



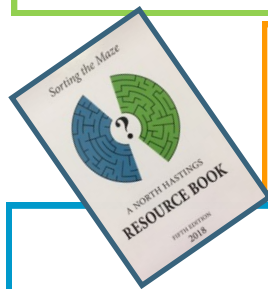
ED Update

This edition is full of happenings at NHCIA that we are proud to share. We are also very proud to announce that North Hastings Community Integration Association has achieved the 2018 Nonprofit Employer of Choice Award! The Canadian Nonprofit Employer of Choice Award is a national award program dedicated to identifying, recognizing and promoting the best employers in Canadian nonprofit industry.

This award measured 10 Areas of Influence that have the biggest impact on employee engagement and compile feedback data to determine how employees really feel about their workplace. It provides us with a plan that focuses on the key drivers that will have the greatest impact on improving engagement, satisfaction, quality and productivity with the ultimate goal of strengthening overall operational performance. It takes a whole organization from the board down to achieve this type of recognition and I am very privileged to work with such dedicated people and such an amazing organization.



Sandra Phillips,
Executive Director



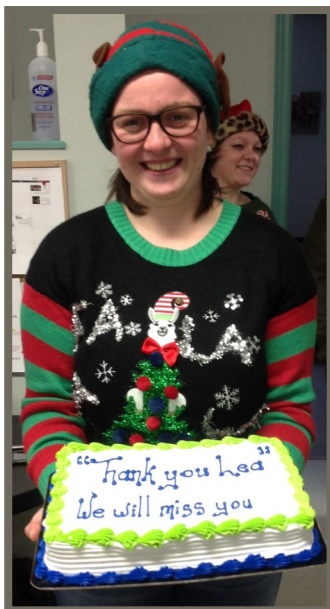
Looking for Local Services & Supports?

The newest edition of our guide is now available on NHCIA's Website. Paper copies may be picked up at our office at 2 Alice Street. Contact Kim Tregaskis Mental Health Access Facilitator at 613-332-2090 ext. 339 if you are looking for multiple copies.

German Student Vacationing in Bancroft Leads to Placement at NHCIA

My name is Lea and I am a student from Germany where I attend the University in Frankfurt. The program I am completing in Germany is called the Care and Case Management program. I learned about NHCIA through friends that have a cottage on Trout Lake here in Bancroft. I was visiting Canada in September 2017 and contacted NHCIA to see if I could do a 3 month placement as part of my university requirements. My placement started in the beginning of October and ended at the end of December.

During this placement I had hoped I would learn about support services in Canada. Over the course of the placement I worked in the Supported Independent Living program getting to know individuals and what supports they received. I enjoyed working with staff and seeing how all the supports helped people in their daily life. For me it was great to see that the support is based on the needs of the people and also what they want to do. It is not only based on what has to be done today but also what the person would like to do in the future.

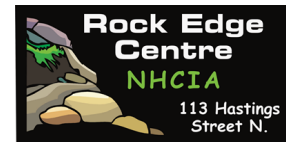


It was beneficial for me to work in the Child and Youth program seeing how the school system in Canada works and learning about how schools in Canada integrate their classrooms. I spent most of my time in community participation, in the HUB drop in and cooking class. For me it was nice to see how everyone gets ready for Christmas as it is such a special time of year for people so I was glad to be here for December.

I had the opportunity to work with most of the staff at NHCIA and met many new people in the community. The needs of the people I worked with here were new and interesting for me. Social services here are much different than in Germany. Here in Canada there is much more of a focus on integration and meeting each individual's unique needs. I truly enjoyed my time here and I hope I can take some of the new things I have learned and apply them in my community in Germany.

Auf Wiedersehen

Child & Youth Update



Thank You to Local Lions Club

Once again in December the Bancroft Lions Club provided our community with Santa's House.

Several families enjoyed a 'sensory-friendly' visit with Santa and each child received a gift generously donated by community members.

Youth & Family Support

Upcoming Caregiver Support Groups

(Open to Caregivers of people with disabilities of any age, respite provided during the meeting) **Call 332-2090 and ask for Julie**

February 25th 2019 meeting will be held at North Hastings High School 5-7pm

Caregivers will be treated to a meal cooked by their family members followed by floor hockey for everyone.

