

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A grant from the Helen D. Groome Beatty Trust will help KSI offer targeted career assessment with participants.

Helen D. Groome Beatty Trust Donates \$20,000 to Create a PAES® Lab

KSI's efforts to implement a new system for more effectively assessing participants' skills and matching those skills with careers in which those individuals can thrive got a huge boost. The Helen D. Groome Beatty Trust granted KSI \$20,000 to help set up a PAES® Lab at KSI to further enhance the organization's employment readiness programs. The grant sets KSI halfway to the approximate \$40,000 goal needed to implement the program.

A PAES® Lab (Practical Assessment Exploration System) involves hands-on, simulated workplaces designed for participants with disabilities. The system is structured to help individuals explore various jobs, assist service providers in assessing individuals' career potential, and develop essential work skills. The focus is on five career paths—Business/Marketing, Computer/Technology, Construction/Industrial, Processing/Production, and

Continued on page 3.

KSI's Mission Is...

to create opportunities for individuals with disabilities to learn and grow. Through training, education and supportive programs and services, we enable individuals to accomplish their personal and work-related goals.

Correspondence regarding KSI News should be directed to *KSI News Editor: MARK REEVE*
301 N. REHOBOTH BLVD.
MILFORD, DE 19963
reevem@ksiinc.org
(302) 422-4014

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

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Selected programs have been accredited by the Commission on Accreditation of Rehabilitation Facilities



KSI's United Way Member Agency Designation Number is 340

Community Partner

KSI is an Equal Opportunity Employer.

And as such, we are committed to providing equal opportunity in employment without regard to gender, race, color, national origin, religion, disability, sexual orientation, gender identity, veteran status or any other protected class. If you have any questions about KSI's efforts in this area, please contact the KSI EOE/AAP Officer at 302-422-4014.

Accommodations—In compliance with ADA Amendments Act (ADAAA), should you have a disability and would like to request an accommodation in order to apply for a current open position with KSI, please call (302) 422-4014 ext. 3014 or email us at stumpn@ksiinc.org.

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A Message from KSI's CEO Heath B. Chasanov



It's turning out to be a brutal winter this year. However, we still have much happening at KSI that warms my soul. One bright spot is KSI's receipt of a number of badly needed additions to our transportation fleet. Three of those transports were donated by the Delaware Transit Corporation and have been anticipated for more than a year. One additional vehicle was partially donated to KSI by Morse Roofing & Siding in Dagsboro, Delaware. You may also read about the new 14-passenger transport from Wolfington Body Company on page 4 of this newsletter.

We're excited about the continuation of our Annual Awards Dinner on July 9, 2026 at the Modern Maturity Center. For the first time in more than six years, we'll be honoring the Participant and Staff of the Year. Keep an eye out for information on becoming a sponsor of this inspiring event.

We've been talking about a Capital Campaign that will begin this year to fund the ultimate renovation to KSI's Milford Skill Development Center north section. Along with interior rework, the project will include a re-envisioning of KSI's character with redesign of the Rehoboth Boulevard façade. It is particularly rewarding to start seeing concepts for this final phase of the Milford center's new life, as well as beginning talks with some of the anchor funders that will push the fundraising effort forward. We look forward to working with our community partners to make this vision come to fruition for the improvement of hundreds of Delawarean's lives.

A harsh part of recent weeks has been the passing of our good friend and compassionate custodian Dallas Adams. For more than 11 years, he was a brilliant part of our daily lives. Our heart goes out to his wife Albertha and family at this time of loss. He will be greatly missed.

Heath B. Chasanov

Knights of Columbus St. Joseph Council Donates to KSI

Members of the Knights of Columbus St. Joseph Council 3792 presented a check for \$1,756.50 in December to support KSI's programs. The funds were part of the Knights' annual Tootsie Roll Drive to benefit programs serving people with intellectual disabilities.



Pictured left to right are Knight Mark Gajda, KSI CEO Heath Chasanov, Knights Ramone Quinene and Allan Fritz Schmulling.

The Knights of Columbus Tootsie Roll Drive started in 1970 and is a nationwide fundraiser in which Knights collect donations at numerous locations in their regions to support local programs.

“PAES® Lab” continued from page 1. Consumer/Service. Participants work through hundreds of life and work skills exercises with increasing difficulty. All the while, they’re building independence and identifying strengths for transitioning to independent employment. The goal of PAES® is to determine what an individual can do on their own as independently as possible.

