

Our Mission:

"We research, develop and deliver learning systems for people with disabilities and those who support them."

Our Vision:

"People with disabilities are visible, valued members of our community."

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HSI WARC are not-for-profit, 501(C) (3) agencies that provide jobs, employment, day and community based training, and residential supports to people with intellectual and physical disabilities.

Tax ID#
88-0139145

We're on the Web!
www.hsireno.org



From the Executive Director's Desk

Every four years in fall, Americans choose a new President. This year's candidates both made job growth and creation important planks of their platforms. And this fall, we recognize October as National Disabilities Employment Awareness Month, and are pleased to brag a little about HSI's iWork and Career Development Academy programs.

These two programs exist to teach job skills and job preparedness to our fellow citizens with disabilities. They directly support our Mission in that we provide both the avenues to employment and the training to find and sustain meaningful employment. We're not stopping there. This season, the CDA is set to start the Pre-ETS (Pre-Employment Transition Services) program in collaboration with the Washoe County School District in November. This marks another program we offer that addresses employment preparedness.

The U.S. Bureau of Labor Statistics (BLS) [regularly reports](#) that the percentage of working-age people with disabilities in the labor force is about one-third that of persons with no disability. On average, workers with disabilities face significant [gaps in pay and compensation](#), compared to workers with no disability. Additionally, about one in three [employment discrimination charges](#) filed with the United States Equal Employment Opportunity Commission allege discrimination on the basis of a disability.

This year's National Disability Employment Awareness Month focuses on the importance of inclusion, especially when it comes to business, opportunity and innovation. It's great to talk about inclusion and employment, but we need to be mindful every day that our priority is to make that a reality.

HSI is in the process of annual goal setting, including new ways to enhance employment opportunities. It's about how and what we teach, what skills will get people closer to their goals, while keeping people safe as they pursue independence and a satisfying life of their choice.

Too often we find ourselves designing services that fit the box of what the state is willing to traditionally fund. If we, and most importantly, the people we serve are to succeed, that needs to change. It's incumbent on us to think bigger. We need to change the language from Learner-Centered to Learner-Driven Skill Development Systems.

President Obama, in his remarks this year about National Disability Employment Awareness Month, said our country does best when everyone gets their fair shot. We look forward to finding the best ways to collaborate with our local and state government partners so that the people we serve can achieve their dreams and let their abilities shine.

Keep in touch and I look forward to greeting you all soon with news of many important and wonderful things in store for 2017. All of us at HSI-WARC wish you a wonderful holiday season!

DID YOU KNOW...

In 2014 ...

- 198,700 of the 1,650,600 working-age individuals 21 to 64 in NV identified with one or more disabilities.
- The overall percentage of working age people (21 to 64) with a disability in NV was 12%.
- The percentage of working-age people with disabilities working full-time/year round in NV was 27.4%.
- The percentage of working-age people (21-64) with disabilities with only a high school diploma or equivalent in NV was 31.2%.

-Source: 2014
American
Community Survey
(ACS) Study

X-treme Ability Challenge Returns!

High Sierra Industries last staged the X-treme Ability Challenge in 2009. The recession forced the event's postponement for several years, but on Saturday, Aug. 20, the races revved up and blazed across the finish line without missing a beat.



To Infinity ... and Beyond! HSI CEO LaVonne Brooks (left) honors Infinity Award recipient Jane Gruner

Management, which wasted no time in posting a Gold Medal winning 5 minutes flat! Not far behind them, however, first-time XAC competitors **Chair 7 Films** produced a Silver Medal time with a 5:28. And the team from **First Independent Bank** deposited a 5:41 for a Bronze Medal finish.

Attendees and guests enjoyed a delicious Tri-Tip lunch with all the fixings. Business was brisk for the wide assortment of raffle prizes, and HSI's Art Room proved a big hit, with lots of activities for the kids!

The event raised more than \$29,000, which goes to directly support HSI's programs.

