



2026

ANNUAL REPORT



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AGENCY OVERVIEW



Vision

- Community enriched by adults with disabilities fully participating with valued roles and meaningful activities that promote a high quality of life.

Core Values

Equity: All people are entitled to opportunity and access to the supports necessary to enable equitable participation.

Community: We work thru collaboration, positive relationships and partnerships with the individuals we serve, other organizations, and businesses. Working together we can grow a community that values people's abilities.

Innovation: Pervasive energy for our work is evident in our support for each other and we approach our work with creativity. We value how we help to move things forward in safe ways and with positive attitudes and with the desire to make positive changes.

Dignity: We commit to uphold the dignity of all people and include participants in all that we do. All are able to meaningfully contribute to our Horizons community and we advocate for dignity of fair pay for equal work.

Impact: Stories of success and meaningful outcomes are the building blocks for our community, and we seek to enthusiastically build and share successes through participants and their abilities. We commit to our work having a positive impact in the lives of participants with increased opportunities and confidence for contributing to community.

Resiliency: We view challenges as learning and growth opportunities. We persevere to adapt to difficult or challenging situations.

Inclusion: We believe that our differences make us stronger and appreciate what we can learn from each other. We build and maintain a safe and supportive environment that promotes individuals' acceptance as part of the team.



Mission

- Horizons Centre provides supports and services to adults with disabilities that encourage community belonging, build natural connections and foster opportunities to maximize independence.

EXECUTIVE DIRECTOR REPORT

This past year has been one of meaningful growth for our organization. Despite ongoing challenges and evolving community needs, our commitment to our mission and strategic plan has remained steadfast. I am proud of what we have accomplished together over the past year. With a strong foundation and a clear vision, Horizons Centre continues to be a vital presence in our community and is well-positioned to make an even greater positive impact in the years ahead.



BOARD CHAIRPERSON REPORT



Our role as a Board is both a privilege and a responsibility. We are entrusted with safeguarding the mission, vision, and values that define Horizons Centre, and with creating an environment where individuals, families, staff, and community partners can thrive. Through thoughtful oversight, strategic direction, and adherence to strong governance principles, we help ensure that every decision supports the highest standards of quality, integrity, and service excellence.

Together, we will continue to build an organization that promotes inclusion, strengthens community connections, and supports adults with disabilities in achieving their highest level of independence and quality of life.



PROGRAM FUN

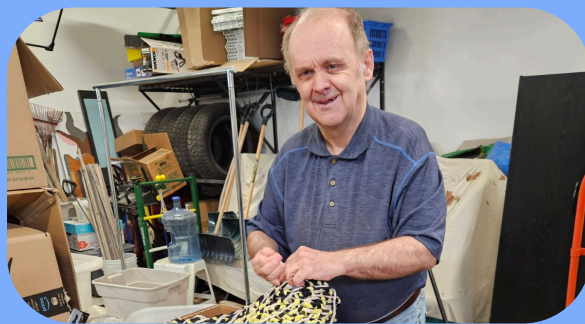








PROGRAM FUN



CLIENT SUCCESS STORIES

COMMUNITY EMPLOYMENT

Congratulations to Shanaira, Kris and Brendon who recently started their new job with the City of Wetaskiwin.

Brandon also returned to his seasonal employment at the Lions campground earlier this year with increased days/hours. This eliminated the need for them to hire another person.



Shanaira



Brandon



Kris



Brendon

CLIENT SUCCESS STORIES

COMMUNITY EMPLOYMENT

We recognize all the employees and inclusive employers they work for.

- Gerry at Jordan's No Frills and A&W
- Greg at the Fire Hall
- Blade at Safeway
- Evan at A&W
- Curtis at Wanna Sign
- Brendan at Adams Chevrolet Buick GMC
- Richard at Shoppers Drug Mart
- Michael at Giant Tiger
- Justin at Safeway
- Logan at Hidden Springs Retreat



Gerry



Greg



Blade



Evan

CLIENT SUCCESS STORIES

COMMUNITY EMPLOYMENT



Curtis



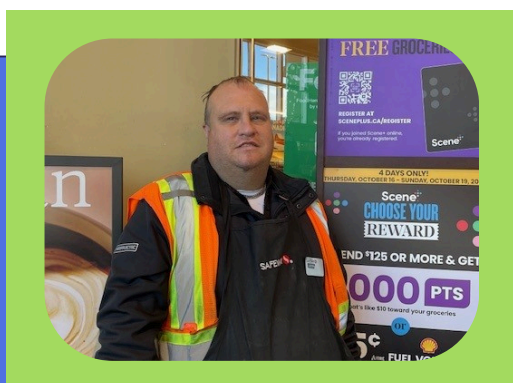
Brendan



Michael



Richard



Justin



Logan

2023-2026 STRATEGIC PLAN REPORT



Executive Summary

This report outlines Horizons Centre's progress toward achieving its strategic goals over the 2023 – 2026 reporting period. Through focused efforts in employment leadership, community engagement, funding diversification, organizational development, and marketing, Horizons Centre has strengthened its impact and positioned itself for continued growth.

