

HEALTH, WELLNESS & SAFETY MAGAZINE

HWS

VOLUME 10 ISSUE 4

WALK-IN MENTAL
HEALTH SERVICES

HYGIENE AND HEALTH

PREPARING FOR THE
LEGALIZATION OF
EDIBLE CANNABIS

METABOLIC

HEALTH NIAGARA

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metabolic balance

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A PLAN FOR LIFE

Metabolic Health Niagara helps people lose weight naturally.

Cover photo: Stacey Brisson, Owner of Metabolic Health Niagara

Photo credit: Rob Petruolo

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This magazine is intended as a general information source only, not as a medical manual. The information given is designed to help you make informed decisions about your health. It is not intended as a substitute for any treatment that may have been prescribed to you by your doctor. If you suspect that you have a medical problem, or if you are pregnant or nursing, we urge you to seek competent medical care. The supplements described in the magazine should not be given to children without the advice of your doctor. If you are taking prescription medications or being treated for a chronic health condition, it is advisable to consult your doctor before taking any supplements.



Five Essential Oils to Help You Through the Fall and Winter

By Rachel Epp

W

all love essential oils, especially when it can make our house smell like the holidays. Then when you consider all its many health benefits, we don't blame you for wanting to diffuse essential oils all day long. To help you get ready for the fall and winter months, I'm sharing my list of must-have essential oils and blends.

Lavender and Eucalyptus – I love this blend all year round but especially for the fall and winter. Lavender can help you feel calm and relaxed after a long day. When added with eucalyptus, not only does it smell great, it can help cleanse the air and kill mold in your home. If you're feeling under the weather, combine lavender, eucalyptus and peppermint to help with congestion.

Cinnamon and Clove – Prepare for the cold and flu season. These oils are both known to boost your immune system and smell great together. Add a drop of nutmeg and your home will smell like a nice cup of pumpkin spice latte.

Ginger – Ginger can help improve your sleep with its warm and soothing properties. Its spicy fresh aroma can also help when you're feeling nauseous. Looking for a spicy fall scent? Combine ginger with orange and patchouli.

Frankincense – When diffused, frankincense can enhance your mood and help with stress and anxiety. Hosting a holiday party at your home? Then Frankincense is a necessity!

Peppermint – This one is an instant mood lifter. Peppermint essential oil is great for when you have a headache and to release muscle tension. This can be used on the skin when blended with a carrier oil. It's also been found to eliminate harmful bacteria and will have your whole house smelling like candy canes. **HWS**

Rachel is the owner and founder of bare. cleaning essentials – a line of chemical free cleaning products using therapeutic grade essential oils. If you'd like more information on essential oils, please contact hello@cleanwithbare.ca.



Hear & Now

How walk-in mental health services are becoming the preferred treatment option for the future.

By Bill Helmeczi and Kim Rossi

Over the past 12 months, Pathstone Mental Health saw over 7,600 families from across Niagara. This represents a 21.4% increase over last year of children who are struggling with some form of mental health issue.

This begs two immediate questions. Why are so many more kids in need of mental health support? And how does an agency like Pathstone keep up with the increased demand?

Statistically, one in five children will encounter a mental health challenge. In Niagara, that's approximately 18,000 people. Over the past year, we treated half of them likely for a number of reasons, which include increased awareness of who we are, additional knowledge of what mental health is, and more open dialogue about mental health which has eased and reduced the stigma.

We knew we soon wouldn't be able to keep up with the demand maintaining our model of service as it was.

HOW WE EVOLVED - With a vast region, transportation was a barrier to get to us. Resources in communities outside of our home base were limited or lacking. As the lead agency for Children's Mental Health Services in Niagara, Pathstone, along with other providers committed to a three-year plan focused on efficient access to quality, respectful and timely mental health treatment and services.

Studies show that when people wait for services, a few things can happen. Their condition worsens and/or gets more complex, they're frustrated by the wait and give up before getting any help, and often end up at hospital emergency departments.

To address the concern of immediate access, Pathstone adopted a walk-in clinic model which, while not new to the field of mental health, is re-emerging as an effective service to address growing wait times and sizeable waitlists.

While there's limited empirical data on the



benefits of this approach, the evidence that does exist has been overwhelmingly positive.

In one study, those who attended walk-in counselling clinics as opposed to traditional scheduled multiple appointments had their issues and concerns resolved more quickly. It's important to note that the issues and presenting problems ranged from mild to complex issues including trauma.

Those clients who went through a walk-in utilized vastly more community services than the comparison group. Access to additional resources is an essential component in maintaining treatment effects. The researchers found the accessibility and convenience to be a major factor in the reported benefits.

WHAT WE FOUND - Pathstone has been operating its Hear & Now Walk-In Clinic for over a year now. Over the summer, the number of walk-in clinic sites increased from one to eight. From January to August of 2019, our walk-in served nearly 600 individuals or approximately 10% of the total number of individuals that were served by the agency. A study that we completed found that 87% of the individuals were quite satisfied with the service and the outcome of service. Additionally, slightly more than 70% have not sought out more traditional longer term services.

Families' satisfaction supports the research referenced above. They received services when they were ready and when it was needed. Families appreciated the resources and the focus of the session.

WHAT CLIENTS AND FAMILIES ARE TELLING US

Interestingly, in a time where information can be accessed instantly, families have said that coming to our walk-in gave them an

opportunity to get help when they were most prepared to receive it.

Here's a comment that we can all relate to: "When I schedule a counselling appointment (or any appointment) two weeks from today, I'm interested and fully intending to keep that appointment, but many things can happen to change my mind during that time of waiting." To another point, we tend to make appointments in the moment we are in need (i.e. doctor, dentist, therapist.) To wait two weeks or more before being able to address that need can often be a missed opportunity.

