



Annual Report 2019-2020

"Let us consider how we can stir up one another to love. Let us help one another to do good works." Hebrews 10:24 (NIrV)

Message from CEO and Board Chair



Together with Us. Never have these three words meant more than in these last number of months.

Indeed, this is a strange letter to write this year, introducing our Annual Report for the fiscal year 2019-2020. As 2019 was coming to a close, we started hearing stories of a strange illness overseas. By the end of February 2020, we were deep into preparing for the potential pandemic. And then in March, we all came to realize that life as we have known it would be changed for quite some time.

For Christian Horizons, we really had to think about things differently. Our vision is to see *people who experience* disabilities belong to communities

in which their God-given gifts are valued and respected. During quarantine, how do we belong in our communities? How do we help people stay socially connected to their communities, while staying physically apart? With the onset of the COVID-19 pandemic, our focus quickly shifted to the health and wellbeing of those who use our services and the fabulous employees who provide these services. It has been a journey, and we are grateful to the people who use our services, their families and loved ones, our partners, and most definitely, our employees.

In these pages are stories of the lives people are living, acknowledging the privilege we have had to walk alongside so many folks in Saskatchewan and Ontario, and our valued partners we have in communities around the world. And none of these relationships have been more profound than Christian Horizons connection with the Reese family, the founders of Christian Horizons. In July 2019, we celebrated the life of Pastor Jim Reese. He and his wife Adrienne followed a call from God to begin this ministry, after the birth of their son Steven. In January 2020, Steven passed away suddenly, and went home to join his dad. At his father's funeral, Steven emphatically said that his dad was with Jesus in heaven. When Steven joined him, we can only imagine the celebration they had!

We acknowledge that this report is a scaled-back version of our typical annual report, given our focus over these past months. As well, our Annual General Meeting and Annual Community Meetings will be held virtually this year. We are sorry for that, and we look forward with great anticipation to getting together when it is safe to do so.

"The Lord bless you and keep you; the Lord make his face shine on you and be gracious to you; the Lord turn his face toward you and give you peace." Numbers 6:24-26 (NIV)

Together with you,

Janet Noel-Annable

Janet Noel-Annable Chief Executive Officer Clan All

Clare Lebold Board Chair

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Our Values:

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

Valuing People Fostering Belonging Serving Others Respecting Gifts

Our Vision:

People who experience disabilities belong to communities in which their God-given gifts are valued and respected.

Our Mission:

As an expression of Christian faith, we work together with people who experience disabilities to accomplish their goals and nurture communities where everybody belongs.



Onward Strategic Plan

Our strategic plan involves outcomebased community planning. Four strategic outcomes guide our direction and ensure our work being done in communities and departments is aligned:

- People supported by Christian Horizons receive services consistent with our core values
- People direct the services they receive from Christian Horizons
- People experience services that support their ongoing growth and development
- Communities are welcoming of people who experience disabilities

Our Organization

Since 1965. Christian Horizons has welcomed thousands of people with disabilities — people with diverse religious beliefs and backgrounds into community settings. In Canada, Christian Horizons has been a part of the movement that has seen the final closure of institutional living for people in Ontario in 2009 and in Saskatchewan in 2019. What began initially as a camping ministry for children, has expanded to homes and independent living locations for people with disabilities, employment training and support, community connections and respite for families. Host Family Services connects families with people with developmental disabilities to live together in mutual support. Christian Horizons Family Camps offer encouragement and respite for families who experience disabilities. We believe that supporting people's emotional, physical, social and spiritual needs contributes to their lives in profound ways and opens doors to belonging in their

Organizational Structure

Christian Horizons comprises five companies. This structure ensures effective corporate governance, appropriate accountability to our members and donors, flexibility, stability, sustainability and undivided focus on the delivery of services. While each company has its own mandate, each contributes to realizing our values, vision and mission.