The new system will create a more standardized foundation for assessing individual skills and career interests. The system entails PAES® Lab workstations and curriculum kits for each of the five career focuses. KSI will also have PAES®-dedicated computer stations equipped with assessment software and performance data tracking modules to measure individuals’ progress.



As part of the PAES® system, hundreds of demonstration activities highlighting five career paths will help participants and KSI staff better assess career choices.

KSI Surpasses United Way Goal—CEO Takes the Pie



Participant Gilliean Walsh had the honor of “pie-ing” Heath Chasanov for the United Way.

In October, KSI’s team set their sights on raising \$5,000 to support United Way of Delaware. As motivation to enhance donation commitments, KSI CEO Heath Chasanov volunteered to take a pie in the face if staff made their goal. By the end of the campaign, staff had exceeded that goal with a total of \$6,469. And, yup—

Mr. Chasanov made good on his word.

On November 17, participant Gilliean Walsh had the honor of mashing a whipped cream pie into Mr. Chasanov’s face. Heath took it like a champ with gratitude to the entire staff for making the United Way Campaign a success and supporting KSI’s reputation in the community.



Celebrating KSI’s campaign success were Debbie Armstrong, United Way of Delaware’s Senior Director, Philanthropy & Engagement; KSI HR Manager Nina Stump; United Way of Delaware’s Director, Engagement & Partnerships Wanda Barrett; and KSI’s Director of Funding Opportunities and Board Relations Michelle Cain.

Wolfington Body Company Donates 14-Passenger Shuttle Bus to KSI



Wolfington Body Company presented a 14-passenger Shuttle Glaval Bus to nonprofit KSI to support the organization's transportation for people with disabilities. Pictured left to right are Wolfington management Richard Wolfington, Jr. and Richard Wilson; KSI's Director of Transportation Ron Harris; and Eganne Wolfington McGowan.

In December, Milford business Wolfington Body Company informed KSI that it was donating a 2024 Ford E-450 Shuttle Glaval Bus to support KSI's transportation fleet. Valued at \$114,692, the bus accommodates 12 seated passengers and two wheelchair transports.

Wolfington annually provides charitable contributions to service organizations, including vehicle donations. According to Wolfington's Milford Sales Manager Stephanie Hoffmeier, the company was looking for a local nonprofit that would utilize a low-mileage bus to benefit deserving communities. An inquiry to the Delaware Department of Education targeted KSI as an ideal organization to make use of a high-quality transport.

Wolfington Body Company has been providing school and

KSI's Abigail Altman Promoted to Program Director

KSI announced the promotion of Abigail Altman to the position of Program Director for the organization's Milford Skill Development Center. She will oversee all Case Managers and Direct Support Professionals (DSPs) at the Milford site and assist the Vice President of Operations with transportation management. Altman has been a Case Manager with KSI since 2023, planning, implementing, and documenting services and supports for program participants, as well as providing training and supervision to KSI's DSPs.

Ms. Altman's experience equips her well for working with individuals and their families to create positive outcomes in their lives. Previous to joining KSI as a Case Manager, Ms. Altman was a DSP with Autism Delaware's POW&R (Productive Opportunities for Work & Recreation) program, helping individuals

commercial bus sales, service, transportation, and parts for 150 years. The company provides bus distribution and service throughout Pennsylvania, New Jersey, and Delaware.



with autism find opportunities for employment, volunteerism, and other pursuits. She was also a Community Navigator for The Columbus Organization, within which she guided people with disabilities and their families to the resources they needed. Prior to that, she was a Family Support Specialist with the State of Delaware providing, coordinating, and monitoring the delivery of professional social work services to children, youth, and families.

KSI's transportation fleet travels hundreds of thousands of miles annually to provide safe transport for many of its more than 200 program participants between home and varied opportunities.

Families Have First in a Series of Meetings with KSI Management



Several of KSI participants' family members had the opportunity on February 4 for a personal conversation with CEO Heath Chasanov and other management team staff. The families were updated about changes coming to KSI's Milford center and got answers to questions they had about programs and services. They also enjoyed a tour of recent renovations to the Milford site. It was the first in a series of quarterly family meetings KSI plans to host

throughout the year. We will be sending out notices to individual families regarding upcoming opportunities, both in person and virtual, eventually rotating through our entire participant list. We appreciate your input and look forward to having the opportunity to deepen our relationships with all our participants' families.



CEO Heath Chasanov updated families about new developments at KSI.

