A Message To Our Supporters

Dear Friends and Supporters,

David Lubin (Board Chair) and I are pleased to report that New Horizons had a very impactful fiscal year. Together, we have accomplished so much over this past year, through the strong commitment and support of our donors, partners, volunteers, Board of Trustees and staff!

This is our third successful year of Pre-Employment Transition Services (Pre-ETS) and we continue to further develop our Community-Based Skill Building services for individuals served. Additionally, we are excited to report that this past year, we started our Customized Employment (CE) program and Individual Supported Employment Program (ISEP). Both of which you will learn more about within this Annual Report.

Opportunities for work remained consistent, and both the AbilityOne Program and MJ’s Packaging continue to offer numerous work opportunities for individuals served. Furthermore, orders for our military grid fleece drawers remained consistent, and New Horizons took the opportunity to sub-contract with another provider for an additional 63,500 drawers!

Lastly, we are profoundly honored to highlight that New Horizons was selected as the 2019 Provider of the Year by the Arc of Oakland County. New Horizons also received the Human Resources Vanguard award at the 2018 Auburn Hills Chamber of Commerce Silver & Gold Awards and the Service to Schools award presented by the Macomb Intermediate School District (MISD).

A year like this one, remind David and I, that we both remain united and committed to our mission for the long haul. By joining together as a community and having financial stability as an agency, we are well positioned to navigate whatever the future has in store. We look forward to creating more innovative programs and services that support the agency’s mission and individuals served.

To all our Board Members, staff, advocates, partners, chambers and friends, thank you again for all your hard work and perseverance!

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The individuals served in our many programs continue to be extremely satisfied with the services they receive. This demonstrates exceptional individual satisfaction levels, with the overall satisfaction level of 97%.

Within Oakland and Macomb County School Districts, this program reaches hundreds of students with special needs each year. We are pleased to report these results for our students in 2019.

Calliandra (Calli) Bowman-Tomlinson, a client of the Bureau of Services for Blind Persons (BSBP), is an exceptional example of what it means to strive toward your goals, no matter the barriers.

Calli was a member of the National Honor Society in both her junior and senior years at Utica High School. Though legally blind, she joined the Utica swim team, where she participated in not only competitive swim meets, but also diving! Calli was also a Children’s Miracle Network Ambassador from her freshman to senior years, keeping a focus on helping others.

In late 2018, Calli went to an informational interview with the Coordinator of Clinical Education for physical and occupational therapy at Beaumont Hospital, as this was a field she held an interest in. To the delight of Calli, her family, and her support team; she has been accepted to Slippery Rock University in Pennsylvania, where she plans to obtain her master’s degree and then, later, her PhD in physical therapy.

This may not be the easiest road for someone who is legally blind, but with her drive for success and her remarkable attitude, Calli will no doubt succeed in whatever she puts her mind to!
Relationships with community participants are a critical part of what creates success stories for New Horizons’ individuals. New Horizons’ staff are very successful in developing programs and goals for individuals that are in line with the expectations of the organizations referring New Horizons individuals.

What The Community Says About New Horizons

Survey Results

COMMUNITY SURVEY RESULTS

- 100% stated that their interactions with the staff at New Horizons were positive.
- 97% stated that the staff worked with them to meet their objectives.
- 96% stated that they would recommend New Horizons to others.
- 97% stated that the staff were willing to listen to their needs & concerns.

What do previous individuals say about New Horizons after exiting the program?

- 96% stated they were given adequate information concerning the services offered at New Horizons.
- 94% stated they were involved in the decision making process regarding their program.
- 97% stated that they would recommend New Horizons to others.

SUCCESS STORY

In the summer of 2018, eleven students from the Troy School District and surrounding communities attended the Project SEARCH program at Troy Beaumont Hospital to seek competitive employment opportunities, work on social skills and to become independent. Throughout the school year, the students experienced three internships in various departments at the hospital.

Brendan Washeleski began his first internship at Shipping & Receiving in the Loading Dock. For the second internship, Brendan worked in three different departments: Operating Room, Material Management and Cardiac Intensive Care Unit. Due to his independence and strong work ethics, Project SEARCH staff kept Brendan at OR and Material Management for his third and final internship. This crucial decision further helped to build on his current skills as well as learn new skills. After the successful completion of his internship, Brendan was hired as a Troy Beaumont employee with his official title as, Material Management. This position includes stocking medical supplies in the med rooms within the Cardiac Intensive Care Unit and reorganizing the med rooms.

