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## SPECIAL POINTS OF INTEREST

- EXCEEDING EXPECTATIONS
- KANDU CALENDAR 2012
- GALA HIGHLIGHTS
- MEMORIALS & DONATIONS
- WAYS TO MAKE A DIFFERENCE

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# KANDU INCORPORATED

VOLUME 4, ISSUE 11

FALL 2011

## EXCEEDING EXPECTATIONS

It's just amazing how quickly the seasons seem to change and the time is here to plan for 2012! As I began to write this, I realized this is our last newsletter of the year. It's ending up to be a good year as we've continued to grow and expand the opportunities to provide work, training and jobs for people with employment barriers.

A couple of weeks ago, 11 Kandu employees from all different areas and levels of the organization met for a day with two facilitators from the Washington DC national offices of the AbilityOne Commission. We had agreed to evaluate the work we do at Kandu with the goal to become a "certified" Quality Work Environment under a new program that has been developed. This day definitely exceeded my expectations!

As I reflected on that day, and

began over these past 2 weeks to center our planning on these new goals, what exceeded my expectations was that the "evaluation" showed me once again the true strength of Kandu. Sure we have a great group of staff employees from varied backgrounds and experiences that carry out great work. But, it became obvious that we are supported in our work by partners – companies who engage us to manufacture, assemble, and deliver products; companies who depend on us to find, train and provide them qualified employees to hire; multiple agencies which contract with us to serve the employment and training needs of their people; a Board of Directors volunteering time and expertise to assure we have the resources needed; and a community of parents, families and friends who support us with

encouragement, donations, attending our events and even assuring local, state and national policies allow us to move forward.

The main point I realized out of this is that we are all united as a community under one goal and purpose; to assure that we continue to find the ways and means to create opportunities for people to realize, meet and even exceed their individual potential! The challenges of today's economy can seem daunting, but Kandu has the support and resources coming from a whole community working towards such an important and focused purpose – that's what exceeded my expectations! That's what we identified as our need for finishing off this year well, and moving forward!

*By Tom Vreeman, CEO*

## KANDU CALENDAR - 2012

*By Ivy Moser*

Kandu has developed a variety of skill-building classes to offer employees a chance to develop skills when not working. Some of these classes include Job-Readiness, Safety, Leadership, Stress Management, Money Skills and Office Training. One of the most popular classes at Kandu is the art class. In addition to developing skills for following directions, listening, eye-hand coordination, problem solving, self-expression and teamwork, the art class at Kandu has a fun side benefit; producing art for Kandu's annual calendar.

Creating paintings for the calendar is something the participants of the art class take very seriously. Participants come into the class with enthusiasm and interest, and lots of ideas for art to make. They really take time on their projects to get them just right, hoping that this will be the one that gets used for the annual Kandu calendar for everyone to see and enjoy.

We've all been working hard this year to make another wonderful calendar for 2012, and hope you will enjoy it! To request your Kandu Calendar, please call Kandu at 616.396.3585. A \$5.00 donation is suggested for each calendar.

## HIGHLIGHTS of 4th ANNUAL “Celebrating Opportunities” GALA EVENING

On October 6 Kandu welcomed Jeff and Cindy Daly of “Where’s Molly” to our facility. Jeff and Cindy were the keynote speakers at our 4th Annual “Celebrating Opportunities” Gala Dinner. Our Gala was held at our Sunnyside facility

Jeff Daly set out in search of his sister Molly who was removed from his home almost five decades earlier.

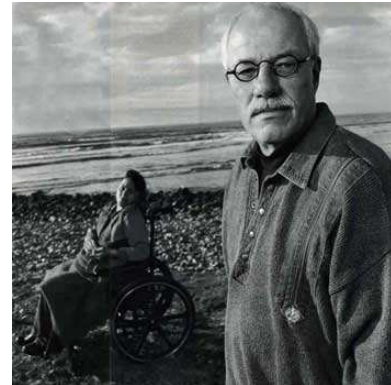
Our day started with touring Jeff and Cindy through Kandu. Along the way, Jeff and Cindy were eager to meet our participants and hear what it is they do here at Kandu. Many shared their love of the job and the opportunities that earning a wage have provided them.

