

ANNUAL REPORT 2015-2016

# ONE VISION, ONE MINISTRY



INTERNATIONAL

“Just as a body, though  
one, has many parts,

but all its many parts form one body, so it is with Christ... Now  
you are the body of Christ, and each one of you is a part of it.”

1 Corinthians 12:12,27



08

Sponsorship

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## Our Vision

People with exceptional needs belong to communities in which their God-given gifts are valued and respected.

## Our Mission

Serving the person with exceptional needs.

## Our Values

We will honour God and value people in all we do and with all our resources.

## Our Organization

Christian Horizons recognizes the value of people with exceptional needs and supports them to embrace their God-given gifts and enjoy hope and opportunity in everyday living. Founded in 1965, Christian Horizons is a non-profit, Christian faith-based charitable organization serving families in Ontario and Saskatchewan, and in seven countries around the world. Our purpose is to contribute to the exceptional person's quality of life by addressing their emotional, intellectual, social, physical and spiritual needs.





## Message from the Board Chair and CEO

# One Vision, One Ministry

Christian Horizons' vision is that people with exceptional needs belong to communities in which their God-given gifts are valued and respected. We believe that all of us need our communities, and it is through Christ's love for us and those reciprocal relationships in communities—what we each give and what we each get— that we have a full life.

Christian Horizons works in Canada and in seven developing countries around the world to achieve this vision. We are motivated by the life of Jesus Christ, and we believe that all people are created in the image of God, and have been given gifts to share with others. Regardless of the geographic location of our programs, we share a common goal, to see people in their communities grow and flourish together.

Our vision of communities of belonging could not be realized without the support of our donors, partners, employees and volunteers. These people are foundational to Christian Horizons' work and impact throughout the world. We are blessed to have so many in partnership with us, who believe in the vision that all people belong in community, and that all people have value and gifts to contribute.

We hope you enjoy reading through the 2015-2016 Annual Report. This Annual Report shares many stories of communities of belonging in action from here in Canada and around the world. We also share many opportunities for you to become involved in making a difference in the lives of people so that they can experience communities of belonging in their lives.



*Nigel Wilford*

Nigel Wilford  
Board Chair



*Janet Nolan*

Janet Nolan  
Chief Executive Officer



# Onward Strategic Plan

As one ministry, we hold three priorities that guide our efforts in achieving our vision, mission, and values both within Canada and across the globe: Support People, Celebrate Employees and Volunteers, and Nurture Relationships. Through these priorities, we organize and implement strategic plans all in an effort to achieve our vision.

We are striving toward our vision by focusing on the following desired outcomes:

- People with exceptional needs experience services that reflect the Christian foundation of Christian Horizons.
- People with exceptional needs experience services that enhance their rights, choices, relationships, dignity and citizenship while supporting their ongoing growth and development.
- People with exceptional needs experience communities of belonging.

In each strategic planning cycle, we collaborate with our stakeholders including people with exceptional needs, employees and volunteers, churches and partners to establish clear outcomes and activities that help us to achieve these statements and ultimately our vision. The following pages describe key accomplishments that were made through our Onward strategic plan in 2015-2016.



## Support People

Promote social inclusion and broaden our core services for people facing barriers.



## Celebrate Employees & Volunteers

Demonstrate our commitment to excellent employee and volunteer relations and invest in a highly-skilled and committed workforce.



## Nurture Relationships

Strengthen relationships with partners and stakeholders, in particular the Christian community.

## Our Corporations

Christian Horizons group of corporations comprises five companies. This structure ensures effective corporate governance, appropriate accountability to our members and donors, flexibility, stability, sustainability and undivided focus on service delivery. While each company has its own mandate and purpose, all are passionately committed to the vision, mission and values of Christian Horizons.

### Christian Horizons International

Christian Horizons International was incorporated in 2011 to become the “umbrella” organization over the Christian Horizons group of companies. The remaining Christian Horizons companies, including Christian Horizons and Christian Horizons Global, are subsidiary corporations of Christian Horizons International.

#### Christian Horizons

Founded in 1965 as a non-profit, faith-based charitable organization, Christian Horizons serves people with exceptional needs through a range of community-based programs including residential, community participation, employment and respite programs funded by Ontario's Ministry of Community and Social Services (MCSS) and Ministry of Children and Youth Services (MCYS), and Saskatchewan's Ministry of Social Services (MSS).

#### Christian Horizons (Canada)

Separately incorporated in 1977, Christian Horizons (Canada) is all of our camps and excursions, as well as our domestic work that is not funded directly by the government including fee for services, programs and vacations.