Chris Acocella Joins KSI's Staff as IT Specialist

KSI recently hired Raymond "Chris" Acocella as IT Specialist, responsible for set-up, installation, and troubleshooting for all computer technology hardware and software supporting KSI operations and services. He will also interface with vendors and provide training and support as needed.



Lewes-Rehoboth Beach Rotary Donates to KSI Food Service

On December 15th, the members of the Rotary Club of Lewes-Rehoboth Beach presented a check for \$3,500 to KSI CEO Heath Chasanov. The funds were earmarked to purchase a new hot box for the organization's cafeteria. The equipment is a portable, insulated container or cabinet

to keep prepared food hot for transport or holding. It's instrumental in daily breakfast and lunch preparation for KSI participants, where meal units are prepared ahead of the scheduled pick-up times and need to be kept at a safe temperature until they are delivered for consumption.





KSI Fiscal Year 2025 Annual Report

By KSI CEO Heath B. Chasanov

It's always illuminating to take a look back over the past year and seeing KSI's progress.

Financially, a positive story told by the numbers was a 10% rise in operating revenue between FY24 and FY25. The rise of \$878,205 had to do with a few factors. The dominant income source of Government Agency Fees and grants rose 21%, reflecting two things. One was the implementation of funding for rate increases moving forward from the FY23 State budget due to the McNesby Act. The other was concerted efforts of the operations team in recruiting, onboarding, and accommodating new program participants. Also worth noting in FY25's stats is that expenses were controlled to the point that costs of operations only increased 4% from the previous year, and were far outpaced by the increase in income.

Organizationally, 2025 was an eventful year for KSI. In the fall, we unveiled the completed redesign and renovation of the Milford Skill Development Center's central section. The latest leg of this master renovation project included a new training center for the Pre-Vocational program that provides an education-style environment to better facilitate participants' benefit from the lessons provided

to them. It also included a new Life Skills Center, including a mock "home" set up with kitchen, laundry, and other daily living spaces. The center will be used to help participants transitioning to independent living gain many of the skills necessary to thrive in that environment.

community members understand the nature of KSI's mission more readily at a glance and make the facility more inviting and personal. Along with replacement of the center's roof, the completion of renovations will require KSI to engage with a wider array of funding partners. That engagement will come in



This concept drawing for an exterior redesign is one part of how KSI is re-envisioning itself.

We're in the process of refining concept plans that will reshape the north wing of the Milford center. Part of those plans envision an interior space that is flexible and modular enough to accommodate both training activities and paid production work that is part of participants' work skills development. Additionally, the Milford center's exterior will get a make-over that will help

many ways, including a comprehensive capital campaign and personal meetings.

Moving forward into FY26, we're looking at different ways to deliver vital programs and enrich participants' lives. Something that has already begun is a deepening alignment with the Special Olympics, thanks to the leadership of Dr. Kris Failing, Director of Mission

Continued on page 8.

FY 2025 Financial Statement

Revenue

Contributions	\$189,321	2.1%
Contributions In-Kind	\$2,494	0.0%
Fund Raising Events & Special Activities	\$60,877	0.7%
Federated Fund Raising	\$51,977	0.6%
Fees and Grants from Government Agencies	\$6,054,489	68.3%
Sales to Public	\$1,684,297	19.0%
Investment Income	\$592,241	6.7%
Rental Income	\$164,194	1.9%
Miscellaneous Revenue	\$61,462	0.7%
Total Revenue	\$8,861,352	100.0%

Expenses

Program Services	\$5,048,797	62.1%
Transportation	\$1,608,558	19.8%
Development	\$144,534	1.8%
Management & General	\$1,328,720	16.3%
Miscellaneous Expenses	\$0	0%
Total Expenses	\$8,130,609	100.0%
Excess/Deficit	\$730,743	



FY 2025 KSI Program Data

Total No. Participants *	205
No. Participants Served by Program **	
Skill Development Center Life Enrichment Services-Milford	46
Life Enrichment Services-Georgetown	26
Skill Development Center Pre-Vocational Services	91
Community-Based Pre-Vocational Services	21
Explore Program	21
No. of Businesses Subcontracting to KSI	8
No. of Community-Based Work Crews	4
No. of KSI Cartridge Service Customers	62
Total Subcontract Income	\$1,684,298
Total Participant Wages	\$654,643
Total Unfunded Production Worker Wages	\$147,625
Total Participant/Unfunded Production Worker Wages	\$802,268
Total Staff, Including Drivers	94
Total Kamp Lenape Seasonal Staff	3
Total Miles Logged by Vans & Buses	548,491

* Unduplicated Count—includes The Explore Program.

