



Like us on
facebook

Everyone Can Work	2
Volunteer Spot	2
Lessons Learned	3
Lessons Learned (cont.)	4
Mentoring	5
KFI Longevity	5
New Services	6

Do you believe
in possibilities
that others
can't yet
imagine?
- Beth Mount

Living the American Dream



Mike uses his garage to work on both his small engine repair business and his woodworking.

Born and raised in Millinocket during a time when presumptions of limited success beyond high school was the norm for special education students, it was anticipated that Mike Speed would have a simple, routine day-to-day life. However, his life has been much more than that. He has

exceeded any expectations many have had for him. Mike graduated from high school in 2003 and got his driver's license which opened up opportunities for him to gain some independence. By 2009, only six years later, after living in an apartment and spending time tinkering with woodworking and small engines, Mike already had some successes under his belt. Mike purchased his own home and established a small business for woodworking and small engine repair. In 2010, he was elected to be a member of KFI's Board of Directors; a position he continues to hold today. Mike has proven that it can be done – anyone with the desire to succeed in life can do so. Work through business ownership, homeownership, Board membership – Michael is a true example of “the whole package” for success.

KFI hosts agency from Memphis, TN

In November, KFI hosted staff from SRVS, a large provider agency from Memphis, Tennessee. SRVS's Executive Director, Tyler Hampton, met KFI's CEO, Gail Fanjoy, at a national APSE conference. Tyler heard about KFI's progressive services and wanted to see them for himself. He and his team arranged to come to Millinocket and Lincoln to (in Tyler's words) “get the full KFI immersion” To see how their visit

impacted them see their comments included in our special insert.



Full immersion has to include Maine lobster!



After searching for work on my own for 2 years I became discouraged and depressed. I withdrew into myself and stayed inside watching movies. One day I had had enough and got dressed up and went out determined to get a job. I checked in with Jeff Hooke, [Vocational Coordinator at KFI], who connected me with Joe Savoy at Union Street Laundromat and we clicked right away. He is the best boss I have ever worked for (even though I question his taste in music)! Working there has given me purpose, my life has more meaning and my depression is gone. My advice to anyone still looking for a job is “Don’t give up, be patient and above all else stay positive cause you will get a job someday!” ☿ Chris Hinse

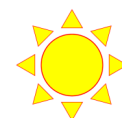
Everyone Can Work!



Chris Hinse works 20 hours per week at Union Street Laundromat in Bangor and has a new lease on life.



Volunteer Spotlight



Paul works closely with Rachel and Sonya to make sure the kids have a balance of healthy snacks & treats.

Paul volunteers at Kid Care America weekly during the school year, and when school is out, he volunteers at summer camps. His primary responsibilities are to maintain and serve snacks for the children. Paul also does the shopping and coordinates what is needed with the director Sonya Noble.

KFI is always seeking people to join our team who can demonstrate the commitment, values and dedication that our staff need to succeed!

KFI employees enjoy a generous benefits package including but not limited to full health insurance benefits for less than \$20 per month, comprehensive & affordable dental insurance and a generous retirement option. Please go to www.kfimaine.org/careers for more information, an up to date list of job opportunities and an on-line application.

Paul Philbrook has always been a person to donate his time and talent where ever it is needed whether it is sending care packages overseas to armed services members or his latest passion, helping kids.

Kid Care America is a mentoring after school program located at the Community Evangel Temple in Lincoln.



Lessons Learned

Reflections from the SRVS Team

Our trip to your agency was eye opening for us. You showed us what I had already realized, that our services are not really allowing people to fully participate in their communities because they are too geared to protection from harm and not enough with helping people connect in their communities and take the reasonable risks we all take in order to have a fulfilling life. We are cocooning people in services in order to keep them safe, and this is leading to less independence, higher cost of services, more behavioral incidents and a negative reputation for people with disabilities.



My take away from our trip is that agencies should help support a person's needs due to their disability, but not take on the responsibility for their life choices, or prevent them from making those choices. I also saw the huge benefit people get from their community connections. Many of the people we met and the staff that support them were assertively protective of the connections people made. And all of your staff spoke the same language and understood the dignity of choice and relationships with others who aren't paid to be there. Please let them know how much we appreciated their time with us.

As we begin re-visioning our own support services at SRVS this trip will be the catalyst for change for us. It will be interesting to see how this becomes reality in Tennessee. Thanks again for letting us into your world!

✂Tyler Hampton, Executive Director

During our time at KFI I was particularly impressed with the staff and management. Not only were they friendly, professional and accommodating, but they all obviously believed in their service delivery system. Interestingly, most of the staff had no point of reference regarding facility based services. This was an unusual circumstance given how rooted FB services are in Tennessee. I was quite impressed with the level of confidence displayed by staff and people supported concerning community inclusion and integration. They were unable and seemingly unwilling to deliver or receive services any differently.

Another interesting topic was how Gail described the manner in which KFI challenged the state of Maine to allow them to "unbundle" services and only address the specific need of each individual. This initiative likely made the single most significant change in how KFI was able to create individualized supports while remaining good stewards of the state's resources. Consequently, this brave approach allows reallocation of unused funding which made an even greater impact on people with disabilities.

Finally, the KFI experience brought forth a conceptual revelation concerning "Community Connectedness". Prior to the visit I was having some difficulty envisioning how people with cognitive/intellectual disabilities could coexist in mainstream society without an expensive support system. However, I bore witness to an innovative, cost effective and self-sustaining model of community connectedness that invigorated my belief and vision of Tennessean's with disabilities realizing these same liberties.