#### Christian Horizons Global

Christian Horizons vision of belonging extends to international communities and people at risk around the world through Christian Horizons Global. Through partnership with local organizations such as churches, schools and disability associations, we help through entrepreneurial education and opportunities, children's services and education, all toward the end of helping people belong to communities. Christian Horizons Global is funded entirely through the generous donations and partnerships of individuals, businesses, churches and foundations.

#### Xeorixs Homes

A non-profit organization incorporated in 1985, Xeorixs Homes leases homes to Christian Horizons and other developmental services agencies. Xeorixs Homes purchases properties and takes care of property maintenance and upkeep.

# The Oneders of Technology

Have you ever tried to order food in a place where you didn't speak the language? What about asking for directions, or telling someone that you need something? What about trying to describe your hopes and dreams, frustrations or hurts, without knowing how to make the other person understand you?

For many people with a developmental disability, that's what life is like. Every single day.

Sam is a youth who can't use words to communicate. He lives at home with his parents, and all three make daily attempts to overcome the communication barrier. Like many of us, Sam gets frustrated when he's not understood.

Like so many communication issues today, there are a range of technological options to help bridge the gap. Sam's family initially tried choice board apps that required Sam to select folders, then files, to express himself. He found the system difficult to learn and clumsy to navigate. Good communication is easy and quick, and these systems weren't either of those things. The frustration continued.

When Christian Horizons introduced Sam and his family to Oneder (pronounced "wonder"), there was hope. Oneder uses real visual images, video modeling and text in a language the user can understand to teach fundamental life skills tailored to the specific needs of the individual user. The platform is visually easy to follow and use.

Sam was soon navigating independently to Oneder because he could easily set up his choices, be involved in selecting his activities and the order in which they would appear on his own visual schedule.

Thirty-two employees within Christian Horizons have been trained to use Oneder in the past year, and in turn can train other Christian Horizons' employees. In the winter of 2016, Christian Horizons' employees trained Special Education Teachers from the Hamilton/Wentworth School board. Other organizations and colleges are interested in being trained to use Oneder, and interest is expected to grow as we promote Oneder at various conferences. Currently, 25 people supported by Christian Horizons are benefiting from Oneder.

When Sam goes grocery shopping, actual photos of the items he has purchased, in the store where he purchases them, were added to one choice board. The items were ordered in how he found them in the store. Support staff would add their voice recording of the number of each item he needed to buy (e.g. "6 tomatoes"). Sam now shops independently without any verbal prompts from his support staff.

Sam likes to go to Popeye's after he completes his shopping. A choice board has been created on Sam's iPad with real pictures of the menu items he might choose to eat. A voice over has been added on each potential choice that when pressed by Sam tells the server what he wants. Sam is completely independent in ordering his meal! If Sam forgets to ask for ketchup the choice board prompts him as a reminder. The staff behind the counter at Popeye's now engage with Sam and not the staff who previously needed to support him in this activity. Functional independence, ability to communicate wants, needs and desires – helping people become as independent as possible...there's an app for that!



# Purpose Creates Opportunities

## How Rae Turned Folding Towels Into a Job

When someone finds purpose, no matter their age or circumstance, they can benefit the community they belong to. And so, at age 66, perhaps Rae wasn't ready to retire.

She told everyone she was. It was a sunny day in October when she moved from the Valley View Centre of Moose Jaw, her home of 57 years. Anyone who asked Rae about the move was told she was moving because she was retiring, and that was that. Had she wanted to, she could have lived comfortably and quietly in her new home at Wood Lily Drive

But Rae quickly decided that she had a mission in her new home: towel folding. The staff and her housemates never wanted for a folded and stacked towel, and Rae reveled in contributing to her small community.

Purpose is a powerful motivator, and soon Rae wanted to serve the larger community of Moose Jaw in the same way. Rae's support team rallied to find her a role in the community, helping her build a resume, connect with the local YMCA, and practice her job interview skills. Her drive to serve, along with her practice, paid off – she got the job right away.



Starting employment for the first time at age 66 is a hard thing to do. The towels need to be folded a certain way and stacked to a certain height, and the baskets never stop coming. Rae's first day of work was tiring but exciting, and she celebrated afterwards at a party attended by all the people supported by Christian Horizons in Moose Jaw, and the staff from the Wood Lily and Normandy Homes.

Rae's circle of celebrators has expanded since then. On April 15, 2016, Rae was a special guest at the Community's Contribution and Recognition Luncheon held by the local YMCA. The Mayor of Moose Jaw applauded the recipients for their contributions and expressed the City's gratitude and appreciation for the impact Rae and her peers make in our city.

