

# MICHAEL & TEMPA KOHLER



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## BIO

Michael and Tempa Kohler are co-founders of Special Kneads and Treats, Inc. a 501c3 non-profit organization. This organization was designed with the intention to satisfy the demand special needs adults have to find employment. Simultaneously, ensuring that children and elderly get celebrated on their birthday with a free cake acknowledging their special day.

They created this organization because they have a special needs child that aged out of the system. This resulted in him having no job and nothing to do. They also have a heart for those kids that don't get celebrated on their special day either because they are in the foster care system or because the parents can't afford to buy them a cake.

Michael is known for persuasive communications and ability to lead cross-functional teams, as well as having the abilities to learn and communicate technical information and knowledge rapidly to support strategic business planning and position products competitively.

Tempa started her baking career early on with Jacque Delmont, owner of The Bridal Kitchen located in Independence, Missouri. This resulted in her having a desire to make everyone's special day great. Her expertise is baking, preparing and decorating specialty cakes for various types of events. Tempa has also worked in the Retail Restaurant business as a District Management Trainer in Gwinnett County GA. But her true passion is for baking and decorating cakes along with teaching special needs individuals these same skills.

## QUESTIONS

1. What inspired you start Special Kneads and Treats?
2. Explain what is the mission/vision of Special Kneads and Treats?
3. Why non-profit? Wouldn't a for profit business be best?
4. Why do you hire primarily special-needs/challenged individuals?
5. What can special-needs individuals do? Don't they have limitations?
6. How responsible are these individuals in their job responsibilities?
7. You give cakes away why do you think that individuals can't afford to buy a cake?
8. How many cakes to you give away in a month?
9. Where do you see the future of Special Kneads and Treats?
10. What are the last thoughts you want to leave the audience with?