March 21st 2019 meeting will be held at North Hastings Children's Services 5-7pm

Anne Brennan from Counselling Services of Belleville will be discussing "Coping Toolboxes."



Greetings from NHCIA Self Advocate Committee.

NHCIA Self Advocate Committee is made up of a group of about 15 self advocates who meet monthly to empower, inspire, and educate each other and the community.

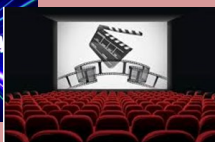
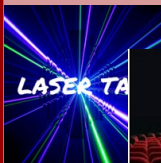
We are busy planning for a full year of activities, social events, training, and fundraisers. Members of the Ambassador Group, the leadership section of the Self-Advocate Committee (pictured above), have the events and activities all planned out in our 2019 work plan. We are looking forward to working together to make it all happen. First on our list is a visit to the People First Group at Madoc COPE, the Re-Action for Inclusion Conference in King City, and a bowling social in Renfrew! For more information about the Self Advocate Committee please get in touch with NHCIA at (613)-332-2090.



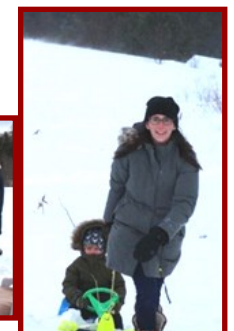
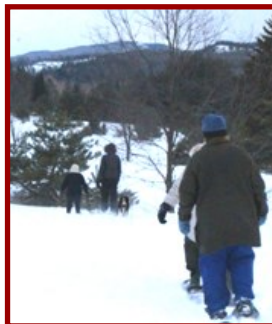
Self Advocate Committee enjoying their Christmas Potluck Social

Coming Soon March Break Fun

Watch for details on NHCIA's Website & Facebook page



"Thanks for the hospitality Kim"



Social Committee Winter Fun

NHCIA staff, if they wish, contribute to the social club which plans events and celebrates special occasions throughout the year. Kim, who is on the Social Committee, provided her beautiful piece of property for our "Winter Event 2019". Those who braved the cold went snowshoeing or sledding and enjoyed the warmth of the fire while enjoying hot chocolate. Thanks also to the canines "Mesha and Jackson".

"What's Going ON"

Stephen.... was invited to attend his nephew Ryan's wedding reception in Markham in November. Time with family is especially important to Stephen because his mom passed away when he was 18 and his brother lives out of town, so he was very excited to see his brother's ex-wife Eleanor, and his nephews, Ryan and Adam. Stephen was also happy to see Ryan preach at the church before the luncheon reception. You can see the joy in his face getting to spend time with family members.

Family Wedding Photo: (left to right) Michelle & Adam, Stephen, Eleanor & Jimmy, Ryan & Marleigh



Mike... getting into the holiday spirit chose to give back to the community. While out shopping Mike purchased 6 turkeys and donated them to the organizers/volunteers of the annual "Christmas Eve Dinner" which took place at the Bancroft Legion Branch 181.

Mike attended the dinner joining in on the spirit of Christmas with the many people who attended.

"Thanks Mike"



Cheyenne.... you will see a new smiling face when shopping at Vintage on Hastings! Cheyenne became part of the volunteer team in November and enjoys helping customers find their new treasures.



Karen.... what better way to start celebrating the holidays than hosting a Christmas Party for friends. Karen chose to have finger foods and planned the menu and purchased items ahead of time. She spent the night before the party prepping food and organizing the space for the party. Karen received many compliments from her guests on her hosting skills and was asked "when's the next party"?



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

Name:
Address:
Postal Code:
Email Address:
Phone:

Non-Voting (Associate) Membership

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

Support Membership

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

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

COMMUNITY CORRIDOR OF INCLUSION AND RESILIENCE



The CCIR working group will be co-planning a community engaged art project that will take place in North Hastings. This group is made up of 20 adults and youth from various local organizations including 1 self-advocate and 2 staff from NHCIA. During seven gatherings between February and October 2019, the working group will gather once a month at various locations in North Hastings. Co-planning will be rooted in arts activities, presentations, and exploratory walks. The group will work on community mapping and identifying themes and motif, explore design possibilities and models for running and implementing a community engaged art project, and identifying possible locations for the artwork to be permanently embedded.

