



As we move through another busy and inspiring season at NHCIA, I'm filled with gratitude for the incredible work happening across our agency. Each day, I see our teams living our mission, supporting inclusion, independence, and community connection in meaningful ways.

Staff development has been a major focus this quarter. Managers participated in the "Think Different, Do Different" training in Picton, and several Direct Support Professionals attended the DSP Conference in Belleville. These opportunities remind us that when we invest in learning, we strengthen not just our skills but our shared sense of purpose.

The **Refill Station's 3rd Anniversary** is this month! Our social enterprise continues to grow as a community hub for sustainability, inclusion, and connection. We'll be marking this milestone as part of the Plaid Friday Merchants of Bancroft event, a local celebration of shopping small and supporting community businesses (see pg 3 for details). Thank you to every staff member, family, and community partner for your continued commitment and heart. Together, we're building a stronger, more inclusive North Hastings.

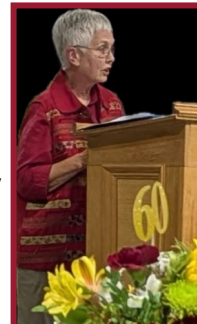
Louri Snider
Executive Director



Thank you for Celebrating With Us!.... This year's AGM was extra special as we marked 60 years of serving in our community-supporting individuals with developmental disabilities and their families. Over the past six decades, NHCIA has grown, adapted, and thrived, thanks to the unwavering support

of countless community agencies, dedicated staff, families, and partners who share our mission.

To begin the evening Jane Mayberry, guest speaker, spoke on our history beginning with its grass roots origins-families gathering in their homes to find ways to improve the lives of their children. Over the past 60 years those early efforts have grown into a powerful movement. NHCIA has grown tremendously, always staying true to its core mission: putting the person first. Jane ended with a very fitting "to you all a job well done"!



Jane Mayberry speaking on NHCIA's 60 year journey.

Staff Anniversaries

5 years-Debbie Bandy, Joan Easton, Lisa Houston and Samantha Phillips

15 years-Lindsey Boomhouer

25 years-Jackie Moore

Bev Lloyd, presents Brian Wall with the Rhoda Dickinson award.



Awards

Purple Heart Award: Brenda Shannick

Art Copfer Award: Ketha Neuman

Rhoda Dickinson Award for Staff: Kristi Murphy

Rhoda Dickinson Award for an Individual: Brian Wall▲

Lloyd Churchill Award: Courtney MacLellan



Louri Snider presented Ketha Newman with the Art Copfer Award.



Louri Snider, Executive Director welcomed everyone and expressed her appreciation for their attendance. She highlighted the accomplishments over the past year, attributing them to the dedication of the staff and the remarkable achievements of the individuals and families supported by NHCIA.

Spirit of Inclusion Awards (2024)

York River Public School: Emilia Card

Our Lady of Mercy: Taryn Feeney

Hermon Public School: Abby White

North Hastings High School: Dallas Minnie

Coe Hill Public School: Liam Jackson

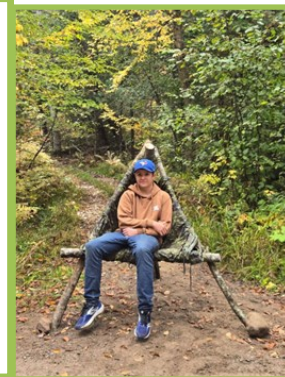
Birds Creek Public School: Mackenzie Foley-Walker, who was also chosen as the community wide inclusion award winner.



