



Planning For the Future

Transitions are times of great vulnerability for nonprofits. NHCIA is approaching its first year as myself in a new position as Executive Director and changes throughout the leadership team have also taken place.

Planning for the future, including leadership transitions, is one of the most important duties an organization has. We have had a very engaged board that has helped shape that change. Focus on succession planning has been at the fore front of looking to the future of the organization. We have collaborated with Loyalist College and several talented people in our community to help guide several staff to gain skills that will enable them to take on leadership roles in the future. Because change is the only constant we can count on, we all need to embrace it and figure out how to use it in our favor so that we can help our organization grow and evolve. It impacts every employee, board member and stakeholder in the organization. Knowing that change is inevitable opens the doorway to new thinking about how an organization and its leaders can positively impact our mission. It is with great anticipation that I look forward to this coming year as we develop our plan for a new strategic plan for the organization that will impact not only us but our community.

Sandra Phillips, Executive Director

Hosting Thursday Night Dinner Club

Thursday night Dinner Club has been very popular over the past month! This has offered many learning opportunities for self-advocates including cooking skills, food handling, serving, cleaning, and etiquette. This program started with only a handful of participants and has now grown to a sit down meal with 10-17 people varying in age from 14-65. The dynamics of this group of people with different interests and ages has been amazing to watch. Seeing the blending of generations come together helping and learning from each other.

Some very unique meals have been prepared so far such as glass noodles, butter chicken, and seafood fettuccini giving everyone the chance to try new foods. Self-advocates will continue to build on the skills learned so far with more exciting dinner plans to come.



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touch devices shown on the right offer many services including visual and verbal cueing and reminders of daily schedules and routines, face to face calling, medication reminders with documentation features and much more. These devices will assist people to live more independently and will give them the power to know, understand and update their daily schedule. We are hopeful and optimistic about our application and look forward to hearing back from MCSS in the Spring.

In January NHCIA submitted an application to the Ministry of Community and Social Services for assistive technology for the people we support. The



Our Mon Ami™ Touch Devices

Child & Youth Update

Reaction 4 Inclusion Conference

Niki, Youth Transition Facilitator, travelled with 3 youth to the inclusion conference in Orillia in November. High school students and Adult Allies from all over the province were inspired by speakers such as Luke Anderson from Stop Gap Foundation and Tali Osbourne.

With the support of Niki and Ms. Whitley at NHHS the students have started an integrated group that meets once a week at lunch to create new ways that the school can become more inclusive. They are currently looking for donations and sponsors to start a t-shirt campaign and invite Luke Anderson to speak at a school assembly.



What's in Store for the Future



Youth Group

This group gathers one night a month with youth from Madoc to build on new experiences and friendships. The Madoc group hosted a games night and we invited them to Coe Hill for an evening of skating followed by dinner and hot chocolate. Our next outing is on February 21st for dinner and a movie in Belleville.

Rhoda Hosts Art Night

Rhoda stepped up to host an "Artsy" evening at the **REC** after members of the youth group voiced their interest in painting. Rhoda recently discovered her talent and love for painting and has grown it into a business. Valerie supported Rhoda to facilitate the evening and help those attending develop their own hidden talent to create a piece of art to take home.



Winter Retreat

Cedar Ridge Camp hosted another great group ages 7-22. A couple of those attending had never had the experience of an overnight camp or the chance to participate in some new and unique activities. New friendships were developed, trust was strengthened between kids, the staff and potential respite providers were introduced to families. As always it was an occasion that everyone will look back on as one of their best life experiences.



Coming soon KidzQuest

Two six week sessions of after school activities



April / May for youth 12-14 years
&
May / June for 9-12 year olds

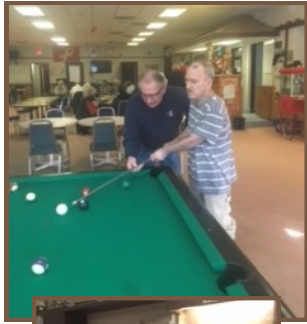


Registration dates will be posted on the NHCIA website and Facebook page

For more information call Laurie at 613-332-2090 ext. 308



"What's Going ON"



Mike Seguin
Mike attended the Legion in January and participated in the meat roll which involves throwing darts. Mike was very focused and demonstrated lots of enthusiasm for this activity. He was cheered on by other patrons and while he was there, Mike tried his hand at a game of pool. Mike also met up with Tammy and Ken, two acquaintances he met last summer at Bancroft Camp. A great afternoon for Mike and no doubt looking forward to the next time.