This project emerged out of a vision from NHCIA. Once this co-planning phase is completed a grant will be written for phase 2, the making of the community art project. The community will then be invited to participate in building and making a final permanent public art piece.

This planning phase of the project has been made possible through the Ontario Arts Council, Artists in Communities and Schools grant. In March 2018, *The Community Corridor of Inclusion and Resilience Project* received notification that it was one of 39 grants awarded. 128 proposals were submitted from across the province.

Confirmed partners include North Hastings Community Integration Association, Kijicho Manito Madaouskarini Algonquin First Nation, A Place for The Arts, Métis Nation of Ontario, North Hastings Community Trust, North Hastings Children's Services – Algonquin Inòdewiziwin Program, Red Dress Productions, Algonquin Arts Council, and Bancroft Town Council.

It is anticipated that this project will create a movement of inclusive art making, centre and honour Indigenous knowledge, increase access to community and civic life and inclusivity of all kinds, celebrate unknown as well more known cultural riches in our community, leave a public art legacy.

FOR MORE INFO CONTACT Marlena Zuber, Project Coordinator at NHCIA:
Phone #: 613-332-2090 ext.314



These vibrant tote bags were decorated by Self Advocates with fabric paint. They painted 2 bags. One they kept and one will be used for participants of the working group of Community Corridor of Inclusion and Resilience (CCIR).

NHCIA Mission Statement

North Hastings Community Integration Association, through partnerships with community, inspires people with developmental disabilities and their families to live as fully participating citizens.

Aging & Supports

Although aging is something common to us all, here at NHCIA we do provide some specific services to the individuals and families receiving our supports. For example, when an individual requires extra care for a period of time, they are able to utilize our respite apartment which allows them to have the staffing required to get them healthy and back on their feet. If there is a need for respite by their caregiver or family, the apartment can be used to allow for a much needed rest. Assistance can also be provided to obtain referrals to services such as the Senior's Mental Health, support to attend the VON day program, assistance in completing paperwork such as Old Age Security and forms to apply for Long Term Care. As studies have repeatedly shown, whether young or old, our well-being is always enhanced by the relationships we have and the sense of community we feel. The natural connections individuals have built within the community are all part of happy, healthy aging in place.

See pg. 6 for Stephen's story



Aging in Place

Most people would prefer to “grow old in their home”. To do so means having good health and social supports and the necessary services to live safely and independently in your home or community for as long as you wish and are able.

Technology and other residential adaptations can contribute to a person's ability to complete tasks while alerting them and others to potential unsafe activities. Keeping in contact with families and communities can also be helped with technology.

Consider the following:

Your Home-as you age will it meet your needs and be accessible? (stairs, ramps, grab bars etc)

Your Community-are there clubs and activities that allow seniors and other residents to stay active and engaged? Is it easy to travel around your community to attend these activities? Things to consider:

- well-maintained sidewalks
- benches
- accessible buildings
- good public transportation (taxis, low cost transportation services or family & friends)

Supports-Services and supports range from private (out-of-pocket) expenses to those offered through health care and social service systems. Some services may be subsidized or there may be a cost involved, depending on your need and/or income.

Friends & Family-Social connections with community members of all ages can support physical, mental, and emotional health and well-being. Volunteer, work part time, go out with friends, take part in local activities etc.

Staying Safe– Most of us have experienced fraud or abuse -including financial, emotional, physical, sexual, and psychological. Older adults may be particularly vulnerable to certain types of fraud. Most communities have good sources of information to help you learn how to protect yourself from fraudulent tactics such as the local OPP and workshops put on by local organizations.

Caregivers-As we grow older many of us take on the role as caregiver to family members or our partners. Ensure your family and friends know about your plans and wishes, and understand the plans and wishes of the people you care for. There are over 8.5 million family caregivers in Canada.