Key highlights include expanded employment opportunities, increased community partnerships, successful grant acquisition, strong staff engagement outcomes, and enhanced organizational visibility.

Conclusion

As outlined in the following pages, Horizons Centre has demonstrated strong progress across all strategic priorities. Key accomplishments include expanded employment outcomes, strengthened partnerships, diversified funding, improved organizational systems, and enhanced community presence. These achievements reflect a commitment to innovation, inclusion, and continuous improvement. Horizons Centre is well-positioned to build on this momentum and continue delivering meaningful impact for individuals and the broader community.



Goal #1: Expand Leadership in Employment for Individuals with Disabilities

Key Achievements

- Established a regional Employment Collaboration Group with Central Alberta agencies and participated in Alberta Employment First Network (AEFN) focus groups to share resources and best practices.
- Redesigned employment programming into a three-phase model:
 - Career Development (employment skills & interest assessments, and job exploration)
 - Keep My Job (support & education for newly employed individuals)
 - Make My Job Better (advancement and skill enhancement opportunities for individuals already employed long term)
- Strengthened partnerships with employment agencies (Directions For Wellness Inc, NextGen Employment, Career Assistance Network, AEFN, Opportunities Fund).
- Developed staff specialization in employment supports (resume building, interview skills, employer engagement).
- Certified two staff in Career Development (ACDS) and implemented agency-wide supported employment training.
- Participated in the Seamless Support Project, introducing formal employability assessments.
- Created professional promotional materials, including an inclusive employment video and Employment Action Plans. The Employment Action Plan is a tracking document for job seekers that tracks skills, barriers to employment, job search, courses taken, etc.

Community & Employer Engagement

- Connected with 40+ local businesses to promote inclusive hiring.
- Supported job seekers to attend job fairs, workplace tours, and employer networking opportunities.
- Delivered a high-impact Disability Employment Awareness Month (DEAM) campaign, including:
 - “Breaking Barriers: Inclusion in Business” event with the Leduc, Nisku, and Wetaskiwin Regional Chamber of Commerce
 - Employer recognition initiatives
 - Public awareness campaigns
- Maintained connection with current inclusive employers to provide ongoing support and proactive problem solving

Impact

- Increased hours and workdays for individuals in competitive employment.
- Employment secured for:
 - 2 individuals at A&W
 - 3 individuals with the City of Wetaskiwin
 - 1 return to a seasonal position at Lions Campground with increased days/hours
- Ongoing partnership with the Chamber of Commerce, including a confirmed future Inclusive Employment Luncheon.



Goal #2: Enhance Community Connections, Collaboration, and Advocacy

Horizons Centre continued to build meaningful community partnerships and increase opportunities for individuals to engage in civic and social initiatives.

Key Achievements

- Supported participation in civic engagement (City Open House, accessibility advocacy, election awareness).
- Hosted community events including:
 - Front Yard Fire (Lynalta area) with Connect Wetaskiwin
 - Annual Holiday Lights Drive-Thru
 - Raised \$745 for Wetaskiwin Community Transportation Society (WCTS)
 - International Day of Persons with Disabilities Pancake Breakfast
- Strengthened partnerships with organizations including:
 - WCTS, Wetaskiwin Family & Community Support Services, Primary Care Network, Maskwacis Education Schools Commission (MESC), Salvation Army, Sagebrush, and Carapace
- Expanded volunteer opportunities (Earth Day, Pay It Forward Day, community fundraisers).
- Supported participation in community education sessions (mental health, grief, relationships, online safety).

Recognition

- Awarded Chamber of Commerce Diversity, Equity, Inclusion & Accessibility Business of the Year (2023 and 2024).
- Finalist for the 2025 Chamber of Commerce Community Impact Award.

Impact

- Increased visibility and advocacy for accessibility and inclusion.
- Enhanced opportunities for individuals to contribute meaningfully to their community.



Goal #3: Increase Funding Streams

Horizons Centre strengthened financial sustainability through grants, fundraising, and new revenue opportunities.

Key Achievements

- Secured multiple grants, including:
 - CFEP (accessibility upgrades)
 - FCSS (Mental Health First Aid Training)
 - Premier's Council, Co-op, and AEFN funding
- Received approval from PDD to expand services to include Supported Independent Living.