Since moving to her home on Wood Lily, Rae has made a habit of surprising people: from the police staff who ran her criminal record check for employment to her own support team, Rae's desire and ability to contribute to her community as a gainfully-employed citizen helps us to reimagine what life can look like for someone with a disability.

## Thank you

### A heartfelt thank you to our 2015-2016 corporate sponsors:

HUB International  
Northbridge Financial Corporation  
Miller Thomson  
Harvest Bible Chapel  
Scherer Leasing  
RBC  
Christian Horizons Foundation  
Harpreet Mundi  
B & B Sunset Inc.  
Bigfootprints Inc.

Corporate Benefit Analysts  
Insurance Agency (CBA)  
Bottledmedia  
KPMG LLP  
The Rae Lipskie Partnership  
Medical Mart  
Dentons  
FOCUS Accreditation  
Holiday Inn  
Evans Bertrand Hills Wheeler  
Architects

To make a donation to Christian Horizons, visit our website at [www.christian-horizons.org](http://www.christian-horizons.org) or contact us directly at 1-866-363-6810.

To assist donors with our planned giving opportunities, we work with Christian Stewardship Services, a charitable agency that provides professional, impartial, free estate and legacy planning advice to help maximize gifts and tax benefits. Contact them at [admin@csservices.ca](mailto:admin@csservices.ca) or 1-800-267-8890.





## Keep on asking, and you will receive what you ask for... Keep on knocking, and the door will be opened to you. [Matthew 7:7](#)

*"A mother with twin one year-old girls is coming repeatedly to our office in search of sponsors... Frankly speaking, due to her frequent visits to our office, it has been tough for us to ignore her and to shut our door. We do not dare show her silence before God."* – Christian Horizons Ethiopia staff

Within the day of receiving this email, Tigist's daughters, Kalkidan and Tizita, were sponsored by a Christian Horizons employee in Saskatchewan. Responding to the unique needs of people is the culture of Christian Horizons. Whether that person lives in a supported home in Saskatchewan or on the street in Asella, Ethiopia, supporters of Christian Horizons are motivated to journey with people to achieve their goals.

The Child Sponsorship Program exists to meet a child's immediate needs and provide educational opportunities to improve their future. More broadly, sponsorship provides the gateway into a community for additional advocacy and programs to foster places of belonging for all people regardless of ability.

This year, generous sponsors supported 1300 children. This is the highest number of children actively sponsored since the launch of the program. We are blessed to have committed, passionate partners to pursue this work with.

The decision to sponsor made all the difference for Tigist: *"I have been collected from the street. Now I am living a true life. I want to make a difference in the life of my kids. May God bless you."* – Tigist, 6 months after receiving sponsorship support



If you would like to make a difference for a family like Tigist's, please email [sponsorship@chglobal.org](mailto:sponsorship@chglobal.org)

**Christian Horizons Global** continues to serve the person with exceptional needs or living in exceptional circumstances in seven countries:

- Ethiopia
- Guatemala
- Haiti
- Kenya
- Nicaragua
- South Sudan
- Uganda

We focus on sustainable, holistic development by equipping families and communities to care for one another and earn a livelihood.

In our areas of focus, we were able to serve thousands of individuals in the past year.

### Direct Beneficiaries<sup>1</sup>

Education: 11,804

Leadership Development: 14,496

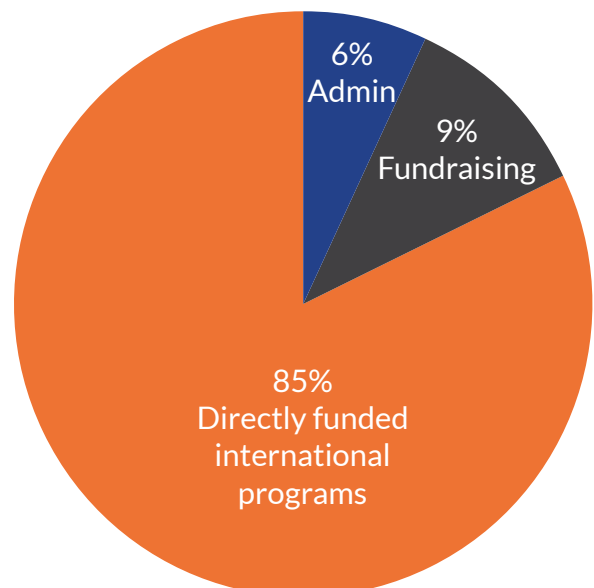
Economic Empowerment: 1,743

Children's Services: 23,012

Sponsored Children: 1,302

Christian Horizons Global's ministry is funded entirely by donations and grants. To be good stewards of the funds that

people donate, we keep administrative costs as minimal as possible while still providing excellent administration and oversight to the work we do. In 2015-2016, **6%** of donations were allocated to administration, **9%** to fundraising, and **85%** directly funded international programs.