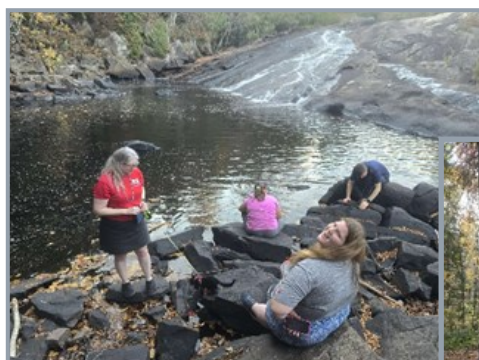
Brenda Shannick received the Purple Heart Award



Hilly Half Volunteers...each year Amici Children's Camp Charity helps children, ages 7-17 from low-income households attend overnight summer camps across Ontario, including Cedar Ridge Camp. This year, Cedar Ridge Camp hosted a Hilly Half marathon fundraiser in support of Amici. Several youth from NHCIA volunteered at the event, handing out water and guiding runners along the course. After the race, the volunteers also had the chance to learn how to build a bench in the woods-a fun and rewarding way to end a great day of giving back!



Pottery Enthusiast...This young man has an interest in crafting and using creativity to make his most favorite Disney characters. As he is showing interest in pottery, Laurie, a local potter, has invited him into her studio and he is building a character from Toy Story.



Homestead Adventure Park...located in Quinte West, ON was the destination for our after-school trip. This unique park features an 18 hole mini golf course, 16 exciting rope challenges, and



remote-control boats. The boats were especially fun to maneuver under bridges and around obstacles! Before heading home, everyone enjoyed a delicious Beaver Tail-a perfect way to end an action-packed day.

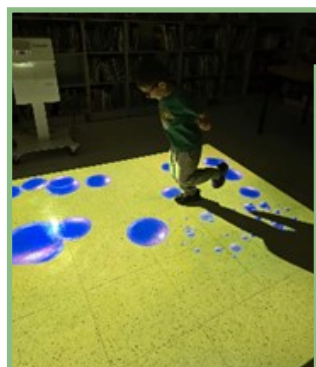


Guided Trip...A group of youth spent the day enjoying the outdoors with Deep Roots Adventures! Throughout the day, they learned about different trees and leaves while exploring the natural surroundings. The group also used the Watershed Backpacks, which added an extra layer of hands-on learning and discovery to their adventure.

Early On Presentation...was attended by Janet Christie, Manager of Youth and Family Supports, and Julie Vardy, Child and Family Support Facilitator. Janet and Julie shared information about NHCIA services and highlighted several available



resources, including the Watershed Backpacks and books from the Watersheds Canada Lending Library.



"Otterpalooza"...took place at York River Public School and NHCIA joined in on the fun with our MOBI machine. This interactive setup gave children of all ages the chance to enjoy a variety of exciting, hands-on games. It was a fantastic evening filled with learning, laughter and community spirit!

Self Advocate Leadership Retreat...October highlight was our two and a half-day stay over at Cedar Ridge Camp. We had Tanya Mahar as a guest facilitator. She led a beautiful mindfulness workshop which involved crystal singing bowl meditations. In the evenings participants loved gathering by the campfire and being serenaded by our resident musician – Cody Lockwood. The second night, the sky was very clear and with the help of Cedar Ridge staff, we set up a telescope and took turns looking at Saturn. Many of us were lucky enough to see some shooting stars. It was another magical retreat at Cedar Ridge.



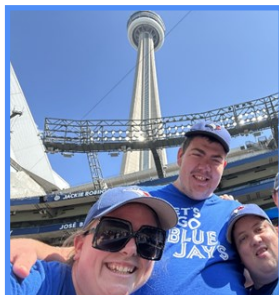
Halloween Party With Friends from Madoc COPE

The space was buzzing with excitement and laughter as everyone enjoyed Halloween Bingo, face painting, and a variety of Halloween themed games.



Muskoka Heritage Museum

This filled the ticket to see another goal come to completion of Jeffrey Wall's. Jeffrey wanted to go on a vintage train ride with his friends Cody, Jesse and Brian. They took a ride on the 1948 "Portage Flyer" diesel engine and then explored the many pioneer buildings. They enjoyed a blacksmith demonstration, candle making and a presentation in the one room schoolhouse.



Take Me out to the Ball Game! ...this group is so pumped they got to see the team that made it to the World Series!