RIGHT HERE, RIGHT NOW - At Pathstone, we have virtually eliminated the wait, offering an additional 87.5 hours a week of one-on-one direct mental health counselling thanks to partnerships across the region with mayors and councils, community partners and foundations. Our eight new walk-in clinics are located in St. Catharines, Welland, Grimsby, Fort Erie, Port Colborne, Niagara Falls, Niagara-on-the-Lake and Beamsville.

You simply show up and will receive one-on-one direct mental health counselling from a Pathstone clinician. Walk-In clinic service is delivered on a first-come, first-serve basis. You don't need to be referred and there is no cost, appointment or health card required. **HWS**

For more information on our Hear & Now Walk-In Clinic locations and hours of operation, please visit www.pathstonementalhealth.ca/walk-in-clinic/

Bill Helmeczi is Director of Strategic Initiatives, Standards and Practices, and Kim Rossi is Director of Philanthropy & PR at Pathstone Mental Health.

Choosing the Right Personal Injury Lawyer

Following an accident, a personal injury lawyer can be an important part of your healing journey.

By Dionne Chambers

Feeling pain can be an overwhelming experience. As much as you may not like to feel it, experiencing pain is part of the natural healing process. It is present in you as a signpost attracting your attention to initiate the healing of an underlying condition. Pain can motivate you to seek out activities and therapies, and make other lifestyle choices that can be highly beneficial to your overall health and well-being.

When your pain, whether physical or psychological, is associated with an injury from an accident caused by another person, it can also be accompanied by fear, frustration, and anger. You may feel fear of the insurance process, and frustration that pain and limitation has come into your life because of the actions or inactions of another person or organization.

Choosing to bring a personal injury lawsuit may not be easy. You may not know when you are entitled to bring one, or have a full understanding of how bringing a lawsuit will

improve your life situation. And the process itself may feel overwhelming. Like pain, however, a personal injury claim can serve by contributing to an improved quality of life. A personal injury lawyer can help with this process. Specifically, a personal injury lawyer can:

- Direct you to specialized information, and help you to gain access to medical services designed to optimize healing that may not be otherwise available. Personal injury lawyers form important connections with healthcare providers who are willing to offer you access to treatment you may not be able to afford otherwise.
- Alleviate stress caused by the highly complex insurance claims process. Negotiation will be involved and an investigation of your claim will ensue. Sometimes advocacy in court or arbitration is required. Personal injury lawyers take care of this process for you, so you can focus on healing your pain and overcoming your limitations.
- Help you recover financial compensation for the pain and suffering you experience,

income you lose as a result of not being able to work, and medical and other expenses that you pay out of pocket for in relation to your injury. This compensation alleviates financial pressure and can help bring quality back into your life.

Knowing when to hire a personal injury lawyer can be important information to you. Some deadlines to provide notice of your claim are as short as ten days. Choosing the right personal injury lawyer for you can be an important factor on your path back to optimal health. **HWS**

Dionne Chambers is a personal injury lawyer at Graves & Richard Professional Corporation Personal Injury Lawyers on 55 King Street, Suite 800, St. Catharines. For more information, please call Dionne at 905.641.2020, email dchambers@gravesandrichard.com or go to www.gravesandrichard.com.

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CANCER: ARE WE STILL MAKING PROGRESS?

Take charge of your health.

Provided by Nature Medicine Clinic

To be diagnosed with a life-threatening illness is more than daunting – it kills hope. Cancer is a disease where the current medical system is failing miserably. According to the CDC in the U.S. and Statistics Canada in Canada, it's an unfortunate reality that despite the billions of dollars being spent in the last 50 years in hopes of finding a cure for cancer, the amount of people dying from cancer has not changed.

You deserve better. You deserve an effective strategy.

The current conventional results beckon one to review Einstein's definition of insanity: "Doing the same thing over and over and expecting a different result." You deserve an approach that uses biochemistry, chemistry, and physics to specifically target cancer cells while supporting and bringing health to your body.

Utilizing Health Canada-approved technologies such as oncothermia and approved medical lasers for photodynamic therapy, one can expect to see the merging of biochemistry, chemistry and physics in a synergistic effort. These therapies even enhance the efficacy of chemotherapy and radiation treatments.

Receive the therapy that's best for you. Become informed of all the options that put hope back in your well-being. **HWS**

The Nature Medicine Clinic is located on 296 Welland Avenue in St. Catharines. For information, please call 905.684.4934, email office@naturemedicine.ca or go to www.naturemedicine.ca.

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Hygiene and Health

By Catherine Bradley

The focus of this month's article is on the importance of Hygiene and how it can affect your health and most importantly, your immunity. Hygiene is often associated with the basic necessities for survival such as: clean water and bathing. It also encompasses skin care, makeup, deodorant, toothpaste, and other toiletries.

Ideally, avoid using skin care that's full of chemicals, byproducts, sulphates, sulphites, parabens (fragrance type preservatives), nanoparticles (which allow deeper absorption into the skin), colours, fragrances, and additives. Essentially, your skin absorbs all the chemical formulas and their nutrients further into your cellular body. To keep your body healthy on the cellular level, you want to absorb healthy minerals and nutrients to nourish the skin. The skin is the biggest organ so it will absorb everything it's exposed to in its environment, unless it's blocked somehow.

Deodorants are usually made with aluminum components which help with body odour. The issue is that your body is absorbing the aluminum into its deeper cellular level, and into the lymphatic and neurological system of your body. The lymphatic system is not only the cleanser of the body. It is also what allows your body to build its immune system. Aluminum has been linked to memory issues such as Alzheimer's and dementia. Aluminum

salts are an issue as well and is often found in crystal deodorant sticks.

Toothpaste is another issue to consider. Building strong enamel and dentin is not only related to the food you eat but the nature of hygiene habits. Flossing is helpful. But using toothpaste that cleans the enamel, is not abrasive and nourishes the teeth is ideal. Fluoride in toothpaste is a big debate. Fluoride taken into the body in this fashion has been linked to fluorosis (as well as having a deficiency of minerals), lower IQ levels, depression, and behavioral issues. Fluoride has been added to some municipalities drinking water, along with toothpastes, mouthwash and dental treatments. I recommend you do your own research and decide if this is a choice that resonates with you. From a healthy natural immunity perspective, it's not due to the crude nature of how this mineral is absorbed. It's highly toxic and has the potential to be harmful regarding development, immunity, thyroid function and more. Many studies support these findings.

