



Strategic Planning is an activity to help set priorities, focus energy and resources, strengthen operations, and ensure that employees and other stakeholders are working toward common goals. We establish outcomes, decisions and actions that shape and guide what our organization is, who we serve, what we do, and why we do it, with a focus on the future. It is not only about where an organization is going and the actions needed to make progress, but also how it will know if it is successful.

Fair Workplaces, Better Jobs Act is now in force, having received Royal Assent on November 27, 2017.

I am pleased to say so far we have had no reduction in services to individuals and families or cutbacks in staffing or benefits to staff. We have met requirements of the act by increasing minimum wage to self-advocates employed by us, given personal emergency days to all staff, increases in vacation pay, equal pay for equal work, reviewing the boundaries between employee and contractor status, changed calculations for statutory pay, met new compliance obligations around various leaves and record keeping. We are working on requests for changes to schedule or work location and on call pay which are not due until 2019.



Sandra Phillips,
Executive Director

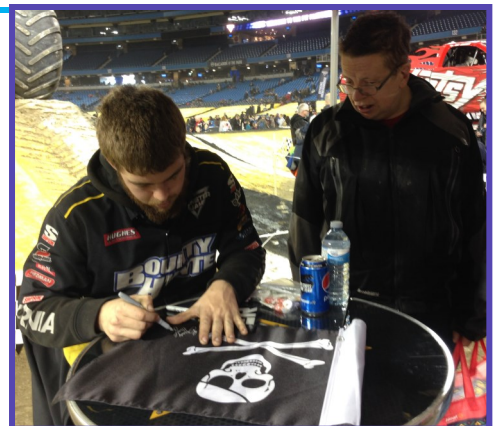
Planning for Success—and Fun!

Each year, self-advocates supported by NHCIA participate in a planning session and come up with goals they would like to accomplish for the year. Goals are tailored to the individual's interests and needs and can include sharing a weekly meal with a friend, to expanding an entrepreneurial endeavor, to planning a trip to a place the person has always wanted to travel.

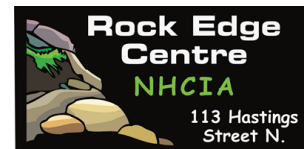
At NHCIA, we have planning facilitators who help guide the planning process. Self-advocates are encouraged to invite people who know and care about them to contribute ideas for their plans and make a commitment to help them reach their goals. A staff member on the person's team also participates in the planning meetings and helps to balance goals that are 'important to' and 'important for' the individual.

Goals will often incorporate community involvement, relationship building, or focus on developing a socially valued role. For example, Duncan chose to work on improving his relationship with his roommate, Mike, as one of his goals for 2017. Mike and Duncan decide they would do this by planning a fun activity together every second month to help them have something to look forward to doing together.

In January, Mike and Duncan travelled to Toronto to attend the Monster Jam Truck Show at the Rogers Centre. They enjoyed wandering through the arena, seeing the trucks up close, and meeting some of the drivers at the "Pit Party" before the show. Duncan also got to experience the sense of accomplishment that accompanies completing a goal.



Child & Youth Update



Sensory-Friendly Santa

Families had the opportunity to have a private visit with Santa at the Santa's Village House without the distractions of line-up's or crowds. Families got to enjoy some cookies and hot chocolate with the man in red.

Weekend Retreat

Once again Cedar Ridge Camp provided a picturesque location with beautiful blue skies and warm sun. This was the perfect weekend for the 23 children and youth who spent the weekend enjoying outdoor winter activities; cross-country skiing, snowshoeing, skating, hockey and games.



Kidz Quest - Ages 9-12

An Arts Experience involved the exploration of sound vibration and movement through the playing of the gongs at the Samadhi Centre in Boulter (pictured here). We also had a chance to try bucket-drumming, clay art, paper-mâché, face-painting, wood-working, line-dancing, and creating wood pictures.



Do you have a family member (any age) living With a disability? If so, this group may be for you!

Parent/Caregiver Support Group

Thursday, February 8, 2018
5-7pm at North Hastings Child and Family Centre

Light refreshments provided

Topic: Meditation and Relaxation: A Time Out for Parents!

Come join Tanya Mahar and Daniel Schmidt of the Samadhi Center as we talk about how meditation can be a great tool for helping reduce stress in our day to day role as parents. Together we'll explore some very simple but effective practices (that anyone can do!) that will help us enjoy a calmer, more peaceful life.

Respite provided for family members (any age). Please let us know in advance so we can plan for their needs.

Please R.S.V.P. by February 7th to Allison or Niki at 613-332-2090

COMMUNITY LIVING
North Hastings Community
Integration Association
Inspiring Possibilities

Youth & Family Support News

We are currently planning awesome activities for children and youth in North Hastings. March Break planning is well underway, there will be local outdoor activities, a couple of out of town trips for children and a teen day trip to the mall and movies.

