



Celebrate Successes....I am thankful to work alongside the fantastic staff at NHCIA. We have employees who have worked here for only a few months all the way up to 36 years-all of them bring their own unique strengths and talents to our team. This quarter we celebrate their successes and the successes of the individuals we support. There have been many opportunities in the last year for employees to try out on new roles and responsibilities within the agency. This encourages staff to set personal goals, try new things and sometimes step outside of their comfort zone.



I myself have reached a goal this fall as I start in this new position of Interim Executive Director, I look forward to the new challenges and opportunities for learning.

We also want to highlight the successes of the individuals we support. From planning goals of travel, to attending leadership workshops, or even enjoying a beverage by the lake, life is all about living the life you desire. At NHCIA we continue to support and encourage individuals to set goals and reach for their dreams.

Teena Surma
Interim Executive Director

AGM... Our Annual General Meeting was held at the Café and Fireside Lounge at Hastings Centennial Manor. Attendees socialized for the first hour with light refreshments and then onto the business part of the meeting. The meeting began with a welcome from President Brenda Locke as she paid tribute to Lloyd Churchill whom we lost this past June. Lloyd was a strong advocate for NHCIA and a very active Board Member. Once again this year NHCIA received a clean audit report from Wilkinson and Company.

Staff anniversaries being recognized this year were:

5 Years: Brittany McCaig, Amanda Fichtner

10 Years: Karen Weichenthal, Niki Braybrook, Laurie Oram

15 Years: Esther Robbins, Gwen McCormack, Louri Snider

35 Years: Janet Christie

Managers and Board President, Brenda Locke, congratulated staff for their commitment and dedication to NHCIA.

The Art Coper Award was given to Debbie Bandy who has shared her talents with individuals and staff as well as shown gratitude in the workplace. The Purple Heart Award was awarded to Tammy Woodcox for remaining positive despite experiencing a life challenge.



Left to right Brittany & Amanda celebrating 5 years and Janet celebrating 35 years!



Thank You Barb Millar!...Barb's caring about people's rights and passion for giving back led her to become a member of our Board of Directors in 2005 and in 2011 she took on the position of Secretary. She has remained a dedicated member - coming into the office every week to sign documents as needed as well as taking minutes at board meetings. Barb is familiar with many of the staff here at NHCIA who love to stop and share a laugh or two. We are glad that we will still be seeing her around the office as the organization continues to support her family.

Barb stepped down from the board as of November 2023.

"Volunteers do not necessarily have the time; they just have the heart." Elizabeth Andrew

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)

Single (\$5.00)

Staff (\$20.00)

Family (\$15.00)

Business /Agency (\$25.00)

Phantom Farm...In October the NHCA youth group braved the horror at Phantom Farm in Cobourg. The Haunted Barn was full of spooks, lights and a pitch-black slide down to the bottom. The trail ended with having to walk through an old hearse.

If that was not scary enough, there was still the Haunted Hayride to follow. This ride was full of famous horror movie shout-outs including red balloons and a scary clown. There was a lot of screaming that night but always followed by big belly laughs and a sense of relief.



Ayden has made a beautiful connection with Nancy and her horse Tiffa. He loves their visits so much that he asks to go everyday and will often get driven by the farm just to see the horses. We are so grateful for Nancy and her animals who have had a huge impact on a number of children and adults that we support. Thank you Nancy!

Driver's License Prep ...This is a 4 week study group after school opportunity to review the Driver's License Handbook and try practice tests to become more prepared to write the G1 test.

Staff hope to continue this group regularly as this was identified as a gap in knowledge and there is continued interest from youth.

Drivers License Prep G1 practice group

4 WEEK GROUP STARTING
OCTOBER 3, 2023
TUESDAY EVENINGS FROM
3:30PM-5:00PM



\$30 COST &
SNACKS
PROVIDED

For more information or to
sign up contact Brynn or Niki

bhansen@nhcia.ca
n.braybrook@nhcia.ca

Child & Youth Conference...Niki and Laurie attended the 2023 Belong Conference which took place in Niagara on the Lake. They joined other Child & Youth workers in Ontario studying topics such as; racism and equity in education, indigenous teachings, relationship building, various trauma and compassion fatigue, ADHD and addiction, attachment and creating brave spaces.

The theme of this year's conference was belonging. The group of front line staff at this conference really embraced collaborative learning and hope as everyone agreed youth are our future and they are worth investing in.

Caregivers Night Out Recap....these events are intended to give caregivers the opportunity to get together to share information and take a break from caregiving.

In September a floor hockey game turned into a basketball night beginning with pizza for everyone. In October we visited Everlily Maples Farm. This is feedback from one of the caregivers.