** Some participants were in 2 or 3 programs.

Note: Total participant wages includes all disabled workers. Total unfunded production worker wages only includes non-disabled casuals.

FY 2025 Specific Breakdown of Subcontract Income

Community-Based Work Services

Work Crews	81.00%	\$1,368,103
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Skill Development Center Rehabilitation & Training

KSI Cartridge Service	4.00%	\$69,084
Assembling	14.00%	\$231,238
Other	1.00%	\$ 15,873

Subtotal

Subtotal	19.00%	\$316,195
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Total Subcontract Income FY25	100.00%	\$1,684,298
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KSI Honors the Memory of Dallas Adams



It is with great sadness that we announce the passing of our friend and beloved colleague, Dallas Adams. Mr. Dallas, as he was affectionally known by his KSI family, was an integral part of the vision and mission of KSI for more than 11 years. As custodian, he exemplified a spirit of hard-work, dedication, selflessness, humility, grace, caring, and loyalty. KSI was blessed and honored with the daily presence of a man that was a role model of compassionate service to both staff and participants. He will be sorely missed and long remembered as an icon of KSI's values and a true representation of humanity's most-cherished qualities. Mr. Dallas was a friend to all and made each of our lives better with his presence.

"Annual Report" continued from page 6.



Getting to hang out with Special Olympics' Lewie P. Bear was part of a Polar Bear Plunge Day at KSI.

Advancement. Special Olympics is already a big part of a lot of our participants' lives, with many of them competing in various sports and some even going to the national games in 2026. KSI events, like walking challenges during the summer training season and a Polar Bear Plunge day showing support for the Special Olympics athlete fundraiser, are becoming part of regular life at the Milford center. Dr. Failing has also initiated weekly basketball skills and training classes with help from Special Olympic trainers.

Instituting a PAES® Lab (Practical Assessment Exploration System) as part of participants' Pre-Vocational assessment process will provide individuals with far more exposure to varied career options so they can better choose an employment goal meeting their preferences. This will help us equip those seeking community employment with better chances for success on the job when they do get hired.

KSI is also readying for re-entry into provided Supported Employment (SE) services to

help our participants find, apply for, train, and thrive in community employment. KSI's history as an SE provider was exemplary prior to the State's reduction of its rate for those services. Auditors examining KSI's SE services repeatedly cited that we didn't just prepare people for jobs—we prepared them for careers. We want to ensure that the participants who put amazing personal effort into preparing for the workforce also have the ongoing support from KSI to put that preparation to use for their employment success.

Overall, it's more than encouraging to see where KSI has come in the past year and exciting to understand where it's going. We encourage any of you to schedule your own tour of the Milford Skill Development Center, either individually or as a group. The best way to get inspired by our participants and what they are accomplishing in their lives is to see it first-hand. As always, feel free to contact me directly at chasanovh@ksiinc.org to learn how to be part of the success stories happening at KSI.

Sussex County Grants Funds to Extend KSI Music Program



Cellist Eva Delgallo and violinist Diane Neutzling entertained with holiday tunes and hands-on instrument time for participants.

In December, Sussex County Council granted KSI \$1,500 to extend the music program currently enriching participants' lives in Milford to KSI's Southern Campus in Georgetown. The grant will offer the Southern Campus the Music School of Delaware's "Music for All" program. It provides interactive experiences to help individuals access creative skills and benefit from the physical and emotional power of music. At the Milford Skill

Development Center, The Music School of Delaware has been providing varied experiences monthly to engage participants in the power of music. Music Therapist Kelsey Oldland offers weekly "Buckets & Boomwhackers" sessions incorporating rhythmic exercises with 5-gallon bucket drums. Within those sessions, she's included creative projects like having participants make their own percussion instruments. It's been extremely popular with participants and has included individuals who drove up from the Southern Campus to be part of it.

In addition to the weekly sessions, Music School of Delaware

faculty from the Milford and Wilmington locations have brought their talents and expertise to both entertain and educate in music. On November 21, consummate opera soloist and theater performer Jonathan Fox Powers gave a wonderful performance and helped participants find their voices. On December 9, cellist Eva Delgallo and violinist Diane Neutzling played holiday favorites and gave participants hands-on experience playing stringed instruments.

