

Young people of all abilities benefit from work experience. Creating more supportive, dynamic, and inclusive employment options for people with disabilities benefits us all. When everyone has the chance to reach their full potential and make a meaningful contribution to our economic success and experience social growth we are a richer community.

We at NHCIA want children and youth with disabilities to grow up confident in the knowledge that they can put their talents to work and enjoy the personal benefits of employment. We also encourage entrepreneurship. For employers, Supported Employment can provide services to meet their workforce needs and to create a more supportive and inclusive workplace. From an early age through the school years, and throughout adult working lives, the career expectations, skills, strengths and aspirations of people with disabilities should be supported. According to the council on Employment Opportunities for people with disabilities 90% of people with disabilities rate average or better on job performance compared to their colleagues without disabilities. In fact, 75% of Ontario small- and medium-sized businesses that employ people with disabilities report that they meet or exceed expectations.



Sandra Phillips,
Executive Director

We are proud to employ persons with disabilities and applaud businesses that do. By working together, we can make inclusion an everyday occurrence in North Hastings.

“Four”

If you haven't already—plan to head out doors and hit the green's at, **“Dimples”** Mini Golf located beside Kawartha Dairy. Renovations were done in June and job coaches busied themselves training youth to sharpen their skills at handling money and customer service.

If you are planning a **Birthday Party** or just a fun day for a group of people call and ask about group rates-613-334-6625.

Dimples is open until the end of September-weather permitting.



Andrew helped out with renovations and works at the club. Pictured is Melissa, one of the job coaches.



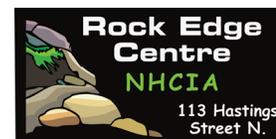
Family Camp Weekend

This was our first organized “family style” retreat where a group of six families shared a fun-filled family weekend at Cedar Ridge Camp.

Families were able to experience new activities together for the first time making exciting new memories. The families were able to take a break from their often very busy daily lives and connect as a family to enjoy each other's company in a stress free environment.

This retreat was a good learning experience for both NHCIA as organizers and the families participating. We will be using the feedback from families to help in future planning for family events such as this.

Child & Youth Update



Youth Leadership Camp

13 youth from NHCIA and Madoc COPE attended a specialized leadership program at Cedar Ridge Camp in July. The youth had an opportunity to participate in various workshops including communication, healthy relationships and goal setting. They were asked to choose one activity and were then given the opportunity to shadow an instructor to learn the skills they would need to teach young campers. They also spent time trying out activities such as: swimming, canoeing, paddle boarding, horseback riding, and mountain biking. All of the youth had the opportunity to take emergency first aid and CPR, safe boating and 2 youth did their ORKCA level 1 canoe certification.

After a day of learning they spent part of the evening by a camp fire and then singing songs and playing games inside.



Muffin Run



Four students were hired for the **Muffin Run** job training program this summer.

This is the first job for these youth and they have been gaining many job skills including money handling, sales and customer service skills. Our community has been very receptive to the program and seem to be enjoying their midmorning treats. Thank you to all of the stores in Bancroft for supporting this program and a big thank you to the **Corner Café** for supplying the delicious treats.

Back to School! Exciting for Some, Stressful for Others.

Based on a blog post from school psychologist Dr. Peter Faustino's on the Autism Speaks website.

<https://www.autismspeaks.org/blog/2015/08/19/its-time-head-back-school-four-tips-reducing-stress>

Here are 3 tips to help our children reduce stress about going back to school after summer holidays:

1. Visit the school. Over the summer take your child for some plays in the schoolyard to maintain familiarity with the school. School staff will be back to work in late August. Schedule a school visit to take your child in and meet their new teacher and any other key staff and to see their new classroom. The more familiar we are with things, the more comfortable we are.
2. Get back to routine early. Try to re-adjust your schedule to resemble how it will look once school begins. Adjust bedtimes and wake up times. Plan snacks and meals for the same times they will eat at school. This will help their bodies to physically adjust which will make it easier for them to emotionally adjust as well. This may take some time so try not to leave it to the last minute if you can.
3. Try to stay positive! School can be stressful, for both kids and parents, especially if it's been rough in the past. Find something that your child can be excited about in September. Whether it's Lego Club, a field trip, or a teacher or peer that they have a great connection with. Going into the school year with a positive attitude will help set the tone for a successful school year