"We had an awesome time tonight at the Everlily Maples Farm. Thank you Laurie Oram and Niki Braybrook and Parents Support Group, lots of laughs and we had the opportunity to learn how to make homemade soap and had our bellies full with homemade chili made by Laurie. The kids had a tour of the farm and saw a variety of animals—great night by all. Thank you John Kristen Everlily family for your hospitality and sharing your knowledge of making homemade soap."



Similar Goals....for everyone



Mike ...loves the water, relaxing and having a beer, sound familiar. We all have goals and dreams of what we would like to do and Mike crossed out one of his—renting a cottage and sharing the experience with friends. Mike enjoyed swimming, relaxing and having a BBQ and smores by the fire with friends.



Karen.... A few years ago she had a goal of spending her 60th birthday somewhere warm and experiencing a plane ride. Several years later, maybe not for her 60th birthday, this goal has finally become very real.

Look out Mexico here she comes!

Karen has finally left on her trip with her travelling companion Wendy for a week of fun in the sun at an all inclusive, which was a must for Karen. The most important thing for her was to have someone make her bed. Next was to have her meals prepared and drinks by the pool.

Stay tuned for the next Newsletter for an update on how things went in Mexico!



Leadership,,, This past October 13 self-advocates participated in the Leadership Camp Experience at Cedar Ridge. For fun we took the 2 voyageur canoes out for a paddle on Lake Wannamaker, some people climbed the high ropes and others hit the archery range.

The self-advocate committee hosted a discussion of different aspects of identity. Everyone shared meals a campfire and team building activities including a polar dip. Jenna (a participant) and Grayson (Cedar Ridge Director), both witnessed an impressive shooting star while sitting at the fire and looking up into the clear night sky.

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.



Community Participation Crew: It's a "THING" the Community Participation crew enjoy working together and dressing alike!

Whenever there is a quiz or game put out to staff they combine their talents and do some sleuthing to figure it out and they are usually successful.



Opportunities... I began as a Planning Facilitator with NHCIA in 2021. I have enjoyed working together with self-advocates, their families, friends, community members and the supportive staff at NHCIA. I am expanding my

knowledge base by taking on a few new responsibilities in a totally different avenue. I will now be working on the inventory end of the Refill Station and doing 3rd party financial audits and I am also orientating to do some of the jobs associated with Budget Service.

This new training enables me to expand my connections through the community and workplace. It feels good to increase my knowledge and grow while understanding more about the workings of NHCIA.

Grateful for the opportunities!

Shannon MacNeal

Fall Harvest... Jen made her way to Campbell's orchard for some apples and pears. Jen then invited friends over to turn those apples into some delicious "candy apples". Everyone had fun making the caramel sauce and dipping the apples in their favourite toppings.



Upcoming Events

Refill Station 1 Year Anniversary: Friday December 1st we are celebrating our first year in business. Save up to 20 % on your favorite items. Light refreshments will be served as well as some draws. Join in on the celebration from 10am – 2:00pm

Sensory Santa: We are in the process of collaborating with the Lion's Club and Santa's House to offer families the chance to enjoy a private visit and capture cherished photos with Santa. We will post on Facebook and our website (www.nhcia.ca) when dates have been confirmed.

Leadership Weekend : Jan. 12-14th taking place at Cedar Ridge Camp. High school aged youth are invited to join us for the weekend of fun and learning. Participants will have the opportunity to gain leadership skills as well as enjoy winter activities-skating/hockey/snowshoeing/archery. Contact Niki Braybrook 613-332-2090 ext 307



Personal Goal... I started working at NHCIA 5 years ago and have been given many opportunities to learn different skills while working with individuals and team members in the agency. I have recently been given the chance to take on some additional responsibilities that would help me gain knowledge and experience to one day apply to a managerial position at

NHCIA. I have always been interested in taking on a leadership role and am very grateful and excited to finally start learning some of the ins and outs here at our agency. Currently, I am working one day a week completing additional duties as a learning experience towards further growth. I am very appreciative for this chance to learn and grow here at NHCIA.

Amanda Fichtner

Come Celebrate Our 1st Year Anniversary!

Friday Dec. 1, 2023,

10am - 2pm. Lots of great gift ideas for Christmas with savings of up to 20% off all items in the store. Enter a chance to win our Secret Santa Draw and take some time to enjoy some light refreshments. Lots of Canadian eco-friendly products and remember less plastics going into our beautiful environment – We now have four employees and have added a new Canadian company, The Old Soul company. Come check out our new products .

Refill Reuse and Refresh



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