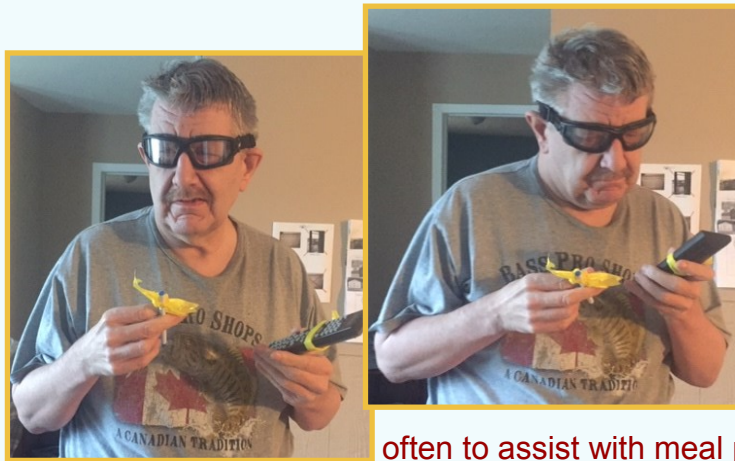
Visit the following website for information on Aging in Place <https://www.canada.ca/en/employment-social-development/corporate/seniors/forum/aging-checklist.html>

Intellectual Disabilities & Aging Populations.....

Stephen's Story—Many of us have family members whom we have had to help navigate healthcare and social service systems as they age. This can be a difficult journey at the best of times, but when you already experience discrimination, social isolation and communication barriers due to having an intellectual disability, it can require some creative thinking to make sure everything goes smoothly.

In the fall of 2017, we started noticing a few signs that Stephen was struggling with his vision, but it only seemed to impact him on certain occasions. He could still write legibly, identify small photos of staff, and tell you how many fingers you were holding up. He would, however, have trouble picking up spilled food or other items on the floor (almost as if his difficulty seeing was based on not feeling like tidying up his apartment!) We set up an appointment to have his eyes checked, and when he got in to see the optometrist a couple months later it was evident he had cataracts. A referral was made to see an ophthalmologist who could surgically remove them. Stephen's brother, Robert, assisted Stephen and the team to look at different lenses and support Stephen to get the lenses that would work best for him.

In the almost 12 months between when we started to notice consistent vision difficulties and when Stephen had his cataract surgery, his vision deteriorated drastically. The last few months prior to his surgery, Stephen struggled to find basic items in his apartment, put his clothes on the right way, navigate community streets safely, or see what he was writing in his notebooks (a favorite pastime). Stephen was constantly frustrated by his inability to live his life the way he had up until now, without being able to understand why, or come up with ways to help himself keep track of important items. As his vision deteriorated, his daily frustrations grew.



Support Strategies—As support staff, we did our best to come up with systems to help him navigate his world, such as tying yellow bands around his TV remote control, his telephone, pens, and chairs, and sewing yellow pieces of material on clothing items so he could tell which side was the front (yellow is often the colour most easily seen by people with visual impairments). NHCIA also increased the supports he received from the agency: staff started meeting him at his apartment to walk places rather than having him walk to meet us somewhere; we stopped in more often to assist with meal preparation and cleaning, or just to check to make sure he was able to find his remote control, phone, and other important items.

As his surgery date approached, we strategized around how best to support him in his recovery. We had concerns about his ability to understand the importance of not touching his eyes or getting water in them for the first couple of weeks. Stephen was able to stay at the respite apartment (provided by NHCIA) for the first week after surgery to allow for 24 hour staff support to remind him not to touch his eyes. We also purchased safety goggles that had an elasticized strap and soft foam edges so he could wear them as a physical reminder not to touch his eyes.

Stephen also required eye drops multiple times a day for the first four weeks after the operation and he did not like getting drops in his eyes. The ophthalmologist gave us samples of 'artificial tears' eye drops so Stephen could get used to having staff administer eye drops daily. Stephen also picked up a couple 'stress balls' that he could squeeze while getting the eye drops, thus giving staff the chance to slip his safety goggles back over his eyes before he tried to touch them.