My hat is off to KFI!

✂Troy Allen, Director of SRVS Industries





My recent experience visiting with Gail Fanjoy and the staff at KFI was uplifting and reminded me why I got into this field of working with people with disabilities. Their mission statement was clear from the beginning, that people with disabilities have the right to lead normal lives. It sounds simple, but with all the regulations, laws and policies we have to abide by, we tend to forget the basic things in life that people with disabilities have the right to enjoy.

KFI is a true example of an agency doing it right. They support people to become as independent as possible and to integrate into their community. They also support people's choices, goals and interests and allow them to explore their community,

live in their own homes and find jobs that suit them. The staff were non-intrusive in people's homes and showed respect, dignity and professionalism. I was very impressed with KFI's hiring practices, which include hiring people to work with individuals based on common interests, not just on experience in the human service field. This was evident when I met Mike and his staff Maynard. He had never worked in the field of helping people with disabilities, but it was obvious that he was the best person to help Mike with his small engine repair business. When I saw them working together in the garage, it was hard to tell who was the staff and who was the person with a disability. Mike was obviously at his best, doing what he loved.

✂ Stephanie Potter
Director of Community Employment



TEAM AWESOME

the agency provided services and used the support of its entire community to help do so, my first words were how are they doing it, I just can't see it. Many of you have heard or used the sayings "seeing is believing" or "a picture is worth a thousand words". Well, I am here to tell you, I saw and Yes I believe it and the pictures of people and all support staff truly embodying KFI's mission and philosophy statement was worth more than a thousand words, it was priceless.

My heart was overjoyed to see how each person supported was so connected in their community. It was like the being on the movie set of Cheers.

At each site we visited in the community, everybody knew the name of person supported entering that location. KFI's support staff all recognize the importance of community involvement.

Gail and her entire team were phenomenal. One could see that all team members worked with pas-

During a recent trip to Maine, I had the esteemed pleasure of visiting KFI. When I was first informed about KFI and how

sion. Each team member understood his or her role and executed them with great precision. I was impressed as I visited the home of Lenny. Lenny loved sports and he had several teams that he loved discussing with his staff. Both the staff and case manager takes the time to watch sports or do the research about sports so that they could always be engaged in the conversations with Lenny because that was important to him. Lenny also is a great speaker and has facilitated many forums. Lenny also presents during the hiring and orientation process at KFI. He makes it clear how he and other people supported want to be treated. It was evident that Lenny played an important role in his community. If Lenny wanted to go somewhere, he either rode his bike or was picked up by a neighbour or friend. If Lenny did not show up at an event or was not present at one of the local hang out spots, KFI would start receiving calls inquiring about the whereabouts of Lenny.

My experience in Maine was a reminder on how important community connections are "because sometimes you want to go where everybody knows your name .

✂ Felecia Robinson
Director of Community Living I

Mentoring at Mealtime

Tammy Delano is a young woman full of heart. Over the past few years, she has volunteered at several places in the greater Portland area including the Barron Center nursing facility, the Ronald McDonald House and the YMCA. Most recently, she has been volunteering two days a week in the kitchen at the Baxter School for the Deaf. On any given Monday or Tuesday, Tammy can be found frosting cupcakes, doing dishes, working the grill or serving lunch to the stu-

dents and teachers. When I asked her what she enjoys most about her new volunteer post, Tammy said, "Those kids are not disabled. They are capable. And maybe they see something in me. Maybe they see the light in my eyes when I'm smiling and serving them lunch. Maybe they think, 'That girl can do it, maybe so can I!'" When it comes to serving other people, Tammy says, "I'm not gonna let my disability matter."



Tammy enjoys serving lunch to the students.



Tammy has a lot to do before the students arrive.

Congratulations to
Leo Lerasseur
on 20 years as a dedicated
employee at Katahdin Federal
Credit Union

2014 KFI Staff Longevity Milestones

5 Years

Dick Chamberlain—Community Advocate—Millinocket
Darlene Cookson—Community Advocate—Bangor
Brenda Edwards—Supported Living Facilitator—Lincoln
Wanda Rideout—Community Advocate—Lincoln
Andre Winters—Supported Living Facilitator—Bangor

10 Years

LyAnn Grogan—Hiring & Training Coordinator—Bangor

25 Years

Holly Bean—Support Coordinator—Lincoln
Jeff Hooke—Vocational Coordinator—Bangor

35 Years

Sally Sweeney—Vice President of Services—Bangor



1024 Central St., Ste. A
Millinocket, ME 04462
723-9466

9 Main St., Ste. A
Lincoln, ME 04457
794-2979

175 Exchange St., Ste. 260
Bangor, ME 04401
945-9828

P.O. Box 6816
Portland, ME 04103
619-2534

Visit us on the web
www.kfimaime.org



Kimberly and John Wilson review the "Maine Career Planning Tool" together

We are pleased to announce training and is now ready to that **Kimberly Paige** has accepted the position of **Customized Employment Coordinator** with KFI! Kimberly completed "Discovering Personal Genius (DPG)" certification

support people in the exciting new "**Career Planning & Discovery**" service. "I'm eager to begin implementing this new program and see results for people who want to work!"

KFI Adds New Services

KFI is pleased to announce that we are now providing both Shared Living and ORC Waiver funded services! Please contact Barbara Cyr at 723-9466 for more information.