



BLOOMING NEWS

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Caitlin Koval, Editor



Despite the pandemic, we have stayed open in the sunshine for socially- distanced business. Thanks to our customers and supporters, we have had record plant sales!!!

GROW-HUB's Mission:

"Cultivating, empowering and assisting adults with varying abilities for sustainable living through education, training and job opportunities!"



WHAT'S NEW?

ART HUB GALLERY

GROW-HUB now has an art gallery called the ART HUB. The gallery highlights the art and creativity of the employees, and soon other community artists that may live with disabilities will be able to showcase their work as well. Kris and Sarah from the UF Arts in Medicine Program wanted to make a difference in the community, so they come to GROW-HUB two days a week to help the volunteers and employees that may have difficulties communicating verbally find an easier time expressing themselves through artwork. The ART HUB had its grand opening on November 21, 2020. David Banes, GROW-HUB's director, says it has already been a major success. I asked Kris and Sarah these questions: "Do you think that the art gallery could be better? If so, how do you think that the art gallery could improve?" Here is their response:

We are thrilled that there is now a dedicated space for displaying the incredible art created by the talented people of GROW-HUB. First and foremost, we would love to see more art in the space. Production has been a challenge this year with the need for smaller groups of makers in order to adhere to COVID-19 safety protocols. Good art takes time! We are steadily building inventory and look forward to invigorating the space with new treasures in the near future. We are also hoping to look into funding opportunities to help support the addition of sustainable product lines.

The "John Bean Sweat Equity Trailer" Donation

John Bean, who was a long-time employee of GROW-HUB, had different developmental disabilities. However, John never allowed his disabilities to stop him from accomplishing his goals. John loved life, and he loved spending time with his family, his friends, and working at GROW-HUB.

After his death, John Bean's family donated a trailer to GROW-HUB. His family donated the trailer so that the workers did not have to struggle to transport plants back and forth to different community events. Because of his family's loving support and generosity, we have a lovely memorial garden and a trailer in his honor and GROW-HUB is very appreciative of that.



"We are so grateful for two weekly art classes from our pals at [UF Health Shands Arts in Medicine!](#) Two classes lets us spread out safely, and everyone gets a chance to practice and create! It's so sweet to see the crew excitedly stream to the art studio when it's time! Masks up, brushes out!" - Melissa



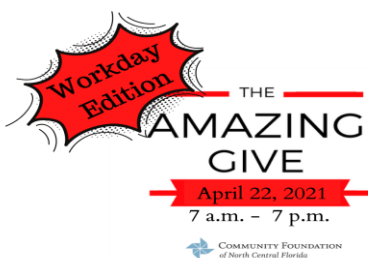
Myths and Facts about Disabilities by Caitlin Koval

GROW-HUB is a place where people with disabilities can grow and learn to be valued employees. October was National Disability Employment Awareness Month, so this is a great time to clear up any misconceptions about people with disabilities being successfully employed.

According to [Myths and Facts About People with Disabilities](#), a document on the Indiana state's employment website, myths are roadblocks that interfere with equal access to employment for people with disabilities. These roadblocks usually result from a lack of experience and interaction with people who have disabilities. This lack of familiarity has added to the negative attitudes concerning employment of those with disabilities. It is important to learn the facts to remove these roadblocks and to stop discrimination. Below are some common myths and facts about people with disabilities and employment.

- Myth #1: According to above website, it is a myth that sign language interpreters are required everywhere. The reality is that the Americans with Disabilities Act only requires that effective communication not exclude people with disabilities, which in many situations means providing written materials or exchanging notes. People who are deaf should be hired for all jobs that they have the skills and talents to perform.
- Myth #2: It is a myth that all persons with hearing disabilities can read lips. It is a fact that lip reading skills vary among the people who use them, and it is never entirely reliable.
- Myth #3: It is a myth that employees with disabilities have a higher absentee rate than employees without disabilities. Studies by firms such as DuPont show that employees with disabilities are not absent any more than employees without disabilities.
- Myth #4: It is a myth that hiring disabled workers increases workers compensation insurance rates. Actually, insurance rates are based solely on the relative hazards of the operation and the organization's accident experience, not on whether an employer has hired workers with disabilities.
- Myth #5: It is a myth that people with disabilities are courageous, and brave for being able to overcome their disability. The fact is, people with disabilities are simply carrying on normal activities of living when they drive to work, go grocery shopping, pay their bills, or compete in athletic events.

So, now that we know the facts about employing people with disabilities, let's celebrate those people that we know who are successfully employed at GROW-HUB and other businesses in the community.



The Amazing Give is coming April 22!

Watch for it and you can make an amazing difference!!



GROW-HUB is a 501(c)3 non-profit corporation
Read our stories on FACEBOOK @GROWHUBGNV
And please check us out on our newly improved website <https://www.grow-hub.org/>

Caitlin's Sales Report

GROW-HUB is a not-for-profit organization that helps people with developmental disabilities learn valuable employment skills. GROW-HUB is a plant nursery, so when people are at the facility, they have the opportunity to learn about how to water plants, how to fertilize plants, and how to prune plants.

Even though many people would think that a not-for-profit organization would be struggling during a pandemic, we are doing extremely well.

The coronavirus hit in March, and now as of the end of 2020, GROW-HUB sold over \$37,600 in plants. However, that does not include the sales of the honey, crafts, or wholesale plants. The \$37,600 comes from the vegetable plants, the herb plants, and the other start-up plants. For wholesale plants, there have been at least another \$ 14,800 worth of plants being sold. That is totally outstanding. Our boss, David Banes, was not expecting that the company would do that well.

Because of the virus, we had to adjust the work schedules for the volunteers and the employees. Despite the virus, GROW-HUB has made more money in sales this year compared to all of last year and the year before that.

We owe a big **THANK YOU** to our many volunteers, customers, supporters, and donors who helped GROW-HUB to grow and thrive during these times.

February is Black History Month, and we recognize the history and honor the achievements that promote a more inclusive society for all. GROW-HUB is an inclusive work environment. We actively work to overcome barriers to employment, and we value treating everybody with the respect that they deserve.



Little plants will be ready for your colorful spring gardens soon!



Donations help cover our costs so that all plant sale proceeds directly benefit our workers and programs.



Growing Real Opportunities to Work – Harvest of Urban Business, Inc.
Field Site Location: 2900 NE 8th Avenue
Mailing Address: 9200 NW 39th Avenue, Suite # 130-62
Gainesville FL 32606