<sup>1</sup> The number of beneficiaries is the total number of individuals directly benefiting under the area of focus. Some individuals may be represented in more than one area of focus.



# Expanding our Horizons to the West

The energy was palpable at the houses on Wood Lily Drive and Normandy Drive in Moose Jaw, Saskatchewan as the people who had previously lived in the Valley View Centre institution settled into their new homes. New experiences and new friendships were plentiful.

Melvin helped to make beef barley soup and enjoyed playing “Garage Band” on his iPad. Guy enjoyed his new recliner and shared a smile full of mischief with each person that came into the room. Barbie looked up at objects that were not there and laughed when those supporting her glanced in the same direction. Sharon enjoyed an afternoon nap stretched out on the couch, where she could be aware of all the coming and goings. Rae sat at the kitchen table, taking in her surroundings, then decided she liked the place enough to put on her slippers and relax. Marjorie proudly took on the role of princess, sporting a very attractive tiara.

As Valley View Centre, which was home to 174 residents with development disabilities, started planning for its closure, a number of families indicated their desire to have their family member support by a faith-based agency as that family member moved into a local community.

Through research and meetings with the government of Saskatchewan, Christian Horizons accepted the invitation to become a service provider in the province. Two homes were opened in Moose Jaw in August 2015.

“Christian Horizons is very excited to assist the government of Saskatchewan in taking this very important step to close their last remaining institution for people with developmental disabilities. We are also delighted to be part of the lives of these eight people as we join the Moose Jaw community,” said Allan Mills, Vice President, Community Services.

When Christian Horizons began to build partnerships with the local church community and other developmental service agencies and associations, the leadership from another faith-based agency in Saskatchewan took notice. Jordan Varey, Executive Director of Menno Homes of Sask. Inc., based in Waldheim Saskatchewan, was intrigued with the similarities between the two agencies. And, when Jordan attended the Christian Horizons Family Retreat in Ontario at the end of August 2015, he became excited about the possibility of something similar in his province.

Soon, conversations between Menno Homes Board of Directors and Christian Horizons turned into discussions around serious amalgamation. In April 2016, both boards approved an amalgamation between the two organizations and the transition plans began.

As Janet Nolan expressed, “We are thrilled to partner with the good folks of Menno Homes. With our shared faith and shared passion for service, we look forward to building communities of belonging together.”







## Another Christian Horizons Family Retreat Location

# Galilee Bible Camp

Fresh, inviting snow marked the road to Camp Galilee. Building on our Family Retreat summer camp, seven families with and without exceptional needs came together at Camp Galilee near Ottawa, Ontario for a truly Canadian Winter Wonderland experience. The retreat was complete with snowman-building, snow-painting, snowmobiling, sledding, and a freshly-minted outdoor rink. One of the highlights of the week was a Canadiana-themed closing banquet, where campers wore hockey jerseys and toques or other red-and-white apparel, and had family photos taken in front of the large stone fireplace.

To simply rest and spend time with others is an important factor of belonging and a key ingredient of family retreats. Reflecting on her time, one mother observed that she “had an amazing time at the Christian Horizons Family Winter Retreat. In contrast to my everyday life it was so relaxing.” Another described it as a “refreshing and fun time.” David Hood, the speaker for the weekend, spoke powerfully on God’s work in each person’s life, not only in times of retreat and encouragement but in the tough times as well.

We are thankful for all of the volunteers, families, and partners that made Winter Wonderland the time of renewal and connection that it was. Communities are transformed as people head back from family retreats to make a difference where they live, work, and worship. We already have people signing up for next year and hope you’ll join us January 13-15, 2017 for another weekend of wonders!



# Partners of Excellence

Creating genuine belonging to communities goes easiest when members of the community champion our cause. Time and again, Christian Horizons has been blessed by organizations and individuals who are willing to build relationships, promote citizenship, value people's gifts, and provide opportunities for growth and development.

In 2015, Christian Horizons' Partner in Excellence awards were introduced as a way to celebrate those organizations and individuals who share and demonstrate our vision of belonging in partnership with us.

At our Jubilee Grand Finale celebrations in December 2015, 24 partners across the organization were awarded Christian Horizons Partner in Excellence awards. These awards recognized their significant contribution to creating communities of belonging. Each of the awards were personally designed and crafted by people supported through Christian Horizons Ottawa GROW program.