"On that day, for a few fun hours, people from all sorts of backgrounds came together, put perception and difference aside, and found the ability in all of us," HSI's President/CEO LaVonne Brooks noted. "That's the spirit of the XAC. It's so gratifying to see politicians from different parties, media from different outlets and local businesses, all united in support of what we do for people with disabilities."

IT TAKES A VILLAGE ...

XAC Platinum Sponsor:

*Hometown
Health*

TEAMS

Hometown Health

Local Media Celebrities from KOLO/KTVN/KRNV/RGJ

Politicians – Republicans & Democrats working together – Ben

Kieckhefer, Teresa Benitez-Thompson, Bob Lucey, Kitty Jung, David



Waste Management took home the Gold!

Bobzien and Julia Ratti
AT&T
Renown Children's Hospital
State of Nevada – Welfare & Supportive Services
Regional Transportation Commission – Washoe County
Kimmie Candy
New West Distributing
Washoe County
Wells Fargo
City of Reno
Northern Nevada Medical Center
ITS Logistics
Western Turf & Hardscapes
NV Energy
Sparks Veterans Memorial
Diversified Builders
Reno-Tahoe Airport Authority

FOOD EQUIPMENT SUPPLIES DONORS

- **Scolari's**
- **Model Dairy**
- **Qdoba Mexican Eats**
- **BJ's Nevada Barbecue**
- **Boys and Girls Club of Truckee Meadows**
- **Charles N. Mathewson**
- **Care Chest of Sierra Nevada**
- **REMSA**
- **7C's**
- **United Cerebral Palsy**
- **Kimmie Candy**

RAFFLE PRIZE DONORS

- **Atlantis Casino Resort**
- **Black Bear Diners**
- **Bully's**
- **Frey Ranch**
- **Microsoft**
- **Peppermill Reno**
- **Plumas Bank**
- **Grand Sierra Resort Casino**
- **Western Turf and Hardscapes**
- **The Magic of Jacques Simard**
- **Heather Butler Skin Care**
- **BJ and Patrick North**
- **SODO Restaurant**
- **The Grill Restaurant**
- **Argentum Partners**

Also thanks to our awesome HSI Volunteers & Staff, HSI Board Members, local media and Argentum Partners. Special thanks to **Bryan Samudio** – our Master of Ceremonies and the Voice of the XAC Races – and **My News 4!** Be sure to set registration money aside for your business or organization's teams in next year's budget, and watch for more details on the 2017 edition of the XAC Races coming soon!

HSI Rocks!

Music has its charms, as Shakespeare noted, but it also can be a great teaching tool. Thanks to a grant from **Model Dairy**, HSI was able to acquire musical instruments for its iChoose Day Habilitation program. According to Community Development Officer Jimmy Breslin, who obtained the grant, the instruments are designed to ... music was always a good learning tool, but our instruments were aged and outdated. This grant enabled us to get modern, brand new instruments to help our persons served get more engaged in music and the benefits it offers. Thank you, Model Dairy ... great to have you as a community partner!



HSI staff Ryan O'Donnell (guitar), Daytona Norris (drums) and Candace Regalado (bass) tune up.

Men's Wearhouse Suits HSI!

Once again this year HSI-WARC is the Nonprofit Partner for the **Reno Men's Wearhouse National Suit Drive**. In July, Men's Wearhouse customers were asked to donate gently used professional clothing to help at-risk men striving for self-sufficiency. This year we received close to 1,000 pieces of very nice pants, shirts, suits and sport coats in a wide variety of sizes, as well as nice dress shoes, and loads of ties and belts. Job seekers and were invited to drop in and try on and bring home a suit, slacks, shirts or shoes. Our thanks and appreciation goes out to Men's Wearhouse in Reno!



