

# New Horizons Un-Limited Outlook



Fall 2019

Volume 16 Edition 3

**New Horizons Un-Limited Inc. (NHU)** is a 501(c)3 tax exempt non-profit organization based in Milwaukee with a mission to make information and life experiences more accessible to **people with lifelong disabilities**, their families and caregivers. Our programs are made possible through the generous contributions of our community partners, member and donor families and many in-kind donors. To donate to New Horizons Un-Limited, see page 4.

**"It is never too late to be who you might have been."**

– George Eliot, (English Novelist)

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**Aug - Sept - Oct  
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- Like NHU on Facebook!  
Share on our Forums!  
Visit our Blog!  
Follow us on Twitter!

- Simple Ways to Give!

### NHU Donor Appreciation

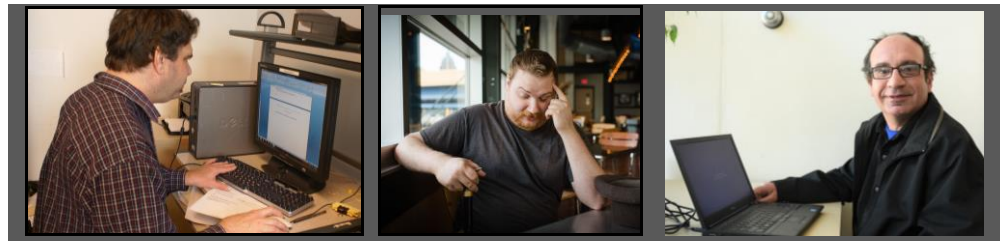
- Donors and Sponsors  
NHU Benefit Golf Outing!
- Golf Outing Photo Album

### NHU Outlook Newsletter published quarterly by:

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## New Horizons Un-Limited Supporting Opportunities for People with Disabilities via Employment Training and Work Experience



Employment is a challenge for people with disabilities in the U.S. From employers to employees, from instructors to students, and from agencies to those grasping for an opportunity; however, there are changes on the horizon.

We recognize that employment may not be possible for everyone, but we also believe that fulfillment can be found in many different ways and at every stage of life. It is our mission to offer individuals the path toward a fulfilling life and gain a greater control of their future and we want to ensure a bright future!

Employers are looking for people with experience, however, often people cannot gain that experience without an employer taking a chance on them. New Horizons Un-Limited provides Employment Training and Work Experience. Temporary workers come to us through the Department of Vocational Rehabilitation and through our program we train and evaluate their skills in the work environment to see those for which they need additional education or training.

Not all employers see the benefits of investing in a disabled employee and many great hires go by the wayside. The person with a disability may need some accommodations to do the job and do it well. These accommodations can gain a company a great employee.

An employee with a disability may be more loyal to the company because they appreciate the job, and the opportunity to show what they can do. The employee with a disability brings a new perspective to the workplace that could bring fresh ideas to meetings and production. With guidance and support for the disabled, employers will see how hard people with disabilities work, that the work assigned to them will get done, and that they belong. *(Continue to page 2.)*

(Continued from page 1.)

What can YOU do to assist people with disabilities to get the opportunity to gain job experience?

If you are an EMPLOYER, we encourage you to:

- See our page for [Employers](#) for resources on Best Practices and Hiring Employees with Disabilities.
- Analyze your company's needs in regards to tasks and skills? Are there tasks for which physical ability is not required? Do you require people who have certain skill sets, certain strengths? What skills do you offer? Is there a way to make a match; skill strengths and job tasks?
- Find out more about people with disabilities, whether it is through a veterans organization or the Department of Vocational Rehabilitation (DVR). What strengths and skills do these individuals have?
- Contact your local DVR and ask to work with an Employment Provider, write a job description, request candidates, interview and take on a Temporary Work Employee or two and possibly offer some introductory training in exchange for the work they will perform for the next 3 months; no cost to you, the employer.
- In Wisconsin if the person has potential, hire them through the On the Job Training (OJT) in which you can hire for several months and pay only 50% of their wages. The OJT provides reimbursements to employers to help compensate for the costs associated with training and loss of production for newly hired employees.
- As an employer, you can take advantage of various programs that encourage the recruitment and hiring of people with disabilities. This will also make you eligible for tax credits to help cover the cost of accommodations for employees with disabilities. You will need to comply with certain legal requirements for the accommodations. For more information, visit this article from the U.S. Small Business Administration **Hiring People with Disabilities** at <https://www.sba.gov/managing-business/running-business/human-resources/hiring-people-disabilities>

Are you, as an **EMPLOYER**, still skeptical about hiring people with disabilities?

Visit **From Reasons to Hire Disabled Employees: Common Myths Debunked** By Charlotte Gerber at <https://www.verywell.com/reasons-to-hire-the-disabled-109449>.

(Continue reading our Employment article at <http://www.new-horizons.org/prem19.html>.)

