



# Carmichael Connection

## January 2016

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**CARMICHAEL ENTERPRISES RESIDENTIAL PROGRAMS LTD**

**IN THIS ISSUE**

**BOY WITH AUTISM BRAVES HAIRCUT THANKS TO BARBER’S UNIQUE TECHNIQUE!**

**Excerpts from:** Peder Myhr , Global News, November 6, 2015

Jamie Lewis and Denine Davies’ son Mason was diagnosed with autism a few months ago, and the couple had struggled to find a barber who could help Mason feel comfortable during a haircut. Because of the sensory overload people with Autism Spectrum Disorder can experience, haircuts are often difficult and even painful.

The family was recommended James Williams’ barber shop ‘Jim the Trim’ in Briton Ferry, Wales. The family built up a relationship with the barber with trips to the shop over a three month period because Mason, like others with autism, have a difficult time adjusting to change. Then, during one visit Mason finally received his long awaited haircut — while he lay playing on the floor.

“I know how difficult it can be and my main concern was making sure Mason was happy and not upset,” James Williams told Britain’s Daily Mail.

“So when I saw he was comfortable on the floor, I thought nothing of getting down on my belly and having a go.”

Mason had been lying on the floor playing with his mother’s phone and Williams jumped at the opportunity; he joined the four-year-old on the floor to give the boy his first haircut in two years.

A Facebook post including pics of the trim has since gone viral, having been shared thousands of times across social media. On the post Williams said he went to give Mason their usual high-five that they do at the end of their visits, but the boy wasn’t having it.

“The finishing touch I asked for a high 5 he gave me a hug instead that’s true #barberlove.”



**TELEMARKETING SCAMS**

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## STAFF SPOTLIGHTS

happy  
birthday  
to you!

## Birthdays ~ January 2016

Ahmad Dayo  
Sarah  
Dan



## Welcome New Staff &amp; Returns

Amanda Heather  
Kevin B Leanne  
Dayo Elaine

## RANDOM FAST FACTS



The fingerprints of koala bears are virtually indistinguishable from those of humans, so much so that they could be confused at a crime scene



The ant can lift 50 times its own weight, can pull 30 times its own weight and always falls over on its right side when intoxicated

## OOPS!

If we have missed anyone off the Staff Spotlights please contact the office so we may correct in the next issue. Thank you!



## PROTECT YOURSELF

Excerpts from: <http://www.antifraudcentre-centreantifraude.ca/>

Protect yourself

Remember, legitimate telemarketers have nothing to hide

- However, criminals will say anything to part you from your hard-earned money.
- Be cautious. You have the right to check out any caller by requesting written information, a call back number, references and time to think over the offer.

Legitimate business people will be happy to provide you with that information. After all, they want the "bad guys" out of business too. Always be careful about providing confidential personal information, especially banking or credit card details, unless you are certain the company is legitimate. And, if you have doubts about a caller, your best defense is to simply hang up. It's not rude – it's smart.

If you're in doubt, it's wise to ask the advice of a close friend or relative, or even your banker. Rely on people you can trust.

**Remember, you can Stop Phone Fraud - Just Hang Up!****It sounds too good to be true**

You've won a big prize in a contest that you don't recall entering. You're offered an once-in-a-lifetime investment that offers a huge return. You're told that you can buy into a lottery ticket pool that cannot lose.

**You must pay or you can't play**

The caller asks for all your confidential banking and/or credit card information. Honest businesses do not require these details unless you are using that specific method of payment.

**You must give them your private financial information**

"You're a winner!" but you must agree to send money to the caller in order to pay for delivery, processing, taxes, duties or some other fee in order to receive your prize. Sometimes the caller will even send a courier to pick up your money.

**Will that be cash... or cash?**

The caller asks for all your confidential banking and/or credit card information. Honest businesses do not require these details unless you are using that specific method of payment.

**The manager is calling**

Often criminal telemarketers ask you to send cash or a money order, rather than a cheque or credit card. Cash is untraceable and can't be cancelled. And, crooks also have difficulty in establishing themselves as merchants with legitimate credit card companies.

**The caller is more excited than you are**

The person calling claims to be a government official, tax officer, banking official, lawyer or some other person in authority. The person calls you by your first name and asks you a lot of personal or lifestyle questions (how often do your grown children visit you?).

**The stranger calling wants to become your best friend**

Criminals love finding out if you're lonely and willing to talk. Once they know that, they'll try to convince you that they are your friend – after all, we don't normally suspect our friends of being crooks.

**It's a limited opportunity and you're going to miss out**

If you are pressured to make a big purchase decision immediately, it's probably not a legitimate deal. Real businesses or charities will give you a chance to check them out or think about it.

If you suspect that someone you know has fallen prey to a deceptive telemarketer, don't criticize them for being naïve. Encourage that person to share their concerns with you about unsolicited calls or any new business or charitable dealings. Assure them that it is not rude to hang up on suspicious calls. Keep in mind that criminal telemarketers are relentless in hounding people – some victims report receiving 5 or more calls a day, wearing down their resistance. And, once a person has succumbed to this ruthless fraud, their name and number will likely go on a "sucker list", which is sold from one crook to another.