Ellie Nyholt was one of the recipients who was honoured at our Jubilee finale. She was nominated by Chantal Hunink, who wrote the following:

"Ellie is passionate and committed to the Christian Horizons Family Retreat. For the past three years she has given many of her talents, resources, and gifts to ensure that the family retreat is a community of belonging and make it a huge success. She also plays a vital role planning and facilitating activities at the family retreat. For two years she has also dedicated several hours and intensive effort before, during, and after the Family Retreat to her volunteer registrar role. We would not be able to make the registration processes of the family retreat run so smoothly without her. She is knowledgeable, organized, and dependable, and always willing to address concerns of families, Short Term Missionaries and the rest of the leadership team. She is kind, enthusiastic, and always searching for ways that the family retreat could be enhanced in years to come. She contributes a positive, faithful and loving attitude to all of the efforts of the family retreat leadership team and is always willing to help out with anything that needs to be done."

Congratulations, Ellie!



## New Website Unites All Parts of Christian Horizons

In April 2016, we launched a new website that shows how all Christian Horizons communities, in Canada and around the world, work as one cohesive ministry to see one vision realized. The new website combines the previous christian-horizons.org and chglobal.org into a centralized christian-horizons.org site that tells our story as a whole. Organizing our online content and strengthening of our brand helps us to tell our story well.

We worked hard to improve the functionality, interactivity, and design of the website so that we can better communicate with you, our stakeholders. We hope you'll take a few minutes to check out all of the things available on our site, like videos, news, information and ways to get involved with us.



# Responsibility for Financial Reporting

## BOARD OF DIRECTORS

\* For a complete set of audited Financial Statements, please contact our Resource and Leadership Centre at **1-866-362-6810** or by email: **info@christian-horizons.org**.

The financial statements for the year ended March 31, 2016 for Christian Horizons, Christian Horizons (Canada), Christian Horizons Global and Xeorixs Homes have been approved by their respective Board of Directors, which has the overall responsibility for their content.

## MANAGEMENT

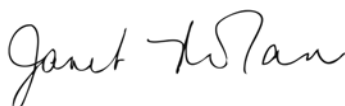
The financial statements have been prepared by the management team, which is responsible for the integrity, objectivity and reliability of the information contained therein. The financial statements have been prepared in accordance with Canadian Accounting Standards for not-for-profit organizations, and management has made best estimates where deemed appropriate.

## AUDIT COMMITTEE

The audit committee oversees management's responsibility for the financial reporting and the internal control systems. The committee consists of members of the Board of Directors who are not involved in the daily operations of the organization. The committee meets with management and the external auditors to review the audit findings, satisfy themselves that all audit responsibilities have been properly discharged, and review and recommend approval of the financial statements to the members of Christian Horizons.

## EXTERNAL AUDITORS

For the year end March 31, 2016, KPMG LLP was appointed by the members to audit the organizations' financial statements (Christian Horizons, Christian Horizons (Canada), Christian Horizons Global and Xeroixs Homes.) A Summarized Combined Financial Statement prepared by management is presented on page 13.



Janet Nolan  
Chief Executive Officer



Angelica McKay  
Chief Financial Officer



# Summarized Combined Statement of Financial Position

March 31, 2016, with comparative information for 2015

	OPERATING FUND	CAPITAL FUND	RESTRICTED FUND	TOTAL 2016	TOTAL 2015
ASSETS	\$	\$	\$	\$	\$
<b>CURRENT ASSETS:</b>					
Cash	10,102,582	-	-	10,102,582	13,050,183
Restricted Cash	183,997	-	-	183,997	162,870
Short-term Investments	3,829,883	-	-	3,829,883	3,992,448
Accounts Receivable	3,186,236	15,023	-	3,201,259	3,326,954
Prepaid Expense and Deposits	355,289	-	-	355,289	212,596
	17,657,987	15,023	-	17,673,010	20,745,051
Capital Assets	4,426,501	32,549,989	-	36,976,490	39,276,109
	<b>22,084,488</b>	<b>32,565,012</b>	<b>-</b>	<b>54,649,500</b>	<b>60,021,160</b>
<b>LIABILITIES AND FUND BALANCES</b>					
<b>CURRENT LIABILITIES:</b>					
Accounts Payable and Accrued					
Liabilities, including Interfund Balances	15,955,600	(967,331)	(738,858)	14,249,411	17,546,355
Deferred Revenue	167,688	76,416	-	244,104	154,554
Current Portion of Long-term Debt	373,792	235,542	-	609,334	2,253,774
	16,497,080	(655,373)	(738,858)	15,102,849	19,954,683
Long-term Debt	4,065,090	2,897,465	-	6,962,555	5,885,651
Fund Balances	1,522,318	30,322,920	738,858	32,584,096	34,180,826
	<b>22,084,488</b>	<b>32,565,012</b>	<b>-</b>	<b>54,649,500</b>	<b>60,021,160</b>

