



As I reflecton my first four months as Interim E D, I am filled with gratitude for the growth and learning opportunities that have come my way. I feel incredibly fortunate to be surrounded by over 300 years of collective experience. With many of our team members having been with us 5-30+ years, I am truly blessed to work alongside such a wealth of history and knowledge. The expertise and dedication they bring to the table is invaluable and I am constantly inspired by the stories and wisdom they share. The dedicated NHCIA team of 52 staff members, have made my transition an easy one. Together we are achieving great things!



This year marks an incredible milestone—60 years of serving our community, fostering inclusion and inspiring possibilities. As we reflect on our journey, we are filled with gratitude for the individuals, families and partners who have been part of our story. In the months ahead we will be celebrating our achievements and sharing a bit of our history. We are planning some events and are hoping community members will join us. It will be a wonderful opportunity to connect, share stories and look ahead to the future.

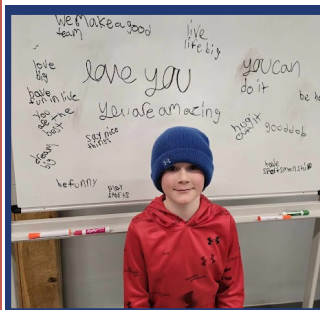
Louri Snider
Interim Executive Director

Looking Ahead ... to define our goals and vision for the future of our agency and create a plan on how to move forward and implement the actions needed to succeed.

Russ Grant facilitated our Strategic Planning session and prepared a questionnaire to help start conversations on how we move forward and what it is we want to achieve over the next few years. Staff were divided into groups to discuss different topics and come up with some key points in each area. There was great feedback given by staff and we are hoping the next meetings, which will include families, individuals and community partners will bring forward insight, ideas and expertise from different areas.

The second half of the day staff were able to choose from several activities such as cross country skiing, snowshoeing, skating or board games inside. This provided a good opportunity for staff to hang out with co-

workers from different locations and positions within the agency.



Why I love my job...One of our evening warriors wanted to leave a nice message for everyone in the program! I wanted to share it with you all! What this young boy wrote is why I enjoy my job and working with children.

Julie Vardy

Strategic Plan Invitation...if you are interested in sharing your ideas, expertise and insight to help us plan for the next 5 years please contact us directly at 613-332-2090.

Planning session for families and self-advocates takes place March 19th from 6-8pm

Planning session for community takes place March 12st from 1-3pm. Both sessions take place at 16B Station Street-the Design Room

This is the link to the survey for those who cannot join but would like to give some input.

<https://forms.office.com/r/C4U5Yufq0K>

Share Vision
Partner Collaborate
Map and Plan
Explore Network



Niki Braybrook, Youth in Transition Facilitator, Julie Vardy, Child and Family Support Facilitator along with our newest team member Leigh-Ann McGovern have been organizing and supporting inclusive indoor and outdoor events.

Christmas Elves...ready for visitors at Santa's House. Sensory friendly Santa visits gave local families the opportunity to meet and talk to the big man in a calm space. Appointment times meant there was no waiting in line and there was time for children to have a fun relaxed visit.



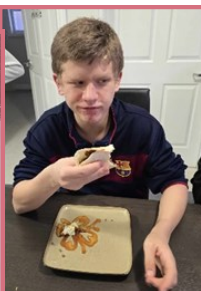
Zoo to You...put on two shows for two different age groups. Both groups enjoyed the animals and the opportunity to actually see them up close and touch them.



Evening Warriors...is back up and running for the second session. For this session we made tacos with Alice Martin, went tubing at Joy Bible Camp, valentine crafts and coming up Fighting Griffin North will be joining us again!



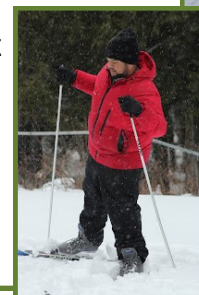
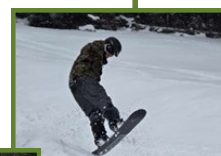
Summer jobs...are you a youth looking for a fun summer job that offers you training, the opportunity to learn skills and gain experience working with people? Watch for details on how to apply on our website and Facebook page.



Thank you...to the Bancroft Curling Club for hosting a learn to curl event. Several youth took to the ice and were given a beginners lesson to curling.



Cedar Ridge Camp...for 2 weekends. The first was a respite weekend in November and the second was a Youth Leadership Weekend in January. There were many first experiences and lots of laughs. The campers spent some extra time working on their leadership skills.