Brendan continues to excel every day and often receives compliments from staff for his hard work and willingness to help others. Not only has Brendan made an overall positive impact with both Project SEARCH and Troy Beaumont staff, his presence has reduced the stigma in the workforce in understanding peer differences.
Breaking Barriers & Celebrating Accomplishments

VOCACTORIAL ACHIEVEMENT AWARD
The Vocational Achievement Award honors individuals who participate in a program at each of our four primary service locations, and who have demonstrated outstanding efforts in meeting their individual program objectives during the past year. These individuals are role models for their peers, and have made exceptional strides in order to reach higher levels of vocational and social competence.

SCHOOL-TO-WORK TRANSITION STUDENTS OF THE YEAR
This award is given to students in counties where we operate School-to-Work Transition Programs. These students have demonstrated diligence in taking advantage of the transition services and in meeting their objectives. The honorees in this category have shown outstanding efforts in developing a career objective and in moving from the role of a student to the adult world of work.

SUPPORTED EMPLOYMENT PERSON OF THE YEAR
Kevin New
This award is given to an individual who has exhibited remarkable improvement in their ability to work in a community-based employment setting. Over the past year, they have demonstrated excellent work habits and enthusiasm for their job and have acted as an intricate member of their work team.

COMMUNITY/INDIVIDUAL PARTNERSHIP AWARD
Awarded to an individual, local business or organization that demonstrates outstanding community partnership efforts in meeting the needs of individuals with disabilities through collaboration with our organization, other agencies and individuals. The award recognizes our partners for their valuable commitment in welcoming and supporting our community programs into their facilities.

COMMUNITY SERVICE AWARD
Susan’s Florist and Gifts
Awarded to a group, individual, or organization that has demonstrated exceptional dedication and effort towards promoting the well-being of people with disabilities and advocating for their needs. The award recognizes extraordinary leadership and collaborative efforts in the rehabilitation community and advocacy for individual growth, employment and self-sufficiency.

EMPLOYMENT SERVICES EMPLOYEES OF THE YEAR
Awarded to an individual who has displayed tenacity in their job search activities and has effectively used the support of our Employment Services staff as they have looked for a job. Once they have obtained a job, they have continued to demonstrate the qualities that all employers look for in their employees and have become valued members of their work team.

EMPLOYER OF THE YEAR
The Kroger Co. - Michigan Division
This award is presented to businesses that stand apart from others in the community by supporting and encouraging the employment of persons with disabilities in their organizations. They have gone above and beyond the regular responsibilities of an employer to help our individuals succeed on their jobs at their places of business. They have acted as an advocate for individuals with disabilities, not by virtue of their words, but by their deeds.

NEW HORIZONS STAFF CHAMPION OF THE YEAR
Andrea Davis
Awarded to a New Horizons Employee who exemplifies the following “champion” attributes: positive attitude, willingness to change, flexibility, leads by good example and advocates for persons served and the agency’s mission.
CUSTOMIZED EMPLOYMENT PROGRAM
New Horizons began the Customized Employment (CE) program in September 2018. It is a universal employment strategy and is especially useful for employment seekers with substantial barriers to employment as a result of a significant disability. In alignment with the principles of Employment First, which presume all employment seekers with disabilities can work, CE is an approach that can facilitate and result in such an employment outcome.

New Horizons’ Customized Employment staff assist and support the individuals referred from the beginning to the end of the program. They provide resume completion, assistance with interviewing, task analysis, job placement in specific “carved out” position, and job coaching and support.

We are pleased to report that to date, through this program; we have found gainful employment for five individuals with the following employers: Service Systems Associates (SSA) at Buddy’s Pizza, Hawthorn Suites, Clawson Manor, Michaels, and Checkers!

(IN-OUT) Manager Ashley Monette alongside Jenna Dabao who works at Buddy’s Pizza inside the Detroit Zoo.