Thanks to Sussex County Council for helping us make this benefit more inclusive to the most participants possible.



Jonathan Fox Powers helped participants find their voices.

DFRC Grants KSI Funds for Mural Project

DFRC-Delaware Foundation Reaching Citizens recently granted KSI \$4,000 to help fund a special participant-made mural project for the Milford Skill Development Center. Art Works for All Delaware, the organization that has provided special arts programs

for KSI participants in recent years, will be directing the project. Participants will be the creators of the artwork under Art Works for All's direction, with the final result being a moveable piece that can be displayed in various locations. DFRC has been a consistent

funding partner for KSI's mission since 1962, with the founding grant that started KSI. Since then, DFRC has funded numerous projects, including a participant computer lab, technology resources, art classes, and more.

Recent Contributors November 1, 2025 - January 31, 2026

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Community Heating & A/C, Inc.				



The KSI Annual Dinner returns on Thursday, July 9, 2026 at the Modern Maturity Center in Dover. During that evening, the accomplishments of our participants, staff, and community partners take center stage. This premium dinner event will include the first presentation of awards in six years to KSI Participant and Staff of the Year for their exceptional activities. We're excited about being able to focus on the amazing stories of success that make our year special.

Be Part of the Success Stories as a 2026 KSI Annual Dinner Sponsor

You can become a KSI Annual Dinner Sponsor, making you and your business part of these success stories. To learn more about sponsorship benefits, contact Mark Reeve, reevem@ksiinc.org to get a full description of the levels available. Or you can review sponsorship packages by visiting www.ksiinc.org, going to the "About" menu tab and scrolling down to "KSI Events." Click on the "Annual Dinner" icon and click on "Get Tickets" to sign up as a sponsor. Deadline to sign up as an Annual Dinner Sponsor is Monday, June 22, 2026.

Shawn Bowman Honored for Decades of Service to KSI

Retired KSI Dir. of Facilities Shawn Bowman (left) stopped by to receive a belated honor from KSI CEO Heath Chasanov for his 36 years of excellent service to the organization. Shawn kept KSI's multiple properties up to standards and operational for decades.



Save the Date in 2026

Be sure to mark these important dates on your 2026 calendar. And follow KSI at www.Facebook.com/KSIWorks to keep informed of new events as they develop.

April

3 KSI Holiday, Good Friday

May

25 KSI Holiday, Memorial Day

July

3 KSI Holiday, observing Independence Day

9 **KSI Annual Dinner** at Modern Maturity Center, Dover.

September

7 KSI Holiday, Labor Day

11 **KSI Clifford T. Crouch Memorial 3 Club Golf Tournament**, at Maple Dale Country Club

October

16 **Friends of KSI Quarter Auction**

November

26 KSI Holiday, Thanksgiving Day

27 KSI Holiday

December

24 KSI Holiday

25 KSI Holiday, Christmas Day

Muzzle 2 Tail Hosts KSI Groups



Left to right are Justin Haggerty, Dale Mast, KSI DSP Lana Allen, and Silas Mow enjoying special time with horses along with Muzzle 2 Tail office manager Sandra Stever Jones.

Groups of KSI participants have been able to enjoy special farm experiences thanks to Muzzle 2 Tail Horsemanship and Therapeutic Riding Center in Lincoln, Delaware. Muzzle 2 Tail's owner Shelby Givens is a PATH International Certified Therapeutic Riding Instructor. She offers one-on-one horsemanship,

therapeutic riding, and ground lessons for children and adults with special needs. Her goal is helping individuals of all ages and abilities grow in confidence, skills, and independence through therapeutic riding and horsemanship. KSI's participants volunteered to help out with tasks around the property and spend time with the horses.

KSI's Maura Ganc Helps Open Public Bocce Courts in Ocean View

KSI participant Maura Ganc was part of the dignitaries on hand during a ribbon cutting in November for new public bocce ball courts at John West Park in the Town of Ocean View. Along with Ocean View's mayor and council members—as well as town staff, Special Olympics Delaware's area director,

coaches, athletes, and families from the Special Olympics Delaware–Sussex Area bocce ball team, the Sussex Riptide, and local residents—she helped christen the site of future tournaments for the Natelli Cup coordinated with Special Olympics. Maura is a champion Special Olympics competitor in bocce ball locally and nationally.



Above, Maura Ganc checks out new bocce ball courts in Ocean View. Below, she joins town and Special Olympics officials in a ribbon cutting for the sports park.