Soaps, cleansers, body gels, shampoos, conditioners and anything that has fragrances, chemicals and additives, colour, etc. will dry the skin and build toxins up in the body. Some healthy options are products with coconut oil, nut oils, grape seed oil, olive oil, pure non-chemical or processed typed essential oils, aloe vera, baking soda, bentonite clay or other natural alkaline bases that are readily absorbed through bioavailability.

A great resource for checking toxicity levels

or finding a healthy option is www.ewg.com. This site offers all kinds of information on environmental products, skin care and makeup as well as mens, women's, babies and seasonal products such as sunscreen. Another healthy option is to consider making your own cleaning products, deodorants and toothpastes. There are many recipes that're available online. They take little time and at least, you know what it's in them.

Sunscreen is one of the cautionary items to use. Your body cannot make vitamin D without the sun being absorbed by the skin and retina. Sunscreens block this ability, and this can create the means to complicated health issues. Ideally, getting natural sun exposure is best in the early part of the day and the latter part of the day. Back in the day, this was how tuberculosis was treated. Midday is the most intense and will contribute to burned skin as well as complicated health issues. If you need to use sunscreen, this is the time of day to apply it. Sunscreen should be void of many of the ingredients that were mentioned above as well. The less toxins your body absorbs, the better off your immune system will be and the more it is supported. **HWS**

Catherine Bradley is a Doctor of Medical Heilkunst for both humans and animals. To find out more about her practice, call Catherine at 905.684.8013, email cbradley@cogeco.ca or go to www.bradleyheilkunst.com.





HEAR AGAIN

Independent assessment clinic helping clients to stop fretting about their hearing – and start living.

By Scott Leslie

Hearing is one of the things we count on. It affects every facet of our lives – whether it's watching your favourite show, getting caught up with an old school chum or listening to a robin's song on the wind.

But when you start to lose your hearing, you can feel worried, frustrated – even alone.

Alaina Hillier is a certified audiologist and has seen that problem firsthand with her clients at Hear Again Doctors of Audiology – a Niagara-based hearing clinic that offers extensive hearing assessments, products and counselling.

"On average, it takes people seven years before they seek help for their hearing loss," Alaina says. "The loss happens so gradually that patients slowly adapt to a quieter world without realizing what sounds they are missing."

Serving everyone from infants to seniors, Hear Again has two locations in Niagara Falls and Fonthill. Here, Alaina and her staff help clients to better manage their hearing loss and other related issues like tinnitus. They accomplish this by providing various services like hearing assessments, ear wax removal, aural rehabilitation, and hearing aid fittings and evaluations.

In terms of product and selection, Hear Again has a wide variety of hearing solutions for people to choose from including hearing aids, custom earplugs and other accessories. At Hear Again, Alaina is a firm believer in educating her clients and giving them the most hands-on experience possible.

She says there's no need to be reluctant about trying today's cutting-edge hearing aids because clients often have the option to try demonstration hearing aids.

"I always tell people that a hearing aid is a lot less noticeable than a hearing loss," she says.

"They're very small and discreet now – and can make a real improvement in your quality of life."

At Hearing Again, Alaina and her staff can clean, reprogram and repair any brand of hearing aid to keep it in peak working condition. Although most of this work is done "in clinic," Alaina can come right to a client's door to service their hearing needs. For instance, Alaina regularly brings her "clinic in a suitcase" to nursing homes and retirement communities so she can repair and adjust hearing aids right on the spot. She can even book appointments in the evenings or on weekends, depending on a client's schedule.

A graduate of the University of Florida's Doctor of Audiology program, Alaina has been practicing audiology in the Niagara Region since 2009. She's worked at private practices in Fort Erie, St. Catharines, Fonthill and Niagara Falls.

"At several other clinics, clients aren't seen by an audiologist," says Alaina who is currently one of the few Doctors of Audiology operating in Niagara. "But at Hear Again, they're seen by an audiologist who is certified through the College of Audiologists and Speech-Language Pathologists of Ontario."

Hearing loss has become a growing problem in Canada where over three million people presently suffer from some form of hearing loss. Alaina recommends that people get a baseline hearing test by the time they reach 55 – even if they're not experiencing significant hearing loss.

When it comes to your hearing, Alaina says being proactive about your ear health can do you a world of good.

"A large group of people are still reluctant to get help," she says of hearing loss, "but they do not realize the huge impact improved hearing can have on their overall health and social interactions. People do not have to live in a world where they're constantly saying, 'What?'" **HWS**

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Doctor of Audiology,
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WELCOME TO SCENT FREE LIVING

Provided by Pure Non-Scents

People are starting to recognize that what goes on your skin is just as important as what goes into your body when it comes to health and wellness. As we pay more attention to our own health and the health of the planet, many consumers are looking for more natural alternatives that are ethically produced and made close to home. With that in mind, let me introduce you to Pure Non-Scents Limited, a new line of made in Canada hair and skin care products that are scent and toxin-free with naturally sourced ingredients.

Your skin deserves nurturing. The skin is the largest organ of the body and absorbs airborne materials as well as those you put on your skin. For that reason, it's important to make sure the products you use are helping you, not hurting you. Many products contain scents, fragrances, and fragrance blockers as well as harmful chemicals like parabens that are potentially linked to the increased risk of breast cancer, and phthalates which can cause damage to the liver, kidneys, lungs and reproductive systems.