INDIVIDUAL SUPPORTED EMPLOYMENT PROGRAM
New Horizons began a new service called Individual Supported Employment Program (ISEP). This service provides job development, assistance in matching the individual with an integrated competitive job and intensive time-limited supports to an employed individual once placed. This service is intended to help the individual develop the specific on-the-job skills necessary for successful employment.

New Horizons’ Job Coaches provide direct support, to enable the individual to develop positive work-related habits, attitudes, skills, and work etiquette directly related to their specific employment. This ultimately leads to the individual becoming a part of the informal culture of the workplace.

Since the inception of this ISEP program, we have assisted over 18 individuals in maintaining their employment!

TECHNICAL ASSISTANCE GRANT
DIRECT SUPPORT PROFESSIONAL-RECRUITMENT AND RETENTION
TECHNICAL ASSISTANT GRANT
New Horizons received the Direct Support Professional-Recruitment and Retention Technical Assistance Grant. We participated in two regional full-day general awareness-raising and knowledge acquisition trainings providing a comprehensive overview of research-informed and evidence-based organizational practices to maximize retention and recruitment of Direct Support Professionals (DSPs) from the Office of Disability Employment Policy (ODEP).

The technical assistance will result in development of a workforce stabilization and investment plan with immediate, short-term, and long-term goals. This plan will be incorporated into the overall provider transformation plan and will result in specific changes in organizational culture, model and/or practices which are correlated with increased retention, recruitment, job satisfaction and job performance among the DSP workforce, including specifically the Direct Support Professionals who provide competitive, integrated employment supports.

New Horizons would like to thank the Office of Disability Employment Policy (ODEP), The MARO Association, The Michigan Departments of Health and Human Services, The Michigan Developmental Disabilities Council, and Community Mental Health Association of Michigan, for advocating for this technical assistance grant.
FISCAL YEAR EXPENDITURES

- Financial figures are unaudited at time of publication.

FISCAL YEAR REVENUES

Fiscal Year 2019 Revenues = $17,769,362

Donors

- Project SEARCH Ford West Bloomfield Hospital Interns

- Project SEARCH Troy Beaumont Hospital Interns

- Jane Mary Faught
- Hannah Living Trust
- Steven Farrell
- Dorothy Felter
- Fifth Third Bank
- Dori Fisher
- Flagstar Bank
- Kelly Fugigedo
- Flex-N-Gate
- Lisa Floyd
- Mike & Lynn Flynn
- Rosanna Flynn
- Diana Foley
- Lotus Entertainment
- Elizabeth Foradori
- Debbie Forman
- Frederick A. Volbrecht Foundation
- Mara Friedman
- Catherine Galazin
- Galagher Benefit Services, Inc.
- Bondfield & Nancy Gannett
- Pete Gargashian
- Curti G. Gasiorek
- Abby Gillingham
- Nat Glazband
- Lori Gordon
- Michelle Grunow
- Kimberly Green
- Peggy Griffin
- John Gryavac
- Shari Hahn
- Michael Harris
- Shari Hallock
- Kelly Harbridge
- Brian Hinz
- Dr. Sandra Hinz
- Irv Hruby
- Tim Hatfield
- Helen Hayman
- Patlaith Hinch
- Rhys Hirstg
- Ron & Shirley Hempel
- Tim Hensberg
- Jean Hensley
- Annisaj Hill
- William Hinz
- VKI
- Michael Hopkins
- Louis Hope
- Leo & Paulette Howell
- Susan Howlet
- Fred Hurley
- Ivan Anachkov
- Michelle Janwes
- Barbara Jeromie
- Terry Johnson
- Susan K. Johnson
- Joseph Ventures, LLC
- Robert Jorden
- Joyson Safety Systems
- Sheryl & Dennis Kimerer
- John Klaasen
- Richard Klaasen
- Tom Klassner
- Jana Kelschuk
- Marc Kaczubski
- Bud Kehler
- Thomas & Mary Kendziorski
- Cuddy King
- Maggie & Frank Knoop
- Cindy Krol
- James Krueger
- Lora Krieger
- Yolanda Laber
- Lerch, Toms Systems
- Dorothy Laflin
- Contirail Ltd.
- Stefania Lamberti
- Mary Lake
- John Lowell & Todd Lampen
- Michael Lamping
- Donald Lentsy
- John Lehman
- Amy Marie Lauer
- Paulault Lain
- Carol Lea
- Robert Lewis
- Linnet
- Myron Liner
- Jerrold Lloyd
- Mark Lowey
- Joseph Lobay
- David Lobin
- Kaye Lopes
- Margie Extenus
- Margie International
- Hranum Manoukian
- HANO
- Martineau International Inc.
- Kalam McNeel
- Futur Med
- Karen McCullum
- Jeffrey & Kathleen McIlvane
- Kim McIlvane
- Gwendolyn Michael
- Kathleen Michael
- Wade & Emily Moyer
- Justin Michel
- Miller-Boil, Inc.
- William Minn
- Loya Minler-Kosinski
- Michelle Mitchelini
- M2 Packaging/Sprayco
- Mobility Youth
- Richard & Amy Moore
- Joan Moore