# Summarized Combined Statement of Operations

Year ended March 31, 2016, with comparative information for 2015

	OPERATING FUND	CAPITAL FUND	RESTRICTED FUND	TOTAL 2016	TOTAL 2015
REVENUE	\$	\$	\$	\$	\$
Provincial Subsidy	132,737,555	-	-	132,737,555	125,022,379
Residents	13,407,676	-	269,229	13,676,905	13,817,282
Donations and Grants	1,864,600	27,886	1,236,969	3,129,455	3,057,633
Camps and Excursions	324,409	-	-	324,409	562,985
Other	5,045,770	984,412	-	6,030,182	4,584,236
	<b>153,380,010</b>	<b>1,012,298</b>	<b>1,506,198</b>	<b>155,898,506</b>	<b>147,044,515</b>
<b>EXPENSES</b>					
Salaries and Benefits	118,449,992	-	7,741	118,457,733	111,783,513
Physical Facilities	18,552,894	156,425	140,046	18,849,365	16,186,470
Other Operating Costs	15,444,358	2,187	1,450,207	16,896,752	15,783,138
Amortization	249,871	2,381,171	-	2,631,042	2,724,118
Interest on Long-term Debt	200,997	106,143	-	307,140	346,074
	<b>152,898,112</b>	<b>2,645,926</b>	<b>1,597,994</b>	<b>157,142,032</b>	<b>146,823,313</b>
Excess (Deficiency) of Revenue					
Over Expenses Before Undernoted	481,898	(1,633,628)	(91,796)	(1,243,526)	221,202
Change in Fair Value of Investments	(330,365)	-	-	(330,365)	169,379
Excess (Deficiency) of Revenue					
Over Expenses	151,533	(1,633,628)	(91,796)	(1,573,891)	390,581
Fund Balances, Beginning of Year	1,393,624	31,956,548	830,654	34,180,826	34,027,615
Remeasurement Loss and Capital Replacement Fund	(22,839)	-	-	(22,839)	(237,370)
<b>FUND BALANCES, END OF YEAR</b>	<b>1,522,318</b>	<b>30,322,920</b>	<b>738,858</b>	<b>32,584,096</b>	<b>34,180,826</b>

## Employee Excellence Awards EXCELLENCE AWARDS APRIL 1, 2015 TO MARCH 31, 2016

The Excellence Committee is pleased to announce the following award recipients for 2015-2016:

Steve Andrews – Direct Support Professional  
 Jana Beeke – Direct Support Professional  
 Rachel Black – Direct Support Professional  
 Terri-Bray – Direct Support Professional  
 Julie Brodie – Direct Support Professional  
 Lynne Comer – Program Manager  
 Josh Davy – Direct Support Professional  
 Chris De Boer – Direct Support Professional  
 Dan Farrow – Area Manager  
 Tomasz Gorka, Denise Tarte – Direct Support Professional /Relief  
 Robert Holmes – Direct Support Professional  
 Paul Kirana – Direct Support Professional  
 Faith Mills – Program Coordinator  
 Lorraine Mudd – Direct Support Professional  
 Agnesa Mykhalchenko – Family Home Coordinator  
 Catherine Raby – Systems Manager  
 Ella Ruth – Direct Support Professional  
 Deborah Vandekuyt – Instructor  
 Betty Vandenende (Elizabeth) – Admin. Clerk  
 Landon Vincent – Direct Support Professional  
 Karen Woods – Direct Support Professional  
 Andrew Wright – Direct Support Professional  
 Jeff Wynands – Direct Support Professional

**Team at 6th Concession, Branchton:** Loraine Clark, Raena Worrell, Allison Johnson - Direct Support Professionals

**Team at Hilliard Street, Peterborough:** Matthie Gail, Gloria Conway, Jonathan Kurkilahti, Andrew Stephens, Cindy Collier, Johnathan Sharp, Sarah Rodosky, Theresa Spence, Howard Shank, Peter Oughtred-Metaxakis, Scott Pearce, Rylan Auger, Sherie Greer, Cindy Babcock, Amy Denhoed, Jessica Malouin, Christopher Nelder, Jessica Nelder, Janette Kemp, Jocelyn Jobin, Lynn Bartholomew, Jan Corley, Robert Holmes - Direct Support Professionals /Relief