Fundraising & Revenue Generation

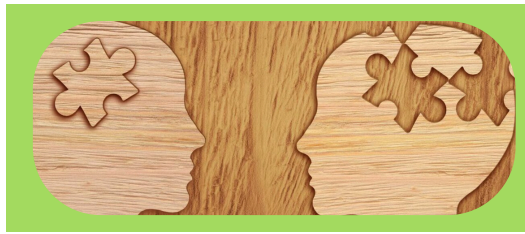
- Petals for Possibilities Fundraiser:
 - 250 flower baskets sold, \$3,662 raised
- Outdoor Movie Kit Rentals:
 - Emerging revenue stream with strong early uptake

Additional Contributions

- \$500 honorarium for educational presentation
- Donations through community initiatives (yard games lending)
- Infrastructure support (water bottle fill station donation)

Impact

- Expanded financial capacity to support service delivery and future growth.



Goal #4: Support Organizational Efficiency and Growth

Operational improvements focused on enhancing systems, processes, and staff engagement.

Key Achievements

Operational Enhancements

- Ongoing development of a custom data collection platform AbilityTrack (Fabled Solutions).
- Deployment of staff tablets with access to internal systems and training tools.
- Creation of user guides to support technology adoption.

Human Resources & Workforce Development

- Implementation of structured Job Analysis tools.
- Comprehensive job description and wage grid review and redesign process underway. Reviewing feasibility of separating frontline position to Community Disability Support Worker 1 & Community Disability Support Worker 2.
- Collaboration with Alberta Community Support Network (ACSN).

Staff Engagement

- Conducted Stay Interviews in 2024 and an Employee Engagement Survey in 2025 and 2026.
 - Employee engagement participation: 23 out of 27 staff (2025), 21 out of 26 (2026)
 - Overall score: 8.17 / 10 (2025), 7.94/10 (2026)
- Regular follow-up discussions to improve workplace satisfaction.
- Staff recognition initiatives during Community Disability Services Professionals Week.

Training & Development

- Mental Health Supports for People with Intellectual Disabilities training (including Train-the-Trainer certification)
- COMPASS training programs
- Work First Summit
- DEAM Conference
- First Aid (Including Train the Trainer)
- Ongoing mandatory training, (NVCI, PBS, Abuse Prevention and Response Protocol)
- Training 2 new persons to fill Behaviour Supports position

Impact

- Strengthened internal systems, focused on staff satisfaction, and supported a culture of continuous improvement.

2023-2026 STRATEGIC PLAN REPORT



Goal #5: Broaden Community Presence Through Marketing

Significant progress was made in enhancing Horizons Centre's visibility and brand identity.

Key Achievements

Brand Development

- Successful launch of a new logo, implemented across:
 - Vehicles, building signage, website, communications, and printed materials
- Development of branded promotional materials and merchandise

Digital & Communication Enhancements

- Launch of a new website (ongoing improvements planned)
- Increased social media engagement through consistent, program-specific content
- Growth of featured initiatives such as Coffee Connoisseurs

Marketing Tools

- Creation of:
 - Promotional and employment videos
 - Retractable and standing banners for events

Community Engagement

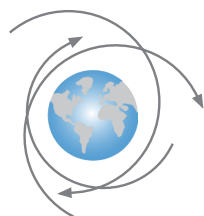
- Active participation in community events and interagency meetings
- Website integration of newsletter content to improve accessibility and communication

Impact

- Increased organizational visibility and stronger community recognition.
- Improved communication with stakeholders and the public.

WITH HEARTFELT GRATITUDE

On behalf of everyone at Horizons Centre, we extend our deepest gratitude to our generous donors and dedicated sponsors. Your ongoing support makes an immeasurable difference in the lives of those we serve. Without your commitment and belief in our mission, many of our programs simply would not be possible. Thank you for helping us create opportunities, foster inclusion, and build a stronger community together.

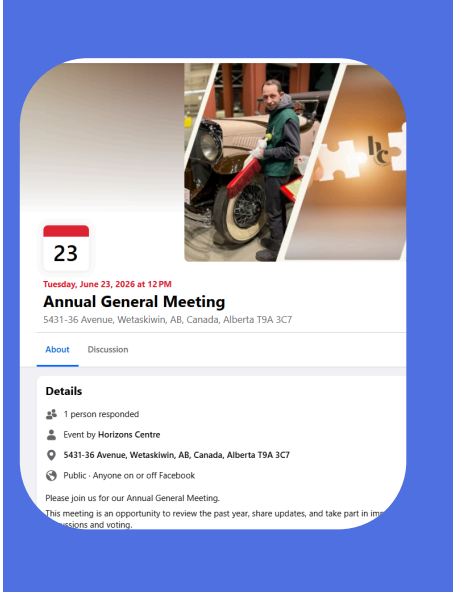


CHEMTRADE

Celebrating 25 years of Great Chemistry



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THANK YOU

We would like to extend our sincere thanks to:

- Our dedicated staff for their tireless efforts
- Our Board of Directors for their leadership and governance
- Our funders and donors for their continued trust and support
- Our community partners and participants for their ongoing engagement

Your contributions are essential to our shared success.