Annabelle Keller
Annabelle volunteered for the first time this year at the Community Christmas Dinner. Annabelle and her fellow servers plated enough desserts to serve over 700 people. She met many new people and is looking forward to volunteering again next year.

Future Employment

Hi my name is **Rebecca Roy** and I am a placement student from Fleming College enrolled in the Addictions and Mental Health program. During this placement I will be shadowing Kim Tregaskis, Mental Health Access Facilitator. I will be attending team meetings, doing research and gathering resources that are available.

I have had the chance to work with one individual to help with some technology skills and I am helping to plan March Break activities for local youth. I truly appreciate this opportunity to work along side staff and those they support. I am looking forward to the remainder of my journey that I have begun with NHCIA.

Nice Job!



Choosing a Career Path

I have also chosen to join the NHCIA team I am **Melissa Perry** a Loyalist Student in the Social Service Worker Program. I am looking to gain experience with working as a team to better enhance the lives of the individuals NHCIA supports. I recently had the opportunity to help with the Cedar Ridge Winter Retreat weekend and have been working with people who come to the HUB once a week to socialize. In my first month of being with NHCIA I have gained much knowledge and experience by shadowing several employees. I have set S.M.A.R.T. goals and objectives that were carefully planned with my supervisor that I am working on achieving. This placement is giving me the assurance that I have chosen the right career path.

Did You Know..... You must have an NHCIA membership in order to become a board member and /or vote at our AGM. If you are interested in becoming a member, please fill out this section and return to NHCIA.

Name:
Address:
Postal Code:
Email Address:

Non-Voting (Associate) Membership

Staff (\$5.00)
Business/Organization (\$25.00)

Voting Membership

Self Advocate (\$5.00)
Single (\$5.00)
Family (\$15.00)
Business (\$25.00)



Glacier Alley in Patagonia

Michele Najbor

Why I am passionate about being an NHCIA Board Member:

- * NHCIA provides an opportunity to continue giving to the community especially those with special needs
- * All members have a right to live full, safe integrated lives participating in the community

What is important to me:

- * My family is most important to me
- * Doing good wherever possible

My Interests:

- * I love to travel to gain a fuller perspective of our global community
- * I am a member of the Madawaska horticulture society
- * Experimenting with new recipes

What do friends and family admire about me:

- * They admire my independence, compassion and ability to be collaborative



Board Members

Michele Najbor joined the board of directors in November of 2012.

ACE Projects Progressing

Congratulations to two individuals who secured employment through the ACE (Access to Customized Employment) program; Melissa Davy has gotten a position with Assante Wealth Management doing filing and data entry. Brian Woodcox has been given the cleaning job at Assante.

NHCIA AND NHCS-CHILD AND FAMILY CENTRE PRESENT MONIQUE HOWAT BEST SELLING AUTHOR AND INTERACTIVE PRESENTER

Creative Discipline For Scream Free Parenting

If your methods of discipline are not working, this humour-laced workshop is brimming with great ideas that are 100% scream free! It is packed with creative tools for implementing discipline that is so highly effective, your kids will "get it" the first time. No more asking, "how many times do I have to tell you?" Your kids will quickly connect the dots because Creative Discipline strategies and tools are uncomplicated. Your kids will continually grow forward...just like they're supposed to!

March 20th, 2017 1pm-3:30pm (doors open at 12:30pm)

Location: Bancroft Village Playhouse ——— Seats are Limited call today to reserve your ticket!

Cost: \$5 per family or \$25 for professionals

To register call 613-332-2090 or email g.mccormack@nhcia.ca before March 9th

**CHILD MINDING PROVIDED BY NORTH HASTINGS CHILDREN'S SERVICES CHILD AND FAMILY CENTRE
BY RESERVATIONS ONLY**

For more information on NHCIA go to our website www.nhcia.ca or Facebook www.facebook.com/nhcia



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