



“Employment First—Provider
Transformation to Competitive,
Integrated Employment and Capacity
Building”

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KFI...providing customized supports for people to



- Live in their own homes
- **Work in regular community businesses**
- **Be members and contributors of their communities**

It has not always been this way ...

What KFI Looked Like 30 Years Ago

Segregated Special
Purpose School

Sheltered Workshop

Segregated Day Program

Foster Homes or Living
With Family

Everyone Transported To
One Location

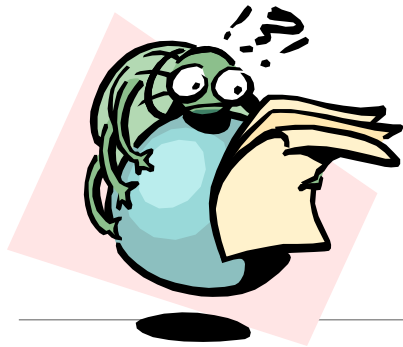
Agency Owned and
Operated Vans

Services Provided In KFI
Owned Buildings

Groups, GROUPS,
GROUPS

Mission Statement - 1985

It is the purpose of Katahdin Friends, Inc. to provide educational, work, and community services to persons with disabilities in order to assist them in achieving a maximum level of independence.



WHY?

- Is there anyone anywhere doing anything better???
- Why can't we do that??

KFI's Work Activity Center circa 1985

Leo attended the
day program 5
days a week

Slow worker

Great social skills

Lived with his
father in a
neighboring town



Leo got his big break in 1986
– a job in his home town!

LEO



- Owns his own home
- Works at a credit union 20 hours/week with natural supports (*for over 20 years*)
- Member of the Knights of Columbus
- Volunteers at his church's thrift store every week
- Receives 7 hours a week of paid supports in his home.

“Just as important as the decision on what new and different things to do, is the planned systematic abandonment of the old that:

- no longer fits the purpose and mission of the business,
- no longer conveys satisfaction to the customer,
- no longer makes a superior contribution...”

↳ Peter Drucker

KFI's "ABANDONMENT MILESTONES"

- **1985:** KFI's private segregated school for children between the ages of 5 and 20 was phased out.
- **1987:** Due to the success of job placement and supported employment, KFI closed its sheltered workshop.
- **1989:** All sheltered work was abolished in favor of community employment and KFI's day program was transformed into a service which provided broad opportunities for community participation.
- **1996:** KFI ended all center-based services in order to provide personalized supports in people's homes, jobs, and communities.

HOW WE BEGAN

- Block grants to programs – although state dollars represented a fraction of what we get today, they provided maximum flexibility.
- \$24,500 grant from our DD system to do supported employment.
- Bridge money from Vocational Rehabilitation to establish an assessment and training site in a local hospital.

HOW WE BEGAN (2)

- Took “day program dollars” and helped support people in jobs and to move into their own homes.
- Redefined a unit of service from a “day” to an “hour” to begin customizing people’s supports.
- Redefined what people’s “day” looked like.
- Designed staff schedules and duties around their preferences, skills, and interests.

HOW WE SUSTAIN

- Whole person thinking and planning
- Staff teams of Direct Support Professionals for intermittent home supports, community supports (day program), and employment supports in an ever-changing pattern
- DSP's certified as Job Coaches and Employment Specialists play a significant role with people who are employed

HOW WE SUSTAIN (2)

- Schedules designed around real life needs.
- Staff duties assigned around their interests, connections and talents.
- Flexible, wraparound supports
- Service provided based on identified needs and desires, not time of day
- Shared supports based on real interests and activities, not ratios.
- Emphasis on Employment First!

KFI's Beliefs/Mission/Philosophy

KFI believes that people with disabilities have the right to work, to choose and achieve a desired life style, to control where and how they live, and to participate in their community – they have the right to **lead regular lives**. *KFI* has a commitment to stimulate change in perceptions and attitudes within our communities toward individuals with disabilities and to create opportunities which enable individuals with disabilities to achieve their personal goals.

KFI's mission is to empower and individually support people with disabilities in their efforts to live full lives as integral, respected members of the community.

KFI is committed to assisting individuals with disabilities to exercise their choices resulting in growth and personal independence. We will assist each person to become productive and involved in the community in a way that satisfies and enriches both the individual and the community. The personal supports which make this possible will be provided in an integrated, efficient, compassionate and non-intrusive manner.

Whole Life Customized Supports...Courtney at Home, Community, Work

- Graduated from high school June 2012.
- Owns her own home.
- Enjoys hanging out with her friends.
- Volunteers in her community; has membership
- Has her own credit card and checking account and is building excellent credit.
- Established a vending machine business; earns unlimited \$\$ in business account



“The purpose of an organization is to allow ordinary men and women to do an extraordinary job.”

Peter Drucker

“People’s voices are our actions.”

Wanda Rideout, Direct Support

Professional, KFI

Contact Information

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