- MORC, Inc.
- Diana Munster
- Matt Munson
- Dr. Peter Niles
- Edward & Nancy Murphy
- Harold Murphy
- Myron & Denise Tubbs
- John Tubbs
- Kristina Naudaks
- Paul & Jean Nelson
- Robert & Barbara Nelson
- Norma
- Network for Good
- William Nester
- Dianna Norris
- Northern Trust
- Oakland Community Foundation
- Joyce O’Connor
- Andrew O’Toole
- Jerry & Gary O’Hara
- Claire O’Hall
- Ella Osborne
- Doug O’Still
- Olivoski & Maloney, PC
- John Page
- Johannes Palm
- Tim Paszewski
- Karl Persan
- Brent Peterson
- A. J. Patrick
- Douglas & Beth Paulo
- Angela Pita
- John & Barbbara Perez
- Stanley Perry
- Kimberly & Donald Miller
- Frank Pizzolato
- PNC Bank
- Sarah Poblock
- Jeff Poole
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- Natalie Pope
- Kieran Pope
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- Kieran Pope
- Ian Price
- Brian Potter
- Jeremy Poverty
- Scott Porter
- Robert & Barbara Nelson

Financial & Operational Report

- ABC Group
- Russell Adams
- Beth Adams
- Ron Almgren
- Quail Ridge
- Alpaca Feeding, Unity
- Master Thrives
- All Covered
- Allied Banking Services
- Amazon Smile Foundation
- Lowns Essential
- Mapa Arends
- Don & Janet Arundel
- Cheryl Ashton
- Kimmie Austin
- Baker Tilly
- Mary Annne Baxley
- David & Gayle Bartmart
- Sarah Bebe
- Laura Beckey
- William Bevan
- Mike & Judy Belman
- Virginia Ball
- Patricia Bevier
- Daniel Bienko
- Karen Blum
- Cynthia Bonczyk
- Kimmie Bown
- Amanda Brenskehouse
- Robert Brimman
- Joseph Dicken
- Brio North America, Inc.
- Martha Buckwalft
- Ron Butler
- Cathie Burke
- Marissa Burmeil
- Eina Calle
- Cadillac Products
- Conlon Kenin
- Darin Cursieh
- William Carson
- Howard & Corrine Caylor
- Jannice Copen
- Tonya Cramer
- Richard Czaraniuk
- Campion Club of Pontiac
- Gary Clark
- Nicky Club
- Club General Motors
- Sarah Cohen
- Joan Coleman
- Michelle Cote
- Dan & Nathan Columbus
- Continental Automotive
- Gordon & Ruth Cotley
- Dynamicine Childrens
- Mary Corless
- Patricia Covo
- Suzanne Craig
- Cindy Czarabak
- Joan Cummins
- Turf & Branches Curtis
- Misty Cusak
- Jerry & Nancy Davis
- Thomas Davis
- Andrea Davison
- Patrick Davison
- Joel DeCario
- Jamice (Mickey) Detrich
- Michael & Dawn Detrich
- Latoria Deweymer
- Mary Los Domingo
- Vito Divanica
- Patricia Donovan
- Douglas Donen
- Domen & Herveaux Trust
- Beth Doney
- Robert Dossick
- Melissa Tapan
- Catherine Evans
- Julie Events