Pure Non-Scents Limited is an exciting new fragrance-free hair and skin care company, founded by Donna and Robert Martens. After Donna developed a reaction to scents and fragrances that left her with severe breathing

difficulties, throat irritation and headaches, they searched for effective unscented products that didn't trigger a reaction. Their search was laboured at best and very frustrating. This was the catalyst to circumventing the problem themselves by developing a hair and skin care line made of natural, unscented and fragrance-free ingredients. Pure Non-Scents' products are the result of several years of extensive research and development including seven rounds of consumer testing.

Sensitivity to scents is becoming more common and sometimes people don't recognize fragrances may be the cause of their problems. In southern Ontario alone, approximately a million people suffer – either directly or indirectly – from allergies or sensitivities to scents and fragrances.

At Pure Non-Scents, all of our products use plant-based preservatives without the use of harmful chemicals, and you bet they're healthier for you! Our focus on natural ingredients that are vegan and are not tested on animals will speak volumes to a more improved you!

Our products feature luxurious ingredients like mango seed butter that moisturizes while tightening and firming the skin - or aloe leaf juice that slows down the signs of aging. Our

entire line of products uses the finest essential oils, emollients, antioxidants, vitamins and minerals, leaving your hair and skin renewed, soft and moisturized.

Our product line includes everything from everyday essentials like our Velvet Touch Foaming Hand & Body Wash with amazing antioxidants and antibacterial properties to our age-defying Vitamin C Brightening Serum with hyaluronic acid that binds water to collagen, making the skin look plumper and filling in fine lines.

"Making sense out of non-scents" isn't just our tagline. We live breath and believe it. Finally a healthy selection of products for everyone and especially for those who suffer from Multiple Chemical Sensitivities. **HWS**



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A PLAN FOR LIFE

Metabolic Health Niagara helps people lose weight naturally.

By Scott Leslie

Stacey Brisson will never forget the moment that changed her life. Back in 2008, she was feeding her one-year-old daughter Kira some peanut butter. That's when the unexpected happened. Kira's face and ears swelled up to an alarming level.

Once the swelling subsided, Stacey took her daughter to see a specialist. Kira was diagnosed with a serious peanut allergy – one she would have to deal with for the rest of her life. Carrying an epi-pen became the new reality.

"The anxiety my husband and I felt was overwhelming," Stacey explains. "In the beginning, I lived in constant fear of losing Kira and panicked every time I dropped her off at school or a birthday party."

But Stacey was determined to find out how she could treat her daughter's condition – and prevent a similar outcome if she had any more children.

For years, Stacey had been a graphic designer by trade. But her daughter's new reality eventually convinced Stacey it was



time to change her vocation – and her life.

"I've been focused on being healthy from a young age," Stacey says of her determination to improve her family's health. "I was browsing the internet one day and came

across holistic nutrition. That's where my health journey began."

Stacey would graduate from the Canadian School of Natural Nutrition in 2013 – and started up her own home-based practice. As a Registered Holistic Nutritionist, Stacey is now focused on helping families with their personal health concerns and challenges. She isn't a dietitian per se which makes dietary recommendations based on the Canada Food Guide. As a nutritional consultant, Stacey takes a much more holistic approach to her clients and deals with the health of the entire body and mind.

A Personalized Nutrition Program

Stacey has always been committed to finding new ways to improve her clients' lives. So in 2015, she expanded her holistic nutritional services dramatically by becoming a Certified Metabolic Balance® Coach.

Originally developed by Dr. Wolf Funfack, Metabolic Balance® is a personalized nutrition program that helps people to lose weight naturally and improve their health and quality of life. Through this program, Stacey gives her clients a requisition form from a requesting physician who is a medical doctor and they can go to their local lab for

a blood test. This exam uses over 30 lab tests to create an individualized weight loss plan or “road map.” She also takes several other health parameters into account such as medications, body measurements, medical history, and goals.

Once she’s determined the ideal plan for a client, Stacey starts them on a short two-day cleanse before introducing specially selected foods into their diet. As the plan progresses, clients are able to eat an even greater range of foods. Clients are given just the right balance of protein, fat and carbohydrates to reduce inflammation. Stacey is there throughout the entire process to answer any questions and help her clients reach their weight loss goals.

“With Metabolic Balance®, your whole body becomes optimized,” she says. “You can manage your weight – but you can also increase things like your athletic performance or your chances of getting pregnant.”

Stacey says there’s no need for the pills, injections, shakes or pre-packaged foods that are common to traditional weight loss programs.

“Every person’s metabolism and biochemistry are different,” Stacey explains. “That’s why so many diets fail. They just don’t take your personal makeup into consideration.”

A Helping Hand

To date, over 250,000 people worldwide have used Metabolic Balance® to successfully control their weight – and Stacey has seen some dramatic results with her clients. For instance, one of her clients recently lost 20 pounds in 16 days. Stacey is even on the program herself and has lost 30 pounds in seven weeks.

“It’s not just a temporary fix,” she says. “It’s a plan for life.”

The Metabolic Balance® program is suitable for men and women and nearly any age group – from seniors to teens as young as 12. Stacey’s personalized weight loss plans are also remarkably affordable compared to other practitioners in large metropolitan areas like the GTA.

Stacey is one of a select few practitioners offering the Metabolic Balance® program in the Niagara area. But her weight loss services aren’t limited by geography. Stacey can serve people over the internet and already has a number of clients across Canada and the U.S.

Stacey says her clients have a range of different weight loss goals and often come to her after having tried everything else – without success.

“Most of my clients are women looking for support,” she explains. “I know the struggle they’re going through because I’ve been there too. But I also have a lot of new male clients. I’m a very compassionate person and want

**Emily's Before & After
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DAY 16



DAY 60



metabolic balance

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30 minute consult today**

Metabolic Health Niagara is located at RMT Niagara on 3969 Montrose Road, Unit 98 in Niagara Falls. To contact Stacey, call 905.380.6531, email metabolichealthniagara@gmail.com or go to www.metabolichealthniagara.com. You can book appointments online at www.rmtniagara.com. Stacey also has new online programs available on her website at introductory prices. These include the 7 Day Reboot Challenge and Healthy Hormone Programs for men and women.

to help people with their goals in any way I can. I act as their coach, their sounding board – and their cheerleader.”