## **17<sup>th</sup> Annual Fundraising With Flower Bulbs Sale!**

*Alliums, Crocuses, Hyacinths, Irises, Lilies, Tulips  
& Daffodils and Sprouts, Herbs, and much more*



For the 17th year, NHU will provide top quality flower bulbs during our Fundraising with Flower Bulbs Sale thru October 4th! Flower bulb orders are sent to you in time for fall planting. Flowers will grow and bloom in your garden next spring and summer.

To place your order directly from Flower Power, visit our NHU Flower Bulb catalog at:

<http://newhorizons.shopfpf.com/>

For more information, type the following in your computer browser's address box:

[new-horizons.org/funeve.html#bulb](http://new-horizons.org/funeve.html#bulb)

Questions? Do not hesitate to ask us at: [horizons@new-horizons.org](mailto:horizons@new-horizons.org).

## Volunteer Opportunities!!

To sign up for volunteer opportunities, call (414) 299-0124 or e-mail [horizons@new-horizons.org](mailto:horizons@new-horizons.org)

NHU volunteers are reimbursed up to \$16.00 per month for your parking or transportation.

Report your volunteer hours to NHU on-line [new-horizons.org/voltim.php](http://new-horizons.org/voltim.php)

### Advocacy Matters, and the Time is Now!

People with disabilities face unemployment, poverty, lack of access to information, technology, education, and transportation and abuse, bias, violence and lack of understanding. Disability is part of the human experience and citizens deserve the rights of any citizen.

Do not become complacent. Do not sit silently. True inclusion can only be achieved if we are all part of the conversation and help find the solution.

Only **YOU** can educate your legislator, tell your perspective with your community or share your knowledge for others with disabilities.

Share your story with NHU  
via [horizons@new-horizons.org](mailto:horizons@new-horizons.org)

**Follow A Story of Being Human!**  
a narrative on life with a disability  
[facebook.com/ASOBHmke](https://www.facebook.com/ASOBHmke)

### Follow NHU.....



**Like us, NHU on Facebook!**  
people, news, events  
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[new-horizons.org/forum](http://new-horizons.org/forum)



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We would like to hear from you!  
Please-e-mail us at [horizons@new-horizons.org](mailto:horizons@new-horizons.org)

### Giving back to your community... has never been easier!

Here are some simple ways to give back to NHU!

**Volunteers reach out and make a world of difference!!** For more information on volunteering, visit: [new-horizons.org/volnet.html](http://new-horizons.org/volnet.html)

#### NHU Wish List

Visit: [new-horizons.org/wshlst.html](http://new-horizons.org/wshlst.html) Make an in-kind donation of used equipment or make a donation for purchase of:

- Windows 10 Licenses (\$6 each)
- Speaker sets (\$2.50 each)
- Desktop and Laptop computers (used)
- Surge Protectors (new or used)

**Use Goodshop.com** to raise money for NHU. Sign up and select or type in New Horizons Un-Limited Inc. (Milwaukee, WI) from the list and click verify. Add your favorite stores to your [Goodshop.com](https://www.goodshop.com) account. **Goodshop** will notify you when your store has sales and give a percentage to NHU each time you shop on the Internet. The next time you **search** the Internet, use [Goodsearch.org](https://www.goodsearch.org) and New Horizons Un Limited will earn a penny each search. They track of your gift for you.

**Use SmileAmazon** to shop Amazon.com. Use this link <https://smile.amazon.com>. Just sign in and verify New Horizons Un-Limited as your charity. Amazon will donate 0.5% of your eligible purchases to NHU.

**Make a secure on-line credit card donation via PayPal.** It's free, secure and so easy! Visit [new-horizons.org/donnow.html](http://new-horizons.org/donnow.html) and click the Donate icon. Complete the online form to give back to your community!

**Make a donation to NHU. Fill out the form included on the back page of this newsletter.**

Visit [new-horizons.org/donate.html](http://new-horizons.org/donate.html)

Call NHU at (414) 299-0124

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**Our June 5<sup>th</sup>, NHU Benefit Golf Outing was a Great Success in Support of Our Programs!**  
We appreciate our donors and sponsors! See our attached flyer or visit [new-horizons.org/pdf/gfdn19.pdf](http://new-horizons.org/pdf/gfdn19.pdf)  
For photos of our 2019 event and all our golfers, visit [facebook.com/NewHorizonsUnLimited](https://facebook.com/NewHorizonsUnLimited)

**Please accept my contribution for NHU  
in support of our community  
members with disabilities:**

\$500  \$250  \$100  \$50 Other \$

Name:

Address:

City  State:  Zip:

Phone:

I would like to designate my contribution for the following use:

I would like for my gift to remain anonymous. Do not include my name in any publication to acknowledge donors.

I am interested in volunteering for NHU. Please contact me.



**--New Horizons Un-Limited Outlook--**  
**--Newsletter--**

**Your gift will ensure that our community  
members with disabilities  
are given access to the opportunities that will  
improve their lives!**

Make check payable to **New Horizons Un-Limited**  
and send to:

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Milwaukee, Wisconsin 53202