61% Program Income

8.39% Management & General Support

37% Business Income

91% Staff Retention

91% Staff Retention

Project SEARCH Henry Ford West Bloomfield Hospital Interns

Project SEARCH Troy Beaumont Hospital Interns

* Financial figures are unaudited at time of publication.
In Kind Donors

Devange Construction
Dr. Lezca Bar-Levav
Dream Dinners
Dutton Farm
Emagine Entertainment
Sandra Ferrell
Firekeeper’s Casino & Hotel
First Choice Coffee Services
Frames Unlimited
Peggy Griffin
Michael Halaska
Shon Halacka
Tim Hatfield
HUB Stadium
IncredPets
Barbara Jerome
Bud Kolar
Kings Island Cares
David Lubin
Mark Ridley’s Comedy Castle
Gwendolyn McNeal
Justin Michalak
Mister Canfield
MJ5 Packaging/Sprayco

Mojio in the Morning
Dr. Peter Muller
Mutual of America
Noren Owens Photography
Oakland County Parks
Marin O’Brien
John Pajak
Panera Bread
PP Changes
Picanio’s Restaurant
Daniel Pianta
Pine Trace Golf Club
Planet Rock
PNC Bank
PPB World International
Red Lotus Yoga
Roberts Restaurants Group
Rochester Fudge Company
Rock Ventures, LLC
Lauren Scarpace
Sheilan Records
Shepherd’s Hollow Golf Club
Kathy Sirois
Skate World of Troy
Slows Bar BQ
Smart Pet Love
Sommerset Inn
Paula Sommers
Southwest Airlines
Ron Storing
The Great Escape Room
The Office Supply Guy’s.Com
The Shannock Companies
The Whitney
Thunderbowl Lanes
Tray Escape
University of Michigan
David & Barbara Waller
Betty Warren
Adam Wilburn
Michael Williams
Wines For Humanity
Mars Winkelk
WXZ News Station
Zetauna Liquor Fine
Wine & Cigars

In HONOR OF
Denise Detrick • Gretchen & Heidi Geisler • New Horizons Madison Heights Branch

BEQUESTS
• Doreen N. Harrold Trust
• Edgar & Sharon Pugh Charitable Fund
• Gertrude Tori Living Trust
• Myron & Denise Tubbs Living Trust

GRANTS
• FCA Foundation
• Provider Transformation Professional Recruitment & Retention Technical Assistance

EXECUTIVE LEADERSHIP
David Lubin
Chairperson

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Dr. Laird E. Johnston • Daniel C. Knott • Gale & Wilma Scafe • John & Karen Wilcox

Certifications
Licensed Professional Counselor
State of Michigan – Professional Counselor License
State of Michigan, Licensed Social Worker
U.S. Department of Labor

Board Members Guiding Our Success

Affiliations
ASPIRE
Autism Society-Oakland County
MARO
Project SEARCH
SourceAmerica
The Kooser Program

Certifications
Licensed Professional Counselor
State of Michigan – Professional Counselor License
State of Michigan, Licensed Social Worker
U.S. Department of Labor

Carf Accreditation Areas
Employment Planning Services
Organizational Employment Services
Employment Services Coordination
Community Employment Services
Employment Transition Services
HIRE OUR CANDIDATES!
www.NewHorizonsRehab.org
Click on the red “Hire Our Candidates” button for more information.

Like us on Facebook
facebook.com/newhorizonsrehabilitationservicesofmichigan/

NEW HORIZONS LOCATIONS

AUBURN HILLS AND ADMINISTRATIVE OFFICES
1814 Pond Run
Auburn Hills, MI 48326-2768
Tel: (248) 340-0559
Fax: (248) 340-0694

CLINTON TOWNSHIP
43630 Hayes Road, Suite 110
Clinton Township, MI 48038-3536
Tel: (586) 226-1189
Fax: (586) 226-0129

DAVISBURG
10445 Dixie Highway
Davisburg, MI 48350-1308
Tel: (248) 625-0808
Fax: (248) 625-1827

MADISON HEIGHTS
32021 Howard Avenue
Madison Hts., MI 48071-1430
Tel: (248) 585-9593
Fax: (248) 585-6648

NOVI
41108 Vincenti Court
Novi, MI 48375-1922
Tel: (248) 476-6910
Fax: (248) 476-1380

TROY
5505 Corporate Drive, Suite 404
Troy, MI 48098-2614
Tel: (248) 340-0549
Fax: (248) 340-0694