

THE VOICE

Special Edition Featuring:

Kindway's EMBARK Program

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FRANKLIN JOINS WITH KINDWAY TO OFFER FRESH STARTS

-by Evan Williams



For many years now, Franklin has struggled to recruit capable, dedicated people for our production environment. As a result, we've looked for new resources and new pools of people from which to draw. We've had some success with organizations like the Refuge, Goodwill and Salvation Army in finding the kind of people we seek. All of those organizations have helped people to recover from poor life decisions and patterns of behavior, and all of them fit well with our stated purpose. None has been even close to perfect, but we've recruited and retained some excellent people who have come through those organizations. At the same time, we've ruled out various other resources because they don't measure up to our standards. In the past year, after careful consideration and examination of the vetting process used to select their people, we've added another resource/pool to our list: Kindway.

The Kindway Mission:

To invest in the lives of those impacted by incarceration.

This organization works with incarcerated men and women, sometimes for many years, as they approach the end of their incarceration, helping them to find new life and new purpose while also providing a framework of accountability. We've now hired five men who have graduated from Kindway's Embark program and have been released from prison. Some of those men, because of their crimes, committed decades ago in some cases, have caused concern among fellow employees. That concern is not unreasonable at first glance.



But a deep dive into the organization, the program and the men we've hired should calm any fears that we might have. In fact, getting to know these men today would likely inspire anyone to want to know them better along with the source of their renewed life. I'm confident that you would be deeply moved by their sense of meaning and purpose, the gratitude they show for their jobs and most importantly the chance to represent someone bigger than themselves. Anyone who has a personal relationship with Jesus will be able to identify the source of these things. Anyone who hasn't yet come into such a relationship could be puzzled by the dramatic changes these men could describe and consistently demonstrate if given the chance. These men have new life today—life they couldn't possibly imagine when they committed their crimes. It's not just life on the outside of the prison walls that confined them. It's real life as their

Creator designed for them—full of joy, significance and purpose. Franklin is privileged to be a small part of that new life.

You can expect to hear or read more about their stories in the future, but here's what several people have to say about them, including one of their own:

"I am a retired prison warden. While working inside prisons I came to know many men and women who sincerely wanted to change their lives. They were committed to positive change, had strong work ethics and were dedicated to their faith. As the Executive Director of Kindway, I now have the privilege to lead an organization that helps prepare men and women for success and then accompanies them from incarceration to independence."



– Christine Money, Executive Director of Kindway and former Warden at Marion Correctional Institute (where Kindway operates), where she led the radically positive transformation of its culture.

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OUR PURPOSE

To appropriately enhance the economic, physical, relational, emotional and spiritual health of ourselves, our customers, our suppliers and our community.

KINDWAY, CONTINUED FROM PG 1

“Kindway selects individuals with a genuine hunger and passion for real transformation, real performance measured through personal accountability and achievement. Kindway’s participants know what God’s grace is all about. Franklin International is gracious to offer a ‘second chance.’ Our men and women won’t need a third. Personal relationships that foster accountability and nurture dependability are cornerstones of Kindway. Only those men and women who hunger for change and are willing to live disciplined lives are considered for Kindway’s programs.”



Pictured above are Demetrius Strowder and Jim Jarvis.

“Every one of the Kindway employees I’ve had the pleasure of working with has been polite, well-mannered and well-spoken. They are dedicated and hardworking and wanting to make a difference. We’ve all made mistakes in our past, but if asked, many wouldn’t be forthcoming about them. This is what sets these guys apart. They know that the mistakes they made in the past are part of what has made them the men they are today. I’m proud of all of their achievements.” – Jim Jarvis, Sr. Materials Analyst for Franklin.

“One question that I often ask myself is ‘What’s the point of having a second chance if you are not going to do anything with it?’ Therefore, I do not take life, people or great opportunities for granted, I embrace them! I have been inspired to illuminate darkness, simply meaning bringing light to a dark world. I strive daily to be greater than I was yesterday. In conclusion, with the help of God, Kindway/ Embark and Franklin I will value my gift and not waste it.” – Demetrius Strowder, Kindway Embark graduate and current Material Handler, Dock 4; soon to be promoted to Batch Operator, Construction plant.



– Robin Lorms, Men’s Project Manager and volunteer Navigator for Kindway for 18 years.



Hopefully you can see that the individuals we’ve hired through this program have all expressed sincere appreciation for the opportunity to join our company and contribute in meaningful ways. Still, we know that safety concerns are legitimate, and we would not put our employees in harm’s way if we believed there to be any risk in hiring these individuals. Please consider opening your hearts and minds to the possibility that the transformations described above are real and lasting, and take time if possible to get to know these men.

“Each new day is a blank page in the diary of your life. The secret of success is in turning that diary into the best story you possibly can.”

– Douglas Pagels