We welcomed our gala committees, employees and board members to join us for an informal lunch where we heard more about Molly and her work place in Oregon. Many stories were shared. Soon after our staff and volunteers set out to transform our space! Tables and decora-

tions went up as well as auction tables arranged.

By 6:00 we were welcoming our guests - encouraging tours and mingling on our manufacturing floor. Our participants were eager to showcase their skills and talk about their jobs. Bids were placed as live music played in the background.

After dinner Cindy Daly took center stage and gave us a brief introduction to Jeff and his many accomplishments in his television industry career. Jeff took the stage and shared with us his compelling story of losing his sister at the age of five. In his documentary “Where’s Molly”, Jeff chronicles Molly’s years in an institution and fills in the blanks of almost five decades of wondering where Molly is. Jeff and Cindy have a happy ending to their story. Molly is alive and well and working in a facility similar to Kandu. Molly has the opportunity to work and to earn a wage. It was an incredible evening!



Jeff and Molly Daly

Special thanks to our Gala Committee:

|                    |                |
|--------------------|----------------|
| Audra Troccko      | Ben Klok       |
| Jim & Carol Stroop | Carol Gingrich |
| Sue Smolenski      | Terri Jennings |

Special thanks to the Kandu staff:

|                   |                 |
|-------------------|-----------------|
| Carol DeRuiter    | Jackie Funckes  |
| David Peck        | Donald Avery    |
| Jennifer Wierenga | Judy Van Wieren |
| Laura Bosch       | LeeAnn Millard  |
| Li Kaplan         | Meagan Idema    |
| Patty Barnett     | Russ TeSlaa     |
| Beth Fecteau      | Shanna McCarthy |
| Sandie Peterson   | Rodney Eckerty  |
| Karen Fischer     | Katie Moloney   |

*And special thanks to all who donated to and attended this event*



## KANDU TOURS

We invite you and your group to visit our facility, experience the spirit and commitment of the people we serve and recognize how the commitment of a community of individuals, staff, businesses and partner agencies makes the greatest difference in an individual’s life by allowing them to become a valued and contributing member of that very same community. *To schedule your tour, please call Tami Elhart at 616.355.3216*

# Memorial and Donations to Kandu - 2011

Kandu is grateful to the following individuals for their donations in memory of their loved one:

## In Memory of Diane Tuesink:

Carole Leone Armstrong  
Della Boerman  
Glenn & Marcia Boerman  
Karen J Freehling  
Robert & Karen Freehling  
Don & Caryl Koopman  
Robert & Susan Machiela

## In Memory of Eileen Helmer:

Anonymous  
Vicki Firkins  
Dennis Noren  
Deborah O'Koly  
Nancy Phillips  
Stephan Frykholm  
Robert & Carol Soriano  
James & Marie Veling

## In Memory of James Helmer:

Anonymous  
Egbert & Barbara Boer  
Neil & Suzanne Brioli  
Mary C. Fu  
Sharon Henrickson  
Mike & Elizabeth Kramer  
Dennis Noren  
Deborah O'Koly  
Thomas Smith  
Robert & Carol Soriano  
James & Marie Veling

## In Memory of JoAnne

### Smolenski:

Juanita Abid  
Jerry & Betsy Anderson  
Catherine Andrea  
John Andreason  
LG & Linda Bakke  
Phillip & Maureen Bednarek  
Theresa Berry  
Randy & Joy Bisping  
Eugene & Barbara Bonofiglo  
Patricia Boruto  
Boulevard Used Cars, Inc.  
Camp & Cruise  
Jim Dahlke  
Anne Daniels  
Neil & Karen DeBoer  
Teresa DeLille  
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Tom & Tami Elhart  
Melissa Emmett  
Mary Erickson  
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Anne Fitch  
Erwin Fitzgerald  
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Tom & Mickie Fox  
John & Francis Fritz  
Geraldine Getzoff  
Brian & Mary Hannon  
Laura Hayward  
Patricia Vanthof Hooper  
David & Helen Hopkinson  
Susan Horsfall  
Richard & Mary Lou Howell