- Christian Horizons International Christian Horizons International was incorporated in 2011 to serve as the umbrella organization over the Christian Horizons group of companies. The remaining Christian Horizons companies are subsidiary corporations of Christian Horizons International.
 - Christian Horizons Founded in 1965 as a non-profit, faith-based charitable organization, Christian Horizons serves people who experience disabilities through a range of community-based programs. Christian Horizons is funded by Ontario's Ministry of Children, Community and Social Services (MCCSS) and Saskatchewan's Ministry of Social Services (MSS).
 - Christian Horizons (Canada) Separately incorporated in 1977, Christian Horizons (Canada) covers our domestic work that is not funded directly by the government, including Family Camps and leadership development.
 - Christian Horizons Global In partnership with local organizations around the world, Christian Horizons Global supports inclusive education and development programs to nurture communities where people of all abilities can experience belonging. Christian Horizons Global is entirely funded through generous donations from, and partnerships with, individuals, churches, businesses and foundations.
 - **Xeorixs Homes -** A non-profit organization incorporated in 1985, Xeorixs Homes leases homes to Christian Horizons. Xeorixs Homes purchases properties and takes care of property maintenance and upkeep.

communities.

Remembering Steven Reese, 1963-2020

On Tuesday, January 21, 2020, Christian Horizons mourned the passing of Steven Reese. Steven was born on March 5, 1963, the son of Adrienne and (the late) Rev. Jim Reese. Steven's birth and life became the inspiration for Christian Horizons. The Reeses had not anticipated raising a child with a developmental or intellectual disability, yet they received Steven as a gift into their lives.

The Reeses chose not to send their son to an institution, as was common practice at that time. Instead, as Christians, they sought alternate support options for him that embraced him as

a person, loved by God and treasured by his family and community. Not finding the services they sought, Jim and Adrienne started the organization now known as Christian Horizons.

Steven radiated God's goodness in everything he did. He naturally demonstrated the gift of hospitality. He embraced promoting communities where everybody belongs, long before it became Christian Horizons message. He had a fantastic memory and could tell stories about trips he had taken and people he met. He knew scripture so well that, at times, his mom would look to him for a Biblical reference.

Steven left us suddenly, joining his dad, Jim, in heaven. He will be greatly missed by his family, his friends and many who had the privilege of knowing him at Christian Horizons.







EMPLOYEE MILESTONE ANNIVERSARIES

We are grateful for our dedicated employees and offer a special thank you and congratulations to those who celebrated a milestone anniversary this year.

20 Years

Yegunawork Amde Terri-Lyn Auger Afua Avim Cindy Babcock Essie Brooks Jovce Brown Marie Burridge **Basil Chinenye** Lvnne Comer Grea Cosbv James Cousineau Peace Daniel Mary Day Colin Edwards Heather Gaffield Michael Gardner Blanca Goertzen Vladimir Gorzhaltsan Peter Hageman Sharon Hamilton Margaret Harvey Robin Hegadoren Tammy Heidbuurt Lance Hetherington John Hill Melody Jackson

Erine Johnson-Moses John Kalonga Elana Kennedy Janet Kijewski Rachelle Lefurgey Julia Middleton Miah Miller Joanne Newbury Diana Parkin Janet Paul Susan Provencher Sharon Sanders David Scott Mariann Sheldrick Amaver Simon Tim Stanford Sheri Stuffles Teresa Tait Peggy Theberge Joy Thompson John van Diik James Van Elswyk Chelsea Williams

25 YearsMariana Antonova

Charmaine Arthur Julie Barry Crystal Bell Greg Brown Caroline Bueckert Anne Charles Daniel Cudney Susan Falla Rose Heida Darren Hepworth Shean Kennedy Nicole Michell Diane Robb Jennifer Scott Chandrapati Singh George Tonka Bill Van Dyk Deborah Vandekuvt Suzanne White Joy Wilson

30 Years

Lorie Bloom Natalie Codling Suzanne Corner Flizabeth Da Costa **Gregory Douglas** Louise Ferris Donna Finnigan Susan Landry Icent Lawrence Theresa Lepine Tamara Mackay Lorraine Mudd Janet Noel-Annable Mary Penner Margaret Pettifer-Jones Mary-Anne Ratte **Eva Rolston** Patricia Vanderloo

35 Years

Debbie Bruce Ruth Greenleaf Kim Reichert

Community Builders in Regina

When Brenda, Carol, Marilyn and Nancy* moved from the Valley View Centre in Moose Jaw, Saskatchewan to their own home on Park St. in Regina in October 2018, one of the first things they noticed was the large backyard. There was enough space to set up a garden — not just for themselves but for others.

The following spring, the four women took action. Wanting to get to know their neighbours and be part of the community, they decided to host a community garden, sharing the large garden space with the rest of the neighbourhood. The women delivered flyers to their neighbours, inviting them to cultivate a plot in a community garden.