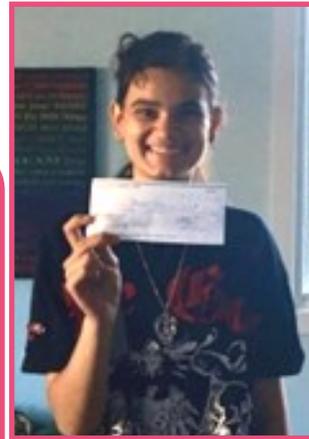
"What's Going ON"



Tristan... Worked on jazzing up her resume this spring and then went out to find a summer job she would enjoy. Tristan was able to experience the interview process and after several interviews she was successful and accepted a job with Community Trust. She is working alongside Jane Kali and her crew 5 days a week from June-September. We congratulate Tristan on choosing a job she would enjoy and being able to give back to the community at the same time.

Shania and Cheyenne...if you remember in one of our newsletters these 2 sisters are experiencing living on their own. Life is going very well, Shania successfully completed the Youth Job Connect program at Loyalist College in July and is hoping to find a part time job in the fall.

Cheyenne is employed by Community Trust to do cleaning once a week. She is very proud of the work she does and was happy to show off her first pay cheque!



Foodland

In future newsletters we will be celebrating employers who provide opportunities for people to be a valued member of the workplace.



Owner's of Foodland, Joe and Carole Favot, are not new to hiring people with an intellectual disability. At one of their previous stores they hired someone for the summer through an employment agency and that person continued to work for them for the next 20 years.

Joe and Carole understand the importance of taking the time to create a workplace that sets employees up for success, whether this includes accommodating needs for a shorter shift; tailoring the job responsibilities to capitalize on their employee's strengths; or supporting other employees to understand access needs.

Luke Ouimet is presently working at Foodland restocking shelves in the dairy section. Luke is delighted to be given the chance to show his ability to follow directions, complete tasks, and learn new skills.

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)

“Walk This Way”

This event was created to showcase the wonderful connections people have made through employment, sports or other social events. Thank you to everyone who participated, donated and purchased tickets. The event was sold out and those who attended enjoyed food catered by Bruce Kellar in the beautiful space at the Bancroft Ridge Golf Club. In between “walks” people took in the raffle table with a variety of items donated by local business’s.



Thank you to the following for your generous donations to our raffle

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|----------------------------------|---------------------|------------------------------|
| ◆ McCaskie TV & Stereo | ◆ Shear Style | ◆ Bancroft Eatery & Brew Pub |
| ◆ Vance Motors | ◆ Posies | ◆ Twin’s Day Spa |
| ◆ S & P Auto Detailing | ◆ Nathan Boomhouer | ◆ Home Hardware |
| ◆ North Hastings Family Pharmacy | ◆ McCaskie Electric | ◆ Zihua Boutique |

Door Prize:

2 Blue Jay’s tickets **donated by McDougall Insurance and Financial &**
\$250.00 cash **donated by Kawartha Credit Union** **WINNER** Shaely Coulas

Cash Prize :

- 1st prize of \$1500.00 Lynnette Jones
- 2nd prize of \$300.00 Jennifer Doole
- 3rd prize of \$200.00 Heather Hiltz



Thank you to everyone who purchased tickets and attended this event . To view the video of the event visit our website www.nhcia.ca and go to the news page or visit <https://vimeo.com/279714723>

Look for details on our next “**Walk This Way**” happening in May of next year and save the date!

Youth & Family Support News

Another busy summer with children and youth participating in day camps, family camp, youth leadership camp, swimming lessons, horseback riding and gaining summer employment experience.

Upcoming events include a trip to Wonderland for families happening August 21st, our Learn to Canoe Family Support Night happening August 29th. We are also working on organizing a PA day activity October 26th and a youth weekend October 27th -28th.

In order to get some feedback from families about activities we have been giving out short survey cards at the end of events. The input we get from youth and families will help us improve on the events and activities we organize.

Please call if you have any questions or would like to join us at Family Support.

613-332-2090 Louri (Children under 14 years) Niki (youth 14-25) or Lynne (Adult Respite & Passport) Kelsey Dano has been hired to fill the role of Mental Health Access Facilitator while Kim Tregaskis is on a leave. Kelsey will be meeting with professionals in the health and mental health sectors and facilitating access to services and supports for youth and adults using NHCIA services.



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