**Team at Nathan Court, Ottawa:** Roselyn Thomas, Jennifer Villeneuve, Erine Moses, Peace Daniel, Kelly-Jo Cox, Denzeni Mapendere, Emabu Fossung, Beth Sheffield – Direct Support Professionals

**Team at Commissioners Road, London:** Abigail Heimstra, Amber Groeneweg, Andre Vanderlaan, Annamieka Kerkhof, Byron Leondids, Cameron Harrigan, Chris Holdaway, Christina Belanger, Hope Hoogendoorn, Jason Williams, Josephine Ayeni, Josh Walsh, Kendra Wells, Krista Rathwell, Mary Varugwhese, Mike Reeks, Terri Lyn Haley – Direct Support Professionals

**Team at Monck Road, Ramara:** Bonnie Rearson, Debra McGee, Stephen Pinney, Sharon Monohan, Tom Lahay, Cindy Gammon, Victoria Roase and Joanne Weiss – Direct Support Professionals

## Employee Milestone Anniversaries APRIL 2015 TO MARCH 2016

We are grateful for our dedicated employees who are integral to the success of our organization. A special thank you to those who are celebrating a milestone anniversary this year – for your hard work and commitment to serving people with exceptional needs. Congratulations on your achievement!

**20  
YEARS**

Betsy-Marie Warnar Tan  
 Gregory Trenholm  
 Paul Smith  
 Kelly Phillip  
 Shawna Bryant  
 Karen Justason  
 Sherry Ruscica  
 Darise Boudreau

Juliann Hayes  
 Grant Carr  
 Renee Gunter  
 Susan Harrison  
 Minerdi Lavigne  
 Bill Stewart  
 Kim De La Hamaide  
 Cynthia Jeffrey

Linda Klassen  
 Delani Parsons  
 Michelle Dorrell  
 Jo Herrfort  
 Deborah Fiander  
 Neil Mcpherson  
 Helen Wiebe  
 Karen Hutcheson

Naresh Chand  
 Beatrice Boahene  
 Angela Campbell  
 Senait Mammo  
 Scott Crawford  
 Alice Sharpe

**25  
YEARS**

Leroy Wright  
 Caleine Cann  
 Evelyn Jurgens  
 Lesley Train  
 Lori Lei Hetherington  
 Gloria Bryan  
 Ivy Peart

Alicia Soares  
 Shamile Lloyd (Butters)  
 Janna Lewis  
 Josita Mendiando  
 Bruce Macmillan  
 Shelley Cossar  
 Sandra Westby

Serge Allaire  
 Veronica Hotson  
 Jody McIntyre  
 Lisa Jones  
 Janet Day  
 Maureen Eichel  
 Linda Fox

Jennifer Ward  
 Paulette Smith  
 Cathy Fee  
 Christine Albert  
 Angela Wilson  
 Renee Bowbyes

**30  
YEARS**

Michael Alemu  
 Jackie Monforton

Lee Thorsby  
 Florence Lafleur

Miriam Racinsky  
 Mary Roberts

Paulette Numekevor



# Board of Directors & Leadership 2015 / 2016

Board Members provide directions and support to the Senior Leadership Team. Members partner with us in advocacy, mission and prayer for the person with exceptional needs. The Board of Directors meet five times during the fiscal year. The Directors have a Mandate Governance Policy from which they operate and their work includes the review of applicable charters, constitutions and bylaw documents at regular intervals on behalf of the organization.

## BOARD OF DIRECTORS

### Executive Committee

Nigel Wilford – Board Chair  
 Stan Cox – Vice Chair  
 Gary Gehiere – Vice Chair  
 Aimo Manninen – Secretary  
 Judy Eerkes – Member at Large  
 Beth Woof – Member at Large

### Board Members

Roger Berg  
 Arlene DeGroot  
 Rick Elliott  
 Clare Lebold  
 Randy Magnus  
 Julie Pyper  
 Harvey Schindel  
 Murray Wellman  
 Angelica McKay – Treasurer