It wasn't long before every garden plot was filled. The women developed relationships with neighbours as they planted, tended, and harvested their garden plots together. It was not uncommon for a neighbour to pop by for coffee, help out with yard work when the season changed, or welcome the women over for a visit.

Brenda, Carol, Marilyn and Nancy went from being seen as people who were supported in an institution by their community to being community builders.

*We are sad that Nancy passed away in July 2020.



Journeying Towards Independence

Debbie is a determined woman who has used Christian Horizons services in the Almaguin area since 2007. In the fall of 2018, Debbie took steps towards greater independence, something she had been striving towards.

"I don't need a babysitter," she declared as she determined she didn't want to have a Christian Horizons employee in her home overnight.

Over the next few months, Debbie and her housemates spent time



learning some of the safety skills they would need to respond in case of an emergency. Well known in their community, it was easy for the women to ask a neighbour if they could call on her in case of a serious emergency. Their neighbour answered with a resounding "yes" and a strong community connection was built.

Once on their own during the night, the women were able to call on their neighbour when needed. And, Debbie was able to use her newly learned safety skills in her community. Developing more independence, Debbie would make regular trips to the local coffee shop where she had made friends with the staff and regular customers.

Through her desire toward greater independence, Debbie and her housemates reached out to their community, building relationships, knowing they truly belong.

Our Voice Matters: Advocating for Ourselves

By Dzidra Halar and Casey Reilly, Founding Members of the Our Voice Matters Group

It all began in 2017, when a small group of advocates got together to start the *Our Voice Matters* advocacy group. When one of our members passed away, The Michelle Kreplin Award was born to honour her legacy as an advocate.

In June 2019, over 100 self-advocates gathered to learn about self-confidence, advocating, and how to start their own advocacy group at the first *Our Voice Matters* conference. The conference was hosted by self-

advocates from the original *Our Voice Matters* chapter. Since then, advocacy has expanded and advocates have been starting their own groups across the organization.

Recently, leaders from these advocacy groups have started to meet online and share ideas about leading advocacy groups. We are working on creating our own newsletter to share with people who use Christian Horizons services. This way, we can keep people informed of

the advocacy work we are doing. Stay tuned.

We were invited to attend and speak at Christian Horizons 2019 Leaders Conference. At this conference, we asked for a seat at the table. We were heard. There will now be an Advocate Advisor at the Christian Horizons Board of Directors' meetings to share input from people using services and to bring information from the board back to the leaders of the advocacy groups.





Christian Horizons Global

Christian Horizons Global continues to walk alongside people with disabilities and whole communities in six countries: Ethiopia, Guatemala, Haiti, Kenya, Nicaragua and Uganda. We focus on sustainable development for families and communities by equipping communities to care for one another and people to earn a livelihood. Our emphasis is on children's services, accessible education, adult literacy, adult and youth skills training, incomegenerating projects, and leadership development.

DISBURSEMENT OF FUNDS



MOUNT MORIAH

At Mount Moriah School in Nairobi, Kenya, the children are all smiling in their bright yellow and grey uniforms. Their smiles are irresistable.

Christian Horizons has partnered with this school for the past few years. During this time, we provided funds so they could renovate to be accessible for students with disabilities, as well as an oven so they can feed the children each day. Many people in the community experience poverty and the supplemental nutrition that the school provides is critical for the children.



The students welcomed visitors to the school not only with smiles and kind words, but also with sign language greetings from each class as well. The entire school has been engaged in an intensive sign language program in preparation to welcome students who are deaf next term. They are working towards a community where everybody belongs.

Thank you for partnering with us to support projects like this in communities around the world through Christian Horizons Global.

1,203 sponsored children

3,260 children supported in inclusive educational programs

4,435 individuals trained in disability awareness

605 children receive weekly nutrition support

549 people are in community self-help groups

Responding to the Global Pandemic

The COVID-19 crisis has highlighted inequity in our world. If the pandemic is a challenge for us here in Canada, the challenge is even more profound for the families we support around the world.

COVID-19 hits the poor and the medically fragile the hardest. The price of food and household hygiene items have skyrocketed in developing countries. Those who live day-to-day, with only enough food to sustain themselves for a

day or two, have difficult choices: go out to work and face the potential for infection and possibly punishment from local government, or shelter at home and face hunger.