Making A Difference

Things are certainly looking up for the nutritionist and weight loss expert these days. Back in April, Stacey turned her home-based business into a full-time venture, opening up her own full-time practice at RMT Niagara – a massage therapy clinic located in Niagara Falls.

Stacey says her decision to get into nutrition has changed her life considerably.

“My daughter’s 12 now and she has twin six-year-old brothers,” she explains. “With what I’ve learned through holistic nutrition, I’ve been able to get her allergy under control and have twins without allergies.”

Countless people have felt energized and revitalized by adopting the Metabolic Balance® program. And Stacey feels the same way about getting the opportunity to change her clients’ lives.

“Nutrition has always fascinated me,” she explains, “and going back to school has really given me purpose. I love getting up every day and helping people be their very best.” **HWS**

Preparing for the Legalization of Edible Cannabis ~ October 17, 2019

By Leanne Standryk

One year ago, today on October 17, 2018, the Federal Cannabis Act permitted individuals 18 years of age or older to possess up to 30 grams of cannabis. We reported that Ontario's Government passed legislation to increase the minimum age to 19 and further provided commentary on the impact of legalization of cannabis on the workplace.

Now one year later, the production and sale of cannabis edibles (candy, baked goods), beverages, extracts and topicals (oils, ointments, makeup) will become legal and available in stores by mid-December at the earliest. While these new products are likely to spark interest and again cause concern for employers, it remains perfectly clear that there is NO absolute legal right to use cannabis in ANY form at work. The Ontario Cannabis Act, 2017 will still prohibit the consumption of any form of cannabis in a workplace as defined by the Occupational Health and Safety Act.

These new products may increase the number of recreational users. For employers, it is important to understand the impact and experience of consuming edibles. According to the Canadian Centre on Substance Use and Addiction:

- Edible cannabis products vary widely in their appearance and ingredients, including how much THC and CBD they contain.
- It takes a long time for your body to absorb the THC from edible cannabis and therefore the intoxicating effects or "high" can take up to 30 minutes to 2 hours and peak at about 4 hours post-ingestion.
- The effects of ingesting cannabis can last up to 12 hours, with residual effects lasting up to 24 hours and THC is present in your body for longer than smoking or vaping.
- For some, the effects can be more intense than inhaling a similar dose of dried cannabis.
- Alcohol increases the intoxicating and impairing effects of cannabis. Consuming both at the same time can significantly raise the risk of over-intoxication and impairment.
- Over intoxication can include anxiety, panic, nausea, vomiting and paranoia.
- Edibles can produce positive urine tests for longer periods of time.

Canadian Centre on Substance Use and Addiction 2019 ISBN 978-1-77178-563-1

Unlike cannabis that is inhaled or vaped, edibles may be undetected through smell. This will create new challenges for employers who try to identify signs of impairment in the workplace.

The fact that it may be undetected through smell may also increase the risk of inadvertent and/or unknowing consumption.

It has also been reported that "daily" or "near-daily" cannabis use increases the risk of dependence and can bring on or worsen disorders related to anxiety or depression" (CCESUA 2019 ~ Clearing the Smoke on Cannabis: Regular Use and Mental Health).

While the introduction of the new cannabis products into the market will present new challenges for employers, the approach to cannabis and impairment in the workplace will not change. Prohibition of cannabis

For employers, it is important to understand the impact and experience of consuming edibles within the workplace.

in the workplace will shift from concerns of illegality to prohibiting impairment in the workplace as identified in our article "Legalization of Cannabis and the Workplace – A Game Changer?"

As we face these new challenges, employers are encouraged to remind employees that we "all" have a responsibility to maintain safety in the workplace. Educate employees on how the various forms of cannabis impact the body, particularly edibles. Evaluate your policies. Clearly communicate your workplace policy and ensure that everyone is aware of their obligations, rights and responsibilities. Provide training to managers and supervisors on identifying signs of impairment. Facilitate an environment where employees are encouraged to voluntarily disclose concerns of substance dependency in order to identify, detect and promote accommodation of addiction concerns and improved wellness.

HWS

Leanne Standryk is a senior partner within the Lancaster Brooks & Welch LLP, Labour & Employment Department and she may be contacted at 905-641-1551. We confirm with you that the content of this article is to provide general information and should not be considered legal advice. Employers are encouraged to contact a member of our labour and employment group with any questions.

LEANNE STANDRYK is a senior Partner within the Lancaster Brooks & Welch LLP Labour & Employment Department.

When you need support in labour or employment law matter: It is good to have someone who can navigate the law and represent your interests.

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COPING WITH THE HOLIDAYS

By Cheryl Clock

The year her father died, she couldn't bear the thought of writing Christmas cards. She had no energy, and couldn't summon the inner happiness needed to express words of joy. Despite being a family tradition, she didn't mail any cards that year.

She listened to her heart and did what felt right.

Giving herself permission to change a tradition was a healthy way to cope with grief during the holidays, says Melissa Penner, bereavement specialist at Hospice Niagara.

Holidays are filled with nostalgia, traditions, family and celebrations. But for someone grieving the death of a loved one, the holidays can be steeped in stress, pain and deepened sadness.

"Grief can make you feel like everything's out of control," says Penner.

And yet, with some planning and a few key strategies, the holidays can be less difficult.

Hospice Niagara is hosting two educational sessions - November 28th in St. Catharines and December 4th in Welland - to help people learn coping strategies.

Planning ahead can alleviate stress, Penner says. Share your feelings with family and friends. Consider what traditions you'd like to

keep, do differently or set aside for next year. Creating new traditions can be a way to respect the past without being barraged by reminders of loss. Eat out at a restaurant; travel to a new place; visit relatives or friends or ask a friend to decorate your tree.