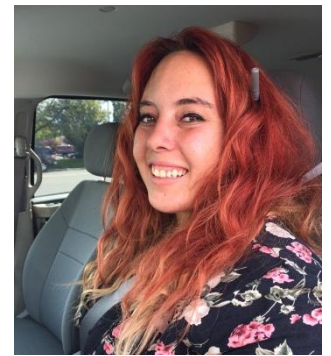
From left: HSI iChoose staff Evan, Jackie and Bret demo our new stationary bikes!

Tour de iChoose!

HSI continues to be proud of our iChoose department. In addition to more advances in Hab Plans, the program took receipt of three new Stationary Bikes, which were made possible by a grant from the **Matley Foundation**. The bikes are primarily utilized for Hab Plans that have movement goals, but are also beneficial for other applications, including how they interact with a new item in the environment, socialization skills, developing fine motor skills and teamwork.

And joining the iChoose team is new Activities Coordinator **Jennie Stokes**, who has hit the ground running, literally, since she started only a few weeks ago. A South Lake Tahoe native, she grew up in the area, and lived in Minden-Gardnerville before moving to Reno. "I like small towns, and Reno has enough small town about it," she said. She heard about HSI while working with another provider. "I was looking for a career change, and when I found out HSI was

looking for an Activities person, I went for it. It's something I'm passionate about," Jennie added. "I want to get our population out in the community and doing things that respect and reflect their age and experiences in life." Her goal is to have daily outings, and as of press time has already led more than 15 outings, some of which include volunteer hours. "I'd really like the community to be familiar with our population," she said, "for us to be out there so much, whether it's visiting the library or volunteering at the Food Bank, people wake up to the realization that they're just as wonderful as any of us." What does she like about HSI? "Compared to other day programs I've seen, iChoose is so refreshing," Jennie noted. "You see it in the staff – the teamwork is flawless, and the way the hab plans are set up. I'm looking to grow and build here." Part of that growth includes pursuing her degree in Behavioral Social Work, with an emphasis in Behavior Analysis. Welcome, Jennie!



Jennie drives iChoose activities – literally!

Show HSI your Smile!

High Sierra Industries WARC is now officially signed up with Amazon.com as an Amazon Smile registered charity!

That means whenever you or anyone you know with an Amazon account goes shopping, they can register with Amazon Smile and a portion of their purchases will be donated to HSI! It's easy, it's free and it supports our cause! Here's all you need to do:

Get signed up TODAY and be sure to pass this along to anyone you know who shops online! Start at smile.amazon.com. Log in to your Amazon account, then under Your Account go to Your Amazon Smile to select HSI WARC as your charity! Then, START SHOPPING!

Amazon will donate 0.5% of the price of your eligible AmazonSmile purchases!

Dig deep and Dig Big!

Can a bulldozer help cure cancer? In Nevada it can! On September 17, HSI once again was one of the sponsors of The Big Dig, a fundraiser and community awareness event put on by the American Cancer Society in Reno. HSI's Host Homes staff and population were among the nearly 2,000 who



attended the Big Dig, which raised more than \$45,000, according to Molly Dillon from the ACS. Started in 1997 by a group of local business owners who were all alarmed by the statistics of cancer-related deaths, they used their construction industry connections and created the Big Dig concept.

Held at Rilite

Aggregate, the event lets local children affected by cancer have the opportunity to put on a hard hat and get up close and hands on with the latest

in heavy equipment (all in the caring hands of trained professionals, of course) in a fair-like setting. According to the local ACS office, more than 31 children are battling cancer in Northern Nevada, and more than 14,000 Nevadans will have been diagnosed with cancer this year. Sponsoring the event helps the Cancer Society raise funds for pediatric research and support for local patient services.

HSI hits a home run!

HSI was honored with a plaque recognizing our support for this year's Bishop Manogue Softball Team, and player **Hannah Blas**! It was OUR honor to support one of Reno's great local high school teams. And check out this shot of Hannah in action! WOW!



CDA goes to work!