## LEADERSHIP

### Senior Leadership Team

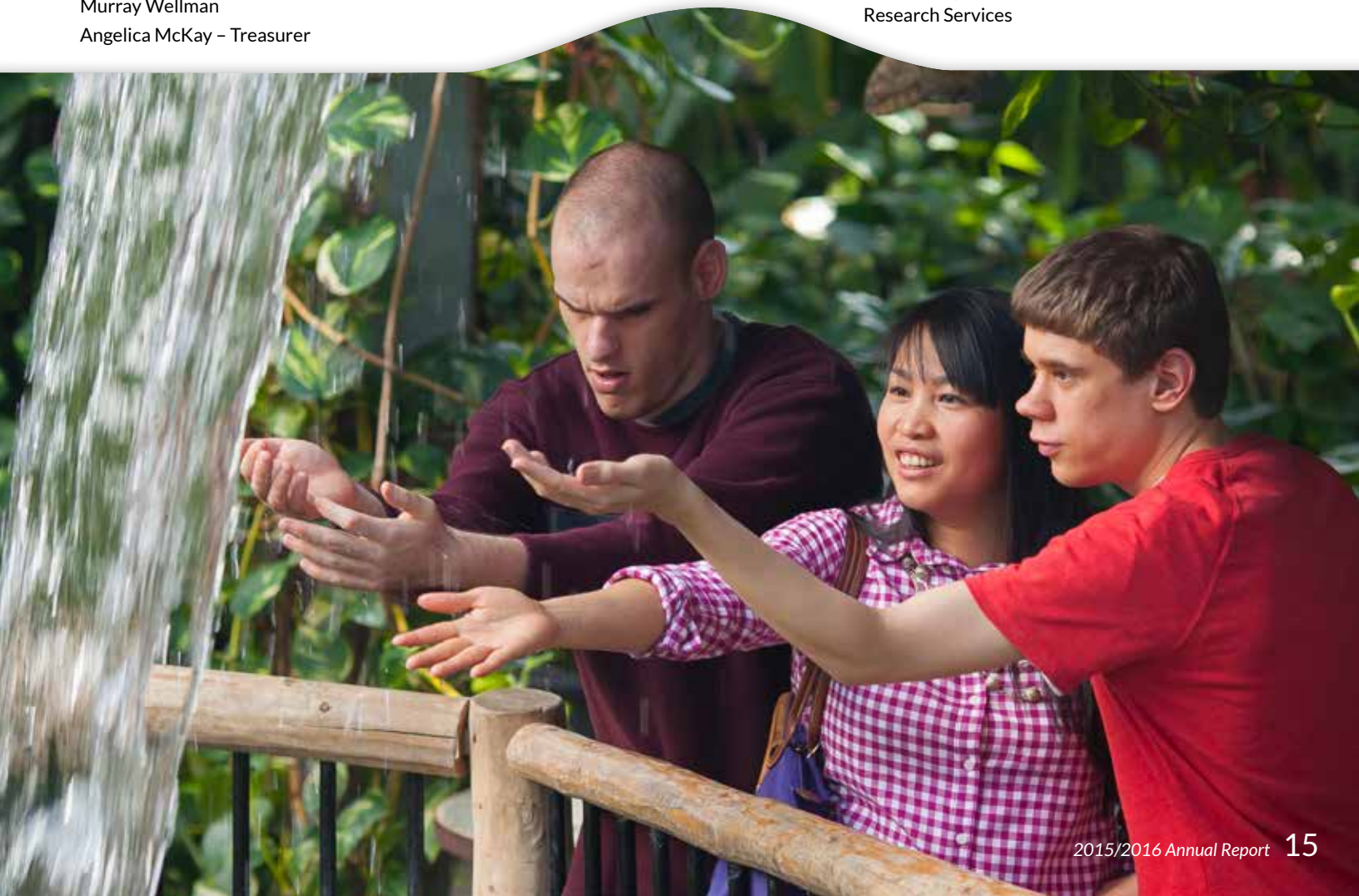
Janet Nolan – CEO  
 Eugene Versteeg – Senior Vice President  
 Angelica McKay – CFO  
 Allan Mills – VP Community Services  
 Jennifer Gleva – VP Human Resources  
 Dwayne Milley – VP Operations and Development

### District Executive Directors

Anita Bacon – South  
 Claudine Cousins – Central  
 Ingrid Dykstra – North  
 Shawn Eddison – Central East  
 Jackie Monforton – East  
 Patty Vlaar – West

### Organizational Leadership Team

Michael Alemu – Director of Africa Region, Christian Horizons Global  
 Neil Cudney – Director of Organizational and Spiritual Life  
 David Petkau – Director of Operations and Community Development  
 Lisa Simmons – Director of Human Resources  
 Heather Siebenmorgen – Director of Ministry Relations & Advancement  
 Jim Van Elswyk – Director of Information Technology  
 Barbara Wallace – Director of Legal Affairs  
 Mark Wallace – Director of Christian Horizons Global  
 Kathy Wassink – Director of Finance  
 Peter Wyngaarden – Director of Clinical and Research Services





# “A new command I give you: Love one another.”

As I have loved you, so you must love one another.”

John 13:34



INTERNATIONAL

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