## Smolenski Continued:

Sharon Howell  
Rick & Tina Hunter  
Mary Knape  
John & Carey Korpi  
Wayne & Patricia Koster  
Philip Kregor  
David & Maureen Krhovsky  
Kurt & Lori Lacks  
Mary Jane Lacks  
Richard Lacks Jr.  
Charles & Kimberly Langeland  
Patrick & Sally LeBlanc  
Barbara Legatz  
Greg & Janine Marr  
Mary Jane Mass  
Mary McKiernan  
Larry & Sharon McLaughlin  
Karen Michalski  
Gertrude Miller  
Paula Montgomery  
Sally Norton  
John & Maureen Nowak  
Robert O'Brien  
Patricia O'Brien-Grady  
Tom & Diane Peterson  
Marjorie Plowman  
Mary Jane Rademacher  
John & Patricia Randall  
Charline Rice  
Wayne & Rhonda Romatz  
Cynthia Savara  
Howard & Marilyn Schuitema  
Dorothy Senior  
Steve & Janet Silverberg  
Joe & Colleen Skendzel  
Richard & Kathy Smith  
John Smolenski  
Kathleen Smolenski  
Sara Smolenski  
Ivo & Vinka Soljan  
Deborah Stayman  
David Swain & Family  
Richard Swain  
Anne Teets  
Jim & Pat Teets  
Sandy TerAvest  
Robert Thomas  
Daniel & Donna VanderBroek  
Dr. & Mrs. Gregg Waters  
Gloria Lamkin Webster  
Lisa Wesseldyk  
Western Michigan Sports Car Club  
Richard & Anne Worel  
John & Kim Zevalkink

## Thank you - Individuals:

Betty Alexander  
Don Avery  
Florence Bakale  
Kristi Bakker  
Pearl Bandstra  
Patti Barnett  
Jim & Peg Beall  
Gary & Sherry Bird  
Kimberly Bishop  
Kenlyn Blauw  
David Bloomquist  
Earl & Cheryl Bosch  
Jerry & Laura Bosch  
Vernon Bowling  
Jud & Caddie Bradford  
Bob & Christine Brown  
Beth Burguard

## Thank you - Individuals:

Mary Burguard  
Leslie Cassis-Withun  
Karl Chapel  
Steve Chenlo  
Beth Childress  
Michele Cummins  
Jim Dahlke  
Jan Dalman  
Jim & Betty DeVisser  
Lee & Linda DeVisser  
Mike & Sallie De Vree  
Randy & Deb DeWeerd  
Roger & Pat Doolittle  
Tracey Draft  
Brian Dreyer  
Jim & Ruth Dreyer  
Jodi Dyer  
Marilyn Elhart  
Tom & Tami Elhart  
Roger Ericks  
Tom & Mickie Fox  
Chuck & Julie Geenen  
Jim & Carol Gingrich  
Pat Goodman  
Warren & Sue Harding  
Haworth  
Brent & Sandy Hays  
Donna Heeringa  
Holland Young Professionals  
Jim & Deborah Hopkinson  
John & DeDe Howard  
Carol Hylander  
David Hylander  
Ron & Barb Interbitzen  
John & Charlene Janssen  
June Johnson  
Robert & Kathryn Jourdan  
John Kandra, The Kandra Group LLC  
William & Carol Keen  
Ryan Keenan  
Ben Klook  
Jim & Jo Kloosterman  
Lawrence Kuharevicz  
Lezley Lach  
Kurt & Lori Lacks  
Bob Lavallee  
Derick & Diane Lenters  
Herm & Carol Maiville  
Terri Majeski  
Maranatha Ladies Guild  
Jan Markvluer  
Sally Mattmueller  
Jeff Meppelink  
Delores Merten  
Dean & Ruth Ann Milligan  
Steve & Jill Miskelly  
Denise Mokma  
Wayne & Elaine Mokma  
Mr. & Mrs. Jimmy Moore  
Ivy Moser  
Judy Motman  
Joe & Tammy Nowicki  
Edward & Kristin Neuman  
Donald & Marla Pattock  
Ruth Patzer  
Devere & Gloria Peterson  
Dewayne & Cheryl Peterson  
Stacy & Mike Pokrywka  
Eric Pratt & Jenell Keiser  
Pat & Silvia Regan  
Kevin & Wendy Rebhan  
George & Jane Ritter