## WENDY'S INCLUSIVE HIRES DEMONSTRATE A ZERO PERCENT TURNOVER

Excerpts from: <http://readywillingable.ca/blog/2015/07/13/wendys-inclusive-hires-demonstrate-a-zero-percent-turnover/>

Visit any Wendy's Restaurant in Prince Edward Island and you'll find a diverse and inclusive workforce that has been part of the corporate culture for many years.

"We've always been willing to hire anyone who wants to work. There are employees with some form of disability in every one of our restaurants," says Mike Stargratt, Regional Manager at Wendy's Restaurants of PEI/DP Murphy Inc. "We believe in giving everyone an opportunity."

Callie is one of the company's most recent hires. As a customer service ambassador, she greets customers, does patron surveys, cleans trays and helps customers with their drink and food orders.

According to a 2010 Deloitte study, employees with disabilities are typically associated with strong performance, good attendance and higher-than-usual job retention.

"From a business perspective I don't think I have a better employee. She is passionate about what she does and never calls in sick. I wish we had a Callie in every store," says Stargratt.

According to the National Restaurant Association, the employee turnover rate can be as high as 75% in the quick service restaurant industry. On an annual basis, this can have a significant impact in terms of the cost of employee training and resources. For Stargratt, this is a key benefit to hiring individuals with an intellectual disability.

"We have a zero percent turnover rate with our employees with disabilities. We have one individual who has been with us for 30 years and has never missed a shift," says Stargratt.

Ready, Willing and Able (RWA) is a national initiative designed to increase the labour force participation of people with intellectual disabilities and Autism Spectrum Disorder (ASD). Active in 20 communities across the country, RWA connects and supports employers, persons with intellectual disabilities or ASD and local, provincial and national community agencies.

From assistance with the hiring process to support with onsite training, RWA helps businesses along every step of the way.

"Overall, it's no different than hiring any other employee. You have to put the right person with the right job and RWA provides the help and guidance that you need," says Stargratt.



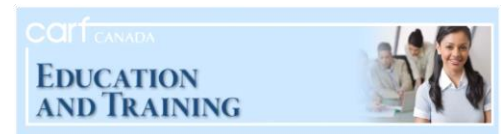
### UP COMING EVENTS



### FAMILY LITERACY DAY

January 27, 2016

<http://abclifeliteracy.ca/family-literacy>



### CARF Canada

British Columbia's Ministry of Children and Family Development (MCFD) and Community Living British Columbia (CLBC) have approved CARF accreditation for both contracted community living agencies and child, youth, and family services

<http://www.carf.org/Programs/CARFCanada/>



### New Year's Day

Friday

January 1, 2016

## THE HOME ADAPTATIONS FOR INDEPENDENCE (HAFI) PROGRAM

Excerpts from: BC Housing, <http://www.bchousing.org/Initiatives/Renovating/HAFI>

The Home Adaptations for Independence (HAFI) program provides financial assistance to help eligible low-income seniors and people with disabilities in British Columbia to continue to live in the comfort of their home.

As your physical needs change, so too does the need to modify your home environment. Adapting a home improves accessibility and promotes safe and independent living.

Even small home adaptations can make a big difference in the lives of people who wish to remain in their homes longer. Home Adaptations for Independence will provide financial assistance to **low-income** seniors and **low-income** persons with disabilities to support accessibility modifications that will promote continued safe and independent living. The assistance is available to eligible homeowners and tenants.

The adaptations should be items that directly address the household's disability or diminished abilities. These could include items such as handrails in hallways or stairways, ramps for ease of access, easy to reach work and storage areas in the kitchen, lever handles on doors, walk-in showers with grab bars, or bath-tub grab bars and seats. All adaptations should be permanent and fixed to the home. Exceptions can be made for equipment designed to give access to existing basic facilities, such as bath lifts. Supportive care, portable aids such as walkers, and household appliances, are not eligible. Emergency repairs or maintenance are not

Financial assistance up to \$20,000 per home (including tax) is available. The exact amount is based on the cost of materials and labour necessary for the required adaptations. The assistance is in the form of a grant or forgivable loan. For homeowners, where underlying deficiencies within the home require remediation before adaptations can be successfully completed, further funding assistance up to a maximum of \$20,000 per dwelling may be considered. The homeowner will be required to obtain quotes and applicable permits, and an inspection by the Homeowner Protection Branch of BC Housing may be required. This assistance is not available for rental unit properties.

The grant or loan does not need to be paid back as long as the recipient adheres to some simple requirements, such as continuing to occupy their home for up to three years, or limiting rent increases for tenants for up to five years

The applicant will be responsible for costs of work that exceed the approved amount of assistance or that is not eligible.

Applicants are responsible for choosing someone to complete the work and for making sure the work is completed in accordance with applicable legislation, by-laws and codes. They should choose a contractor they feel will give them the best overall value.



Call 604-433-2218 or toll-free 1-800-257-7756 for more information!

BC Housing

Carmichael  
Connection

Serving Nanaimo to Campbell River

Randi's Place ~ Wellington Place ~ Oceanside Place ~ Creekside Place ~ Shamrock Home ~ Hammond Place ~ Uplands Home ~ Harbourview Place ~ Matt & Dan's Home ~ Buckley Bay Home ~ Bronte's Home ~ Outreach Home ~ Lost Lake Home