Carter and Cody's goal was to invite some friends to watch a Blue Jays ball game so they joined the group from Community Living Quinte West to watch the Blue Jays defeat the Baltimore Orioles in Toronto.



Mural Revitalization

Courtney, Kathryn and Jenna were numbered among the 70 artists who contributed to the Bridge St. Mural Revitalization. They were each given a spot to paint their choice of anything nature-related in areas on top of Arne Roosman's original mural. Kathryn did a night scene, Jenna the Northern Lights and Courtney did dragonflies and leaves.

Kathryn In addition to being able to view their beautiful artwork prominently displayed downtown, all participants were featured in a Mural Honour Booklet and will be part of a documentary that is being made about the project.

Jenna



Courtney



FUTURE HAPPENINGS

November 28th



The Refill Station is having an anniversary sale on Friday November 28th from 10:00am – 7:00pm. You will receive a scratch and win ticket to potentially win up to 25% off your purchase. Light refreshments will be provided. Wear plaid and enter your name into our Christmas draw.

NHCIA Mission Statement

North Hastings Community Integration Association, through partnerships with community, inspires people

North Hastings Community Integration Association

Strategic Plan 2025 - 2030

MISSION

NHCIA, through partnerships with community, inspires people with developmental disabilities, and their families to live as fully participating citizens.

VISION

A community that values all citizens for their unique contributions, where everyone has the right to participate, fully, equally and safely.

VALUES

Everything starts with the Person. We value belonging, innovation, citizenship, partnership, and that dreams are possible.

INSIDE NHCIA:

Our People & Our Work

- Create an accessible / plain language Mission, Vision, Values
- Continued commitment to Diversity, Equity and Inclusion (DEI)
- Support programs to work together
- HR programs & technology to improve scheduling and other efficiencies
- Continued support for staff wellness, growth and training

COMMUNITY CONNECTIONS:

Outside NHCIA

- Website and social media redesign with accessible features
- Support for the local Youth Wellness Hub
- Create more inclusive activities open to the public
- Build relationships with new external partners
- Maintain current connections

GROWTH & FUTURE PLANNING

Looking Ahead

- Listen and adapt to people we support, families, staff and community partners
- Plan for housing and support needs
- Be ready for new funding models and government directions (Journey to Belonging)
- Strengthen financial stability (fundraising, grants, partnerships)

ADVOCACY:

Speaking Up & Taking Action for

- Increased financial support and accessible housing for self-advocates and their families
- Employment opportunities and employment supports
- Access to Mental Health supports in our community
- Accessibility for all
- Fair wages for staff

Strategic Plan

Completed....thank you to everyone who came together to discuss our vision for the next 5 years. Your insights and contributions were invaluable in shaping our strategic plan. The information gathered during these discussions has played a key role in guiding our direction, and we truly appreciate the time and thoughtfulness each of you brought to the table.



We Have Copies of Our History

..... for anyone interested. Feel free to stop by the office to pick one up. You can also request a digital copy by emailing us at communityliving@nhcia.ca and we will be happy to send it to you.

So Nice To See Chuck Again!... Now calling British Columbia home, Chuck, a former NHCIA staff member, stopped by for a visit. Everyone was thrilled to see him, share some great memories, and show him all the exciting changes and improvements that have taken place at NHCIA since his time here.

Thanks for stopping by Chuck-it was wonderful catching up!

NHCIA- A historical perspective 1965-2025

60 years



COMMUNITY LIVING
North Hastings Community
Integration Association

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



Thank You Leveque Bros! ...When Cody and Carter asked if they could tour Leveque Bros, the Leveque team went above and beyond their expectations. They were given an incredible behind-the-scenes look at every aspect of the operation- from the shop to the pit- and even had the chance to climb into some of the equipment to see the work in action.



Not only did they receive some awesome Leveque swag, but the highlight of the day was when they were each presented with a personalized metal sign, handcrafted by Leveque employee, **Justin Siydock**.

A huge thank you to **Kelly** and the entire **Leveque Bros** team for the unforgettable experience and warm hospitality.

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.