Through this crisis, our Christian Horizons Global staff have worked to help those in need. In Ethiopia, our vehicles and drivers help local governments get needed supplies to communities. In Guatemala, our team meets with families in rural communities with no internet to bring food and teach them about the virus and how to prevent its spread. In Haiti, weekly Bible study and nutrition programs have transitioned into providing families with staple foods to prepare at home. In all countries, school materials are sent by text or dropped off for children to continue education at home.

There is so much more to do, and with your donations, our staff are able to continue their important work. On behalf of our teams around the world, a very sincere thank you for remembering and supporting them and the families they serve.





Through this crisis, Rudy and Sully Rojas have continued to help those in need in Guatemala.



Thank (Jou

Thank You to our Community Partners and Corporate Sponsors for their support

Arthur & Audrey Cutten Foundation

Bible League Canada

Christian Horizons Foundation

Bequests and estates received through Christian Stewardship Services

Church on the Queensway

Elevation Church

Hobin Architecture Incorporated

Hope Church, North Carolina

King Street United Brethren Church

Link Charity Canada Inc.

Maple City Baptist Church

Nu-Co Plastics

Ontario Brain Institute

Ride for Refuge fundraisers with support from Blue Sea Philanthropy Inc.

Ryan's Rays Gala

The Fragrance Foundation

The Harry E. Foster Charitable Foundation

The Pointe Community Church

The RaeLipskie Partnership

UB Global

RESPONSIBILITY OF FINANCIAL REPORTING

Board of Directors — The financial statements for the year ended March 31, 2020 for Christian Horizons, Christian Horizons (Canada), Christian Horizons Global and Xeorixs Homes have been approved by the 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 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 ended March 31, 2020, KPMG LLP was appointed by the members to audit the organizations' financial statements [Christian Horizons, Christian Horizons (Canada), Christian Horizons Global and Xeorixs Homes]. A Summarized Combined Financial Statement Prepared by Management is presented on pages 12 and 13.

For a complete set of audited financial statements, please contact us at 1-866-362-6810 or by email at info@christian-horizons.org.

CHRISTIAN HORIZONS GROUP

SUMMARIZED COMBINED STATEMENT OF FINANCIAL POSITION

March 31, 2020, with comparative information for 2019

	Operating Fund \$	Capital Fund \$	Restricted Fund \$	Total 2020 \$	Total 2019 \$
ASSETS					
CURRENT ASSETS:					
Cash	13,269,710	-	91,525	13,361,235	10,005,300
Restricted cash	274,458	-	-	274,458	248,949
Investments	4,160,997	-	683,439	4,844,436	5,310,171
Loans receivable	-	-	-	-	2,854,611
Accounts receivable	3,588,632	14,287	-	3,602,919	3,945,207
Prepaid expense and deposits	100,889	-	-	100,889	259,427
	21,394,686	14,287	774,964	22,183,937	22,623,665
Capital assets	3,048,700	32,636,508	-	35,685,208	37,659,873
	24,443,386	32,650,795	774,964	57,869,145	60,283,538
LIABILITIES AND FUND BALA CURRENT LIABILITIES:					
Accounts payable and accrued liabilities,					
including interfund balances	18,134,754	(327,064)	(2,651,140)	15,156,550	16,230,031
Deferred revenue	192,712	20,000	-	212,712	234,397
Current portion of long-term debt	771,063	550,012	-	1,321,075	1,556,783
	19,098,529	242,948	(2,651,140)	16,690,337	18,021,211
Long-term debt	2,290,017	2,640,649	-	4,930,666	5,185,729
	21,388,546	2,883,597	(2,651,140)	21,621,003	23,206,940
Fund balances	3,054,840	29,767,198	3,426,104	36,248,142	37,076,598
	24,443,386	32,650,795	774,964	57,869,145	60,283,538