Attending family gatherings can make you feel less alone. But have an escape plan in case you need a breather from the crowd. Be careful not to over-commit to activities - it's okay to say "no."

Self-care is important. You might feel pressure to be happy but remember tears and sadness are normal.

"Don't push your feelings aside or ignore them," says Penner. "Take time to explore your feelings, even for brief moments if it's too difficult. If you embrace the emotions, the memories and the pain, it'll prepare you for the waves of grief that may feel overwhelming."

Reminiscing can also feel good. Light a candle, write a letter, donate to a cause important to the person, or leave a place setting at the family dinner table.

Until December 24th, you can honour a loved one by donating to Hospice Niagara's Holiday Butterfly Campaign. A butterfly ornament with a



handwritten tag honouring someone special in your life will be placed on a holiday tree, on display at The Stabler Centre, and at The Pen Centre from late November until the New Year. **HWS**

Cheryl Clock is a communications specialist at Hospice Niagara. Learn more about coping with grief during the holidays. Hospice Niagara is offering two free sessions: in St. Catharines on November 28th and in Welland on December 4th from 1:30 to 3 p.m. To register, please visit www.hospiceniagara.ca.

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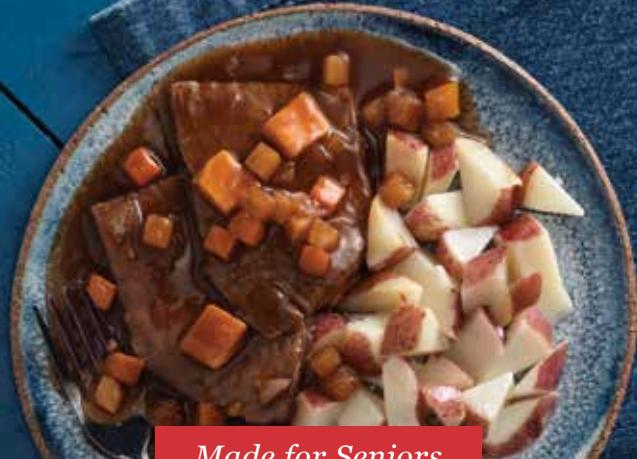
Honour someone with a personalized butterfly ornament on Hospice Niagara's holiday trees at the Pen Centre. Your donation provides comforting hospice palliative care throughout Niagara.

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Making A Difference

By Celine Johnson

It's been over 30 years now since hiring people with disabilities has really taken effect. And there've been many successes. But there's much more that can be done.

For example, there are employers out there who "job carve" their positions in order to suit the abilities of the person they've hired. There are also employers who don't embrace an equal opportunity workforce, despite what might be written at the bottom of their application forms. In many cases, they might already have people on staff with disabilities. They just don't know who they are. These are often exceptional employees who fear being found out and can feel alone and with few supports.

Here are a few ways you can reach out to new employees with disabilities:

Be A Welcome Committee - The first day on the job can be a stressful time. The same is true for people with disabilities. They often feel alone because their peers don't know how to approach them due to their shyness, awkwardness, etc. As a result, they may need a bit more time for training on the job. But you can still support them – no matter what disability they might have.

Try being "a welcome committee." Introduce yourself and welcome them to the team. Don't stand back and think, "This person is different – I don't know how to approach them." Approach a disabled person like you would anyone else. It can make a big difference. We're all the same in our desire to fit in and be successful. And being supportive can help the both of you.

Check In - While you're on shift, check in and ask a disabled peer how they're doing. A disabled peer might be too nervous to ask questions or appear like they don't know something they should. People with disabilities often have higher expectations placed on them to be successful. For instance, I've seen some disabled people lose their jobs if they don't pick up new skills in one or two days. Make an effort to help them out.

Don't Do Work For Them - It might seem easier to do something for someone who's struggling. But it won't help out in the long run. Repetition is the way most people learn how to do their job duties – and that includes disabled workers. They need to know that their job is important, and the team believes they have the ability to do their jobs independently. If you want to help out, say something like "Okay, what's next?" or "Does that look right to you?" Be positive and constructive. Help them problem solve the situations. As a result, they'll become a more valued peer than one who constantly needs help. **HWS**

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Trauma can affect anyone, anywhere, anytime. This includes patients like Keith Schumacher, who was having a typical day at work in a machine shop. While revving up a vertical lathe, a loud popping noise suddenly filled the room. Out of the corner of his eye, he saw a part of the machine break loose and become airborne.

"The piece flew at me like a bullet and hit me in the side," Keith recalls. "I fell to the ground and I started to spit up blood. The ambulance arrived and rushed me to Hamilton General Hospital."

Scans showed that Keith had nine broken ribs, two cracked ribs, an injured lung and a hole in his diaphragm. After being kept in a medically induced coma for five days, he underwent trauma surgery.

"They basically put me back together again," says Keith. "My left lung was on the outside of my ribcage and it was full of bone fragments from my ribs. Once the fragments were removed and the lung was put back into place, metal plates were inserted to keep my ribcage from moving."

After surgery, Keith continued to experience difficulty breathing. It was discovered that blood was collecting in his lung. Tubes were inserted to drain the blood, which significantly improved his ability to breath.

"My therapy involved deep-breathing exercises designed to strengthen my lungs," he says. "At the same time, physiotherapists helped get me out of bed and walking on my own two feet again. It was hard at first, but I kept gaining strength day after day."

Keith spent seven weeks at The General before being discharged and returning home, where he was grateful to be with his family again.