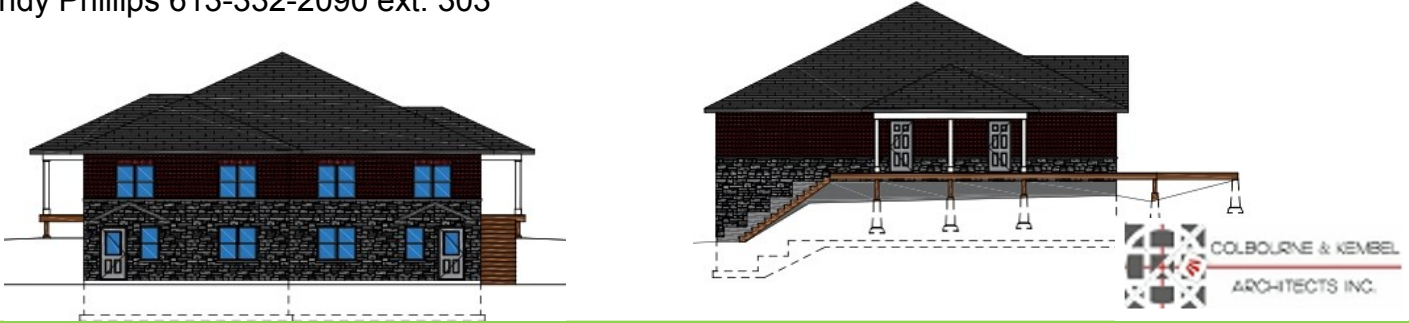
Cont'd. pg 7

Chemaushgon Project

Things are moving ahead with the seven (7) unit affordable housing building planned for 36 Chemaushgon Street.

The builder is currently having an energy auditor review the building plans. The co investment funding process with Canadian Mortgage and Housing Corporation is requiring paperwork to be completed. The tentative date to start construction will be April 2019 weather dependent. We will be working with developer **Springdale Development Inc.** in February to “fine tune” our requests into the final plans. If you have any questions, comments or suggestions please don't hesitate to contact us.

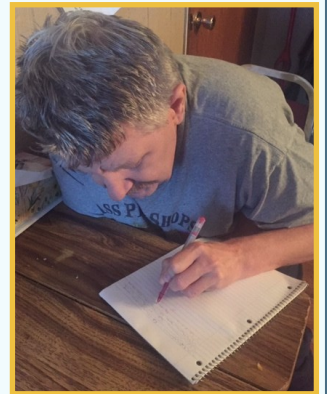
Sandy Phillips 613-332-2090 ext. 303



Stephen's Story cont'd.

The Medical Team— played a crucial role in helping the surgery go smoothly. Typically, cataract surgery is performed on one eye at a time, under what is referred to as “conscious sedation.” In order to support Stephen's best chance at a smooth procedure and recovery, the ophthalmologist performed the surgery under general anesthesia and removed the cataracts from both eyes at the same time. This meant Stephen only had to go through one procedure. The medical team allowed Stephen's support staff from NHCIA to meet him in the recovery room immediately after the procedure was complete so he would have someone he recognized talking to him when he first ‘came to’ (typically family or other supports have to wait until the patient is through the initial recovery stages before they are allowed to see them).

End Result—Stephen ended up doing a fantastic job getting through all the hurdles associated with the surgery and recovery. He was so happy to be able to see when he woke up after the procedure, he hardly complained about the drops and goggles and having to stay at the respite apartment for the first week. Stephen went from seeing so little on the morning of his surgery that he walked into walls if he wasn't guided around them, to being able to print his name in between the lines of his notebook later that afternoon. Just over two months post-surgery, Stephen's vision is back to normal and his sense of humour and joy in life has also totally returned. It has been a great success story for Stephen and for all the staff at NHCIA who supported him throughout the process.



Coming Up...

May 4th: “Walk This Way” fundraiser happening at the Bancroft Ridge Golf Course from 11:30-3:00. See back page for more information and to view last years event check out our website www.nhcia.ca and click on the news page.

FYI last years event SOLD OUT!!

March 23rd: Kairos Time presents "Mandela Art" from 1-3 in the Design Room (124 Hastings St.) contact Marlena for more details 613-332-2090 ext 314



Save The Date
Saturday May 4th

“Walk This Way”

**Celebrating friendships
showcasing community members
walking the walk
with individuals supported by NHCIA**

Saturday May 4th 2019

Doors open at 11:30—3:00pm

Bancroft Ridge Golf Club

30 Nicklaus Drive

Hors d'oeuvres by Bruce Kellar

Cash Bar & Raffle Table

**Door Prize (\$250 gift certificate from
Bancroft Home Hardware)**

Ticket Price \$25

Tickets available at the following locations:

NHCIA #2 Alice St (613-332-2090)

Vance Motors (613-332-1410 ask for Chris Baker)