March Break Activities...We are in the middle of winter activities now but our team is looking forward to March break and spring. This year's activities will include a bus trip to Peterborough to play mini golf and visit the Canadian Canoe Museum, an art day at Fleming College in Haliburton and a day camp at Cedar Ridge. These activities will be open to students ages 7 years and up, spaces are limited. Watch for our posts on Facebook for sign up information.

Creating beautiful stained glass....with Karen Istead. Karen held a workshop at her studio where Jeffrey was able to achieve his goal of creating a beautiful fused glass piece of an autumn birch forest for his mom's Christmas present. Kathryn made a hummingbird garden to give to her grandma. Both were absolutely stunning pieces of art and both Jeffrey and Kathryn were thrilled with the results.



Being Part of the Community...for Carter & Courtney means helping out at Community Lunch. Courtney and Carter were recognized at Community Lunch for setting the tables for the weekly lunch. Carol, one of the organizers, asked for everyone's attention during the lunch on Tuesday January 21st to announce how much she and the other organizers rely on and appreciate their contributions. The entire room gave them a round of applause. It was so nice for Carter and Courtney to be thanked publicly and for everyone at the lunch to acknowledge how they give back to the community by volunteering for the "behind the scenes" aspect of the Community Lunch. Way to go Courtney and Carter!!



The Refill Station....has Great News to share. We now carry bulk hand and body lotion that is gentle enough for babies. This product is perfect for keeping skin soft and nourished.

A huge thank you for the amazing Valentine's Day turnout! We loved seeing so many of you shop local and spread the love.

Shout out to our top sellers for January, Kassidy and Courtney, keep up the great work!



Her own apartment....finally after many years Jennifer will be moving into her very own apartment! Jennifer has been making lists of the things she will need for her new digs and is enjoying picking out and ordering her own furniture. She has been slowly moving things into her new place and planning where she will place her personal items. She cannot wait to call it her home.

FUTURE HAPPENINGS

March 2025	Refill Station will be celebrating St Patrick's Day with some extra savings on products which will help add some extra "Green" to our environment! Be sure to follow us on facebook to get details.
April 1, 2025	The deadline for all individualized funding requests is Tuesday April 1, 2025. The requests must be in by 12:00pm that day. There is no extension of this deadline so be sure to submit all funding requests before this date.

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.

Maynooth Rink Mural....is completed! Check out the beautiful bird panels that represent the different seasons. The birds and feather land acknowledgment was done in partnership with Algonquin Elders and the Hastings Highlands Public Library. Many hands collectively painted these vibrant panels.

Community members that use the rink facilities have been enjoying the artwork.



Magna Tiles...Carter started with organizing the tiles by color and then created a design. He enjoyed making different shapes with the tiles and finished it off by making towers to place on top of the structure.

Fleming College ...painting workshop. Six talented self-advocates enjoyed a full day of painting at Haliburton's Fleming College. The instructor guided everyone through mixed-media layering techniques. The results were stunning! We also went on a magical winter walk through the College's Sculpture Garden before heading back to Bancroft.



Painting by Jesse Mercier



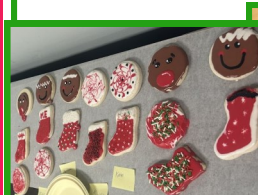
Celebrating New Years Eve...and

enjoying a very delicious potluck with friends. Everyone brought lots of yummy food and shared laughs and smiles. When the karaoke machine came out the real fun started. People enjoyed singing along to their favourite artists with Jennifer leading the line up.

Coming together ...to celebrate Valentine's day, which was a massive hit! There were over 30 self-advocates who attended between our agency and COPE Madoc. Between lunch and playing bingo there was plenty of time for socializing. Everyone contributed to the lunch and would like to do a similar event for St Patrick's Day.



Holiday blast....the whole month of December was full of fun activities for both staff, board members and individuals. Staff were excited to take on decorating trees at Santa's House and workshops were held to make wooden snowmen/ trees, cookie decorating and making Christmas cards. There was also a week of games for all to participate for a chance to win prizes.



Show Your Support Become a Member

Membership.....By choosing to enroll in NHCIA's annual membership you are showing support to persons with developmental disabilities. Your contribution will assist NHCIA in achieving our mission of inspiring these individuals to live as fully participating citizens.

Name:

Address:

Postal Code:

Email Address:

Phone:

Non Voting Memberships (as per our bylaws)

Self Advocate (\$5.00)

Staff (\$20.00)

Family (\$15.00)

Single (\$5.00)

Business /Agency (\$25.00)

NHCIA will provide or arrange for accessible formats and communication on request.