Our Career Development Academy-NV™ continues to groom candidates for employment. CDA Career Development Specialist **Allison Cunningham** reports three more persons served are set to start jobs, giving the program 29 total placements this year, with a goal of 36 placements for 2016. CDA's new 201 class has 3 students this cohort. The program also added a volunteer location at the Holmany Way Scolari's and the Mira Loma store as well. "Our goal is to get the students placed before they complete 201, so we are starting job development earlier," noted Career Development Specialist **Judy Kerr**.

In addition, CDA is set to start its new Pre-ETS (Pre-Employment Transition Service) program in conjunction with the Washoe County School District in November. CDA is meeting with Special Education Directors Reed High, Carson High and Spanish Springs to start scheduling classes. The federal Workforce Innovation and Opportunity Act of 2014 (WIOA) is the primary funding source and administrator of the public Vocational Rehabilitation and Blind Services programs in the United States, which delivers Employment Transition Services in the school setting. Pre-ETS are open to all students with disabilities and available to students 14 years of age through their exit from high school. The service works in conjunction with the school's transition services and is based on individual need.

Did you know ... ?

HSI-WARC's iWork program has been contracted to provide crews for projects such as landscaping and irrigation at the Fallon Naval Air Base, janitorial services for the Bureau of Land Management, electronics assembly work for IGT, Ambassadors of Clean trash cleanup and weeding for the City of Reno in the downtown corridor, and other jobs. Thanks to our all the companies and organizations that work with our iWork and CDA programs.

We'd love to talk to you about opportunities to hire and support our persons served. Contact Jimmy Breslin at 775-846-8008 or email jimmy.breslin@hsireno.com.

Community contact!

Help get our persons with intellectual disabilities involved in the Reno area community with tickets to community events (in sets of 4, please), i.e. bowling, movies, sports (Wolfpack, Aces), plays ... anything! This gets them out

and participating in local civic events, and allows us to send up to three persons served and a staff member. We appreciate your support! Contact Jimmy Breslin at 775-846-8008 or email jimmy.breslin@hsireno.com.

Capital Campaign Update

We're pleased to report that construction on the new addition to our Reactor Way building has passed the half-way point! We plan to move in by spring! Also, some of you might have seen that the construction site was robbed and vandalized during the night on Oct. 9. Thieves made off with more than \$12,000 of tools and materials, and caused damage to perimeter fencing and vehicles. At press time, Reno PD is still seeking any information on the suspects or stolen items. One of the burglars may have suffered an injury, possibly to his hand.

Secret Witness is offering a reward for information leading to the arrest and prosecution of those responsible. Callers can remain anonymous while collecting cash rewards. Call 775-322-4900, email a tip to swhotline@att.net or text: 847-411 (Key word S-W).

Meanwhile, we are still \$400,000 shy of the \$2.9 million we need to close out the project. If your company or foundation has grant money available, either in your 2016 or 2017 budget, and would like more information on how you can support this important part of HSI and its mission, contact Jimmy Breslin at 775-846-8008 or email jimmy.breslin@hsireno.com.

Visit us!

We're proud of what we do at High Sierra Industries for the people we serve and would love to share what we're doing with you. If you haven't visited in a while, call us today to schedule a tour! We'd love to see you! Contact Jimmy Breslin at 775-846-8008 or email jimmy.breslin@hsireno.com.

How can I help?

Your tax-deductible contributions help us advance and promote programs with a variety of needs such as iChoose, iWork, iLive and CDA.

One example of how your donations help: through Precision Teaching, our iChoose persons served learn life skills that boost their self-confidence, independence and knowledge, and earn points to make purchase in our Chart Mart in-house store. We need cash donations to stock the best quality items that are most relevant to our persons served.

With the close of 2016 at hand, we appreciate your thinking of HSI as part of your tax deductible contributions for this year and welcome any level of support!

Employers, we would like to talk with you about placement of our persons served with your company through our CDA job development program.

For more information on how you can be an important part of HSI and its mission, contact Jimmy Breslin at 775-846-8008 or email jimmy.breslin@hsireno.com.