## Thank you - Individuals:

Danielle Salas  
Lois Schreur  
Suzanne Singelyn  
John Smolenski  
Susan Smolenski  
Sandy Snook  
Snyder Family  
Jim & Carol Stroop  
Todd Swierenga  
Susan Stacy  
John & Joni Szytkiel  
Lori Tanis  
Ron & Carol Terpstra & Family  
Russ & Gayle TeSlaa  
Mike & Mae Van Ark  
John & Janet Van Nui  
Don & Mary Ann Van't Hof  
Jim & Judy Van Wieren  
Hub Vander Velde  
James & Marie Veling  
Howard & Julie Veneklasen  
Al & Carla VerSchure  
Tom & Jacki Vreeman  
Russ & Faith Walcott  
Marguerite Washburn  
Paul & Martha Weidenhamer  
Ken & Marcia Wierda  
Jean Wicks  
Jim and Annabelle Wujkowski  
Rodney & Christine Wyns  
Dick & Mary Yskes

## Thank you - Corporations:

AgriTek Industries, Inc.  
Bank of Holland  
Berends Hendricks Stuit  
Blue Cross/Blue Shield of Michigan  
Cascade Engineering  
Ever Fresh Transportation  
Farm Bureau Insurance—Mark Hop  
Fiber Char  
Fleetwood Group  
Flexpost  
Fulfilling Life Ministries, Inc.  
Gentex Corporation  
Greenleaf Trust—Matt Siel  
Hedgehog Arts & Letters  
Haworth  
Holland/Zeeland Community  
Foundation  
Hub International  
In On Time  
IS-2 – Rick Obbink  
Johnson Outdoors Watercraft  
Lakewood Construction  
Leon Plastics  
Magnum Coffee Roastery  
The Mirandette Group  
MOSS Telecommunications  
Navisite—A Time Warner Company  
ODL Inc  
Pell Greenhouses Inc  
Priority Health  
Polarity Electric  
Rizzo Packaging  
Robert DeNooyer Chevrolet  
Salt & Pepper  
Shoreline Container  
Signature Associates—Tom Elhart  
TDS  
Third Avenue Family Clinic  
The Stanton Group—Bari Johnson  
Techno-Coat



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## SAVE THE DATES– 2012

### MARCH 13, 2012

Kandu Annual Dinner



### APRIL 28, 2012

2nd Annual “Let’s Get the  
Ball Rolling” Kandu  
Bowling Fundraiser

*Call Kandu for more details on  
these upcoming events!*

# Ways to make a difference

*“Do all the good you can, in all the ways you can, to all the souls you can, in every place you can, at all the times you can, with all the zeal you can, as long as ever you can.”*

*John Wesley*

## 2011 Final Year For Charitable Tax Credits

Changes made to the tax code signed into law this year will include the elimination of the charitable tax credits for 2012. This provides a great opportunity for Michigan residents and businesses to contribute to the Kandu Endowment funds set up at both the Grand Haven Community Foundation and the Holland/Zeeland Community Foundation.

When you send in your gift to our endowment funds, Michigan tax codes allow for up to a 50 percent return on your investment. Giving to the Kandu endow-

ment funds will continue to benefit our organization forever—that’s the real power of the endowment.

If an individual contributes \$200 or more, the tax credit automatically will equal \$100. If filing a dual return, a gift of \$400 or more would yield a \$200 credit. If a business contributes \$10,000 or more, the credit will be for \$5,000 or 5 percent of the total tax liability for that business, whichever is less.

We encourage you to keep giving and to also remember us in your estate planning. Gifts made in 2012 will continue to make a difference in the lives of the people we serve, regardless of the changes in the tax codes.

*Simply—Thank you!*

## KANDU DONATION OPPORTUNITIES

- White dry-erase boards, any size
- Markers for dry-erase boards
- Low torque, hand-held electric or pneumatic drills
- Enclosed entry-way - design and construction - for our front entrance
- Sponsorship in our annual fundraiser events
- Prize donations for our Bowling, Golf and Gala Fundraisers
- Museum passes for our participants
- Small storage containers
- VCR/DVD player for skillbuilding
- Braille books
- Sign for our participant-run snack shop