CHRISTIAN HORIZONS GROUP

SUMMARIZED COMBINED STATEMENT OF OPERATIONS

Year ended March 31, 2020, with comparative information for 2019

	Operating Fund \$	Capital Fund \$	Restricted Fund \$	Total 2020 \$	Total 2019 \$
REVENUE:					
Provincial subsidy	164,764,410	-	56,508	164,820,918	163,525,197
Residents	12,186,238	-	-	12,186,238	12,408,850
Donations and grants	1,213,581	-	1,784,867	2,998,448	3,259,386
Other	7,123,312	1,523,059	141,383	8,787,754	7,198,762
	185,287,541	1,523,059	1,982,758	188,793,358	186,392,195
EXPENSES:					
Salaries and benefits	148,978,503	-	15,446	148,993,949	142,776,992
Physical facilities	18,920,621	-	51,374	18,971,995	21,233,455
Other operating costs	17,005,567	-	962,489	17,968,056	18,272,364
Amortization	279,060	2,757,663	-	3,036,723	3,288,705
Interest on long-term debt	133,879	121,853	-	255,732	271,429
	185,317,630	2,879,516	1,029,309	189,226,455	185,842,945
Excess (deficiency) of revenue					
over expenses before undernoted	(30,089)	(1,356,457)	953,449	(433,097)	549,250
Change in fair value of investments	(613,249)	-	-	(613,249)	35,054
Excess (deficiency) of revenue	(643,338)	(1,356,457)	953,449	(1,046,346)	584,304
Fund balances, beginning of year	3,480,288	31,123,655	2,472,655	37,076,598	36,558,570
Remeasurement gains and losses					
and capital replacement fund	217,890	-	-	217,890	(66,276)
Fund balances, end of year	3,054,840	29,767,198	3,426,104	36,248,142	37,076,598

Together with Us During COVID-19

From the beginning of the pandemic, we knew we were going to have to come together to face the tough times ahead. We adjusted our lifestyles. We made safety and wellbeing a priority. We saw employees rise up to serve with courage and determination. And, we used our God-given gifts in creative ways.

We received an overwhelming amount of love, support and donations from individuals and businesses in our local communities. We are so grateful for everyone who contributed their time and effort to sewing masks, donating Personal Protective Equipment, arranging food pick-ups for many of our support locations, making financial donations to our benevolence fund or our Global work, and supporting us in many other ways.

Thank you also to families who supported us by understanding our visiting restrictions, connecting with their loved ones through technology or taking their family member home for a few months.

Together with us — this is how we are continuing to nurture communities.





 Birthday celebrations are great with friends – especially when you live together.

The men who live on Folison St, Ottawa, built a bird house.



 Suzanne, Doris, and Diana made 100 cards with positive messages for seniors living in a Long Term Care facility in Chatham.



Dave encouraged his housemates to paint rocks to share positive messages with their community.

 Door decorations in Cobourg helped cheer up the neighbourhood.



Board of Directors and Leadership

The Board of Directors are called to govern the ministry of Christian Horizons. The Board meets five times each year, fulfilling both fiduciary and strategic responsibilities. We are deeply grateful for this competent and committed group of volunteers who are personally committed to our values and vision and ensure that Christian Horizons stays on track to achieve its mission.

BOARD OF DIRECTORS

Executive Committee

Clare Lebold, *Chair*Judy Eerkes, *Vice Chair*Rick Elliott, *Vice Chair*Mark Ghesquiere, *Secretary*Rebecca Evans, *Member at Large*Randy Magnus, *Member at Large*

Board Members

Tim Epp Leah Gagnier Aimo Manninen Marty Robinson Lori Weiler-Thiessen Murray Wellman

LEADERSHIP

Senior Leadership Team

Janet Noel-Annable, *Chief Executive Officer*Eugene Versteeg, *Senior Vice President*Angelica DeVos, *Chief Financial Officer*Jennifer Gleva, *Vice President Human Resources*Dwayne Milley, *Vice President Operations*

Executive Directors

Anita Bacon, South District
Ann Gyurmanczi, Saskatchewan
Ingrid Dykstra, North District
Irene Moore, Central District
Jackie Monforton, East District
Mark Wallace, Global
Patty Vlaar, West District
Shawn Eddison, Central East District

Department Directors

David Petkau, *Transformation and Strategic Initiatives*Herb Zylstra, *Finance*Jim Van Elswyk, *Information Systems & Technology*Junior Bent, *Communication & Donor Relation Strategies*Lisa Simmons, *Employee Development*Neil Cudney, *Organizational and Spiritual Life*Peter Wyngaarden, *Quality, Research & Practice Initiatives*Steve Snider, *Workplace Learning*

Laura Watson, Human Resources Systems (Acting)

Barb Wallace, General Counsel, Privacy Officer









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