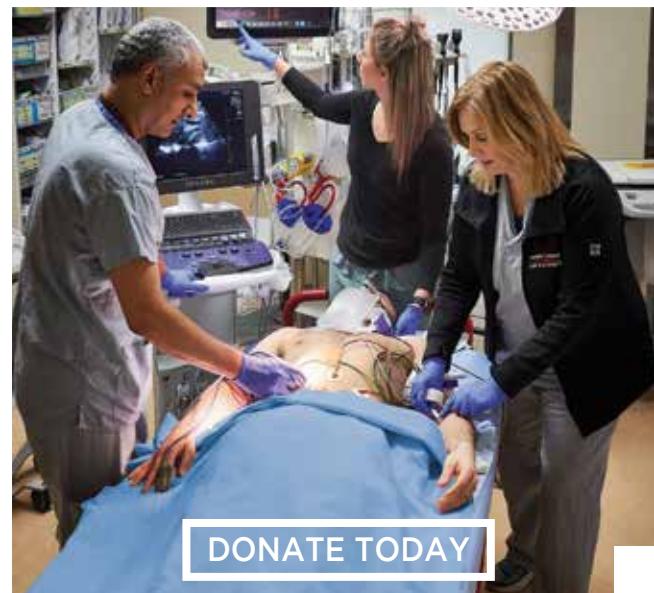
"I'm very lucky to have survived this accident," says Keith. "I'd like to thank the teams at Hamilton General Hospital for providing care with such expertise and compassion. I've come such a long way thanks to them and I'm happy to be back at work."

Keith Schumacher is just one example of a trauma patient who is alive today because of the expert care he received through the Trauma Centre

at Hamilton General Hospital.

Such care is made possible by the support of generous donors, who enable Hamilton Health Sciences Foundation to fund vital medical equipment and patient amenities, innovative research initiatives, essential redevelopment of clinical care spaces, and the education and training of health care providers. **HWS**

Please make a difference in the lives of patients like Keith and make your gift at hamiltonhealth.ca/donate.



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IT'S VITAL TO CARE

FALL IS HERE!

By Dr. Jacqueline Ross

With fall comes colder weather which means flu season and aches and pains. Below are five tips to help you combat flu season, and the inevitable aches and pains that come with colder weather:

STAY HYDRATED - Approximately 60% of the adult body is made of water. Therefore, making sure we stay hydrated is very important for overall health. Sometimes having cold water in the winter is not too appealing. My tip for staying hydrated once it gets colder? Add warm lemon water to your daily routine.

MOVE OFTEN - Sitting for too long is not good for our joints and muscles. Getting up every 30 minutes can help prevent ligamentous "creep" which is a contributor to back pain. If you're a desk worker, or lounging on your couch during the day, get up every 30 minutes for a short stretch or even just a few steps.

STAY ACTIVE - Lots of us enjoy the sunshine of summer. But don't let the cold weather keep you from staying active. The Canadian Society for Exercise Physiology (CSEP) recommends 150 minutes of moderate to vigorous activity each week to achieve health benefits. This equals 30 minutes, five days a week. Reaching this amount of activity can help to reduce the risk of chronic disease, high blood pressure, heart disease, stroke, type 2 diabetes, osteoporosis and obesity. It can also help improve your mental health, fitness, strength and independence. Staying active in the winter can include skating, skiing, or just walking. The important part is to get that heart pumping. And once you're bundled up, the snow and sun can be beautiful.

GET ENOUGH SLEEP - Sleep is imperative for proper cell repair. REM (rapid eye movement) sleep is very important for brain health. During REM sleep, our brain cells shrink by 60% allowing the waste system in our brains to clear out metabolic by-products that have accumulated throughout the day. It also helps rehydrate cerebral spinal fluid throughout the brain. However, REM sleep is most often reached during the last half of our sleep (four hours into an eight-hour sleep). Therefore, getting enough sleep each night can help brain health.

CONTINUE TO GET YOUR GREENS - During the colder months, it sometimes feels more difficult to eat enough vegetables and greens. Canada's Food Guide recommends that our primary source of fuel should be coming from vegetables. Vegetables contain so many vitamins and minerals that can help keep us healthy throughout the winter months. Adding frozen greens to my smoothies and sauces makes sure that you're still getting enough vegetables. Buying flash frozen vegetables also makes sure none of your veggies go to waste.

Try to implement as many of these tips as you can for a healthy fall and winter. Not feeling your best? Come in for a chiropractic appointment: Dr. Jacqueline Ross can help you with your pain and performance optimization. **HWS**

Dr. Jacqueline Ross is a chiropractor and acupuncture provider at the Sports & Performance (SCAP) Centres in the Niagara area. Questions for Dr. Ross? Please email her at drjacquelineross@gmail.com.

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The Body & Mind on Stress

Safe, simple ways to ease stress, reclaim energy and health

An Interview with Dr. Elie Klein, ND *By Jason Sebeslav*

JS: Many of us feel like life is too busy and fast-paced, and that it's taking a toll on our stress levels. Juggling full-time jobs with carpooling kids, as well as dealing with life's unexpected upsets, leaves little time in busy schedules for stress-relief. From a medical perspective, Dr. Klein, could you explain what stress is?

EK: Stress is a physical, chemical or emotional factor that causes bodily or emotional tension. These factors make it hard for the body to function properly and may contribute to disease.

JS: We've heard about good stress and bad stress. How do we know when we're experiencing one or the other?

EK: Moderate short-term stress can be good for you. This good stress or "eustress" keeps you alert, motivated and primed to respond to a challenge, such as a work deadline or sports competition. Bad stress, on the other hand, happens when we feel overwhelmed, anxious or when we lack the mental or physical resources to be able to cope with what's making us stressed. This is called "distress."

JS: How does stress or "distress" impact physical health and mental well-being?

EK: The body responds to stressors to help us cope with the "danger" we're perceiving. When we're stressed, we're all familiar with an increased heart rate, but our body is also stimulating the nervous system, slowing digestion and decreasing other functions that promote wellbeing. This happens because the body's main concern is to address the stressor and divert resources to ensure immediate survival. But if we're constantly stressed, these physiological changes can adversely affect human health.

JS: What about long-term or chronic unmanaged stress?