This is a good time to remind parents and caregivers that NHCIA's fiscal year end is March 31st. Invoices for respite funds (Special Services at Home, Out of Home Respite, Adult Respite and Autism Respite) need to be submitted by April 3rd at noon. Allison, Niki and Lynne are currently assisting families to apply for funding that will be distributed in April for the next fiscal year. If you have questions or need assistance to ensure you are on track with respite funds please call Lynne (Adult Respite & Passport), Allison (for children up to age 14) or Niki (youth aged 14– 25) at 613-332-2090. Also note that transition planning meetings will be starting at NHHS the beginning of February if you have questions call Niki 613-332-2090.



"What's Going ON"

Mike...put his creative skills to work and began to make Christmas Bulb Wreathes. Thank-you to Home Hardware for displaying and selling them!

Mike joined Care North Hastings on the Christmas Tour of Lights in Bowmanville, he enjoyed his day out and especially the spectacular light display on Scugog Rd.



Back in Boulter visiting mom



Working at Links to Health

Pam... up until a short while ago lived with her family in Boulter. She has since made the transition to living on her own in Bancroft. Pam has experienced many exciting changes and is greatly enjoying community events such as; attending church at the Bancroft Bible Chapel and walking at the NHHS in the evenings. Pam recently started working at Links to Health every Thursday afternoon.

Pam has definitely been up to the challenges of living on her own and is experiencing a fuller, happier independent life. Way to go Pam!

John Tait posted a photo.
Monday at 1:33 PM · Instagram · 2
Rocking it with Karen and Annabelle. These two are amazing to work with, always giving me a hard time and having impromptu dance parties 😊 #fitnessfun #milofitness1 @livefitbancroft



Sister Power

Karen and Annabelle workout together once a week with help from trainers John and Lee Anne. This started out as a one month trial but both women are loving the experience and are into their 3rd month membership.

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)

All About Bill 148 and the *Fair Workplaces Better Jobs Act*

Bill 148 was passed into legislation on November 22, 2017. Some parts of the act were put into effect as soon as the legislation passed, others as of January 1 and April 1 2018, and more to come January 1 2019. The developmental services sector has been working to meet the new requirements and we remain dedicated to providing the best possible service and support to individuals and their families.

So far we have made an increase to the minimum wage affecting self-advocates who are employed by our agency, applied the new way of calculating public holiday pay, provided an increase to vacation pay for relief/casual staff who have been with us more than 5 years, adjusted our policy for some leaves of absence, and offered casual/relief staff 2 days leave for personal emergencies. NHCIA is applying these changes and in many cases had already exceeded the requirements of the Act. This is not to say that as we move forward there won't be challenges to be financially responsible while fulfilling the Act.

We appreciate every person that works with us to achieve our mission, vision, and values and we are happy to see legislation in place to create fairness, security, and opportunity for workers in Ontario. As we continue to implement necessary changes over the next year we appreciate understanding and support from members of our community, the people we support, our staff, and our volunteer board members.

Who doesn't like **CASH!**

NHCIA is selling tickets for cash prizes. Tickets are available now, contact our office or NHCIA staff, board members and individuals.



"Walk This Way"

Fundraiser for NHCIA

No: 0001

1st Prize: \$1500.00 Cash

2nd Prize: \$300.00 Cash * 3rd Prize: \$200.00 Cash

Draw will take place at our 1st Annual "Walk This Way" event.
Saturday May 5th at Bancroft Ridge Golf Club
30 Nicklaus Drive, Bancroft, ON

Note: Tickets for this event are sold separately call 613-332-2090
For Event Details Visit: Facebook: www.facebook.com/nhcia

\$10.00

or Website: www.nhcia.ca

Lic. #: M792826

Discovery Time

Painting instructor and artist Cheryl Ellenberger and participants Jen E. and Wanda F. Jen and Wanda are 2 of 6 participants from Discovery Time. The 10 sessions of arts education are prepared by professional artists and artisans. Painting, Cold Wax Painting, Pottery, Soap Making, Knitting and Jewelry Making will all be explored in the Design Room until the end of March 2018.

What's Coming Up?

Feb. 23rd: Youth Group is hosting an evening with the Youth Group from Madoc Cope. The plan is to go skating at L'Amable rink and then have dinner together. If you are between the ages of 14-21 and are interested in joining please call Niki 613-332-2090.

April 20th: NHCIA will be hosting a workshop "Conscious Care". This will be facilitated by Peter Marks. This workplace is taking place at the Bancroft Legion from 9:00am-4:00pm, a light lunch will be provided. For more details please call Teena 613-332-2090

May 5th: Save the date for "Walk This Way" an event taking place at Bancroft Ridge Golf Club and hosted by NHCIA. We will be posting details of this event on our Facebook page and our website.

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