EK: Stress hormones such as adrenaline and cortisol reduce the ability of body cells to generate the energy required to perform their specific role. So, when brain cells don't work well, there's a risk of developing depression, anxiety and cognitive issues. When bones, joints and blood vessels can't regenerate sufficiently, bone loss, arthritis and cardiovascular disease set in. Digestion suffers. Immunity declines, sleep is affected, and so on.

JS: If we've done what we can to change our stressful schedules, jobs and life circumstances, how can we change our response to stress?

EK: Try to make time to do things you enjoy, whether that's an old beloved hobby or connecting with loved ones. We also know how important moderate physical activity, a nutritious diet, and meditation are for stress management and overall well-being. When grocery shopping, be sure to select foods rich in vitamin C like leafy greens, magnesium like nuts and seeds, and B vitamins like whole grains and meat to regulate stress hormones.

JS: As helpful as these tools are, what else can we do if we're still feeling stressed?

EK: If stress becomes too much to bear, seek resources such as books and counselors to help you cope. Nature has also provided us with wonderfully effective and safe plants that target stress hormones, such as rhodiola rosea, ginseng, maca, and schisandra, which help reduce feelings of stress and increase energy.

JS: We hear a lot about managing stress with "adaptogenic" herbs like rhodiola. What makes rhodiola a good choice for stress management?

EK: Rhodiola rosea is one of the most researched adaptogens. It is potent, versatile and very safe. Not only is it great for increasing energy levels including enhancing athletic performance, but it has also been shown in studies to help improve depression and anxiety.

JS: You took this into consideration when you formulated Rhoziva. What makes this product unique?

EK: In addition to the Rhodiola rosea in Rhoziva, we added nutrients such as magnesium and B vitamins, which manage stress hormones and assist energy production. We've also formulated other rhodiola products that address stress in specific situations. Recently, we launched Rhoziva Teens for teenagers, Rhoziva Digest for those who experience digestive discomfort due to stress, and Rhoziva Edge, for extreme exhaustion and impaired sex function.

JS: What can people expect by adding Rhoziva into their wellness routine?

EK: Typically, they can expect improved mood, mental clarity and higher energy levels.

JS: Can you share a particular testimonial about the product?

EK: We have heard lots of heartening testimonials from people dealing with depression and anxiety. Most recently, we've heard about success at school with the use of Rhoziva Teen, and with Rhoziva Digest for quick alleviation of stomach pain and bloating.



Meet Dr. Elie Klein at The Peanut Mill's free in-store seminar on "Outsmart Stress" on Tuesday, November 12th at 7:30 p.m. For more information and to register, please go to thepeanutmill.com.

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Nida Ahmed
Chiropodist/Foot Specialist

The Importance of Diabetic Foot Care

At Elio's Foot Comfort Centre, we provide a Diabetic Foot Care Program that provides customized treatment plans based on each patient's needs. Diabetic Foot Screening is performed by a Chiropodist or Certified Pedorthist consisting of a series of tests and questions. Elio's screening service is used to determine the risks that diabetes poses on the feet, as well as potential treatment options. Diabetic Foot Screening assesses an array of diabetic foot risk factors, such as dermatological, vascular, neurological, musculoskeletal, and footwear. Based on the results of this screening, a patient care plan is created to manage the patient's individual needs. Some of the treatment options include diabetic footwear, diabetic socks, pre-fabricated or custom-made diabetic insoles, diabetic foot care, offloading footwear, total contact casting, and custom-made footwear.

In support of World Diabetes Day on November 14, 2019, the team at Elio's Foot Comfort Centre will be holding a series of seminars on diabetic foot health. For more information about Elio's Diabetic Foot Care Services, or our Diabetic Foot Health Awareness event, call us.



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By Scott Leslie

Just The Facts!

Test your knowledge of the following health, wellness and safety minutiae.

1) What percentage of Canadian workers report that they experience bullying in the workplace on a weekly basis?

- a) 20%
- b) 30%
- c) 40%
- d) 50%
- e) Only the ones wearing pocket protectors

2) Aloe is _____.

- a) a cactus-like plant that grows in tropical areas of the United States
- b) a medicine that can treat skin abrasions, itches and inflammation
- c) a popular beverage in South Korea
- d) all of the above
- e) something you say when you pick up the phone

3) Approximately 1,000 job-related deaths occur in Canada every year. However, that doesn't take other factors into account like commuting accidents and occupational diseases. Recent studies estimate the actual number of job-related deaths is much closer to _____.

- a) 6,000
- b) 10,000
- c) 24,000
- d) half the population of Grimsby

4) The fictional rock band "Dr. Teeth and The Electric Mayhem" has been a part of the Muppets lexicon now for over 40 years. Muppets creator Jim Henson originally designed the character of "Dr. Teeth" on what famous music performer?

- a) "Weird Al" Yankovic
- b) Elton John
- c) Fats Waller
- d) Dr. John
- e) Gene Simmons

5) The word "squash" is derived from the Massachusett Indian word "askutasquash" which means _____.

- a) long and funny-looking
- b) full of seeds
- c) eaten raw or uncooked
- d) bright in colour
- e) goes well with a dry Riesling

6) Singer-songwriter and Rock & Roll Hall of Famer Jackson Browne has sold more than 22-million albums in the U.S. over his five-decade career. But he's perhaps best known for his 1972 top-ten hit _____.

- a) Doctor, My Leg
- b) Doctor, My Eyes
- c) Doctor, My Wallet
- d) Doctor, My Adenoids

Answers: 1. C. 2. d. 3. d. The number is closer to 13,000 people. 4. d. 5. C. 6. b.)

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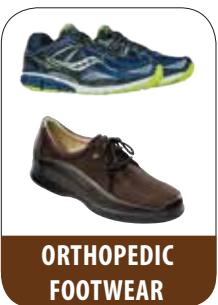
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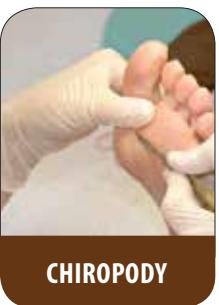
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