

# *Celebrating 60 Years!*

Providing employment opportunities, inspiring change,  
and building an inclusive community.



**New Horizons**  
Breaking Employment Barriers

**2024 ANNUAL REPORT**

*Fiscal Year July 1, 2023 through June 30, 2024*

# PROUD *Past*, STRONG *Future*

## MISSION

Investing in our communities by providing employment opportunities for individuals facing barriers to employment.

## VISION

To be the premier choice for employment, enrichment, and opportunities for individuals facing barriers.

## PURPOSE

Breaking employment barriers for individuals.



# A MESSAGE TO OUR SUPPORTERS

## *Dear Friends and Supporters,*

Celebrating a 60<sup>th</sup> anniversary is indeed a remarkable achievement, especially for a non-profit organization like New Horizons. It is a testament to the enduring commitment of the mission, individuals served, and the positive impact the agency has had on the community. Over six decades, New Horizons has adapted to countless changes and had to overcome numerous challenges that included a worldwide pandemic. This milestone reflects the dedication of every team member, volunteer, and supporter (both past and present), who has contributed to the organization's longevity and success.

From our inception in 1964, which was driven by a group of dedicated parents, and with the support of the Birmingham Junior League, the story of New Horizons remains a strong testimonial to the power of community and the enduring spirit of advocacy. Parents of that era were frustrated at the absence of post-secondary education services for their sons and daughters. To address that need, they transformed New Horizons into a pioneering force that not only established the first vocational training facility in Royal Oak in 1965, but also set a precedent for excellence a decade later, by being the first in Oakland County to be accredited by the Commission for the Accreditation of Rehabilitation Facilities (CARF).

The ensuing decades marked a significant era of growth and partnership for the agency, as it joined forces in the 1970's with the Oakland Intermediate School District to enhance post-secondary education and vocational services. Strong collaborations with stakeholders and funding from Community Mental Health and Vocational Rehabilitation led to the creation of Supported Employment and Community-Based programs. Throughout the 1980's and 1990's the agency grew across the region; the reach extending into multiple counties throughout Southeastern Michigan. Programs have expanded over the decades to include Skill Building, School-to-Work Transition, Vocational Evaluations, Customized Employment, and Job Placement programs. These programs resulted in thousands of individuals becoming employed in their communities that directly led to greater levels of financial and personal independence.

The culmination of these efforts occurred in 1997, when a state-of-the-art facility was built in Auburn Hills symbolizing the agency's commitment to individuals served, and broadening its community services and impact. The agency also partnered with SourceAmerica and established contracts with the United States federal government to provide the military with goods and services. As services evolved over the decades, the agency continued to remain nimble to address the needs of individuals served and their families.

In closing, I look forward to the agency's continuation of making a difference, being innovative, and changing the lives of individuals with "abilities" for the better! New Horizons remains a beacon of hope for individuals with disabilities. Their journey is a powerful reminder that with passion and perseverance, communities can create a lasting change and provide essential services to those in need. On behalf of myself, staff, and the New Horizons Board of Trustees (both past and present), thank you for helping us reach this incredible milestone!

---

## *Happy 60<sup>th</sup> Anniversary, New Horizons!*

After a monumental sixty years of service, New Horizons has consistently proven their ability to evolve and adapt to the changes around them. They have accomplished this with great staff and volunteers. I cannot remember talking to a staff member and getting the impression that it is just a job; there is true passion in all that they do to support individuals with disabilities. It is that passion that impresses me the most. They genuinely care and it shows in the services provided.

From a group of concerned parents to the company it is today, New Horizons has had an incredible journey, and I fully expect this next chapter to be as impressive.

As my term as Board Chair ends, I welcome the transition of the role to our current Vice Chair Justin Michalak, and I am confident in the leadership team and Board Members' ability to lead the agency through the next strategic plan.

The annual report is often a look back to the past year, but this year is special. This year we celebrate the diamond anniversary. I am incredibly proud to have been part of New Horizons for many years. The work they do is so important in the community and so impactful for individuals served. Congratulations to New Horizons on sixty fantastic years!



**Tim Hatfield**  
*President/CEO*



**Adam Wilburn**  
*Chairperson*

# SUCCESS STORY: JORDAN KALIE

## Customized Employment Employee of The Year

---

### Meet & Greet

Jordan Kalie was referred to New Horizons' Customized Employment program through her Michigan Rehabilitation Services (MRS) counselor and shortly after the initial introduction, our Customized Employment Specialist, Larry Thouin, began to work with Jordan. Larry met with Jordan and her family to determine her interests for future employment opportunities, also known as Discovery. Jordan's interests included: photography, reading, and cosmetics.

Customized Employment is a process for achieving competitive integrated employment or self-employment through a relationship between employee and employer that is personalized to meet the needs of both.

### Building A Relationship

As Jordan and Larry worked together to better understand her goals, Larry began to realize that Jordan was a quick learner when it came to utilizing technology and editing; she had learned how to do some basic program coding. Along with the coding, Jordan was also writing online reviews for books she had read. This empowered her to proofread reports and projects that her friends worked on, helping them to become better writers.

### Breaking Employment Barriers

Jordan stayed positive throughout the process of looking for employment and eventually came across The Library Network. Jordan and Larry met with Steven Bowers, the Executive Director, who was quickly impressed by Jordan's professionalism and attitude.

To determine if Jordan would be a good fit at The Library Network, Steven invited her to assist with electronic and physical filing. Jordan excelled in digitizing the important documents and was offered a temporary 6-month position in October of 2023, through a grant that The Library Network received. Jordan accepted the position immediately with the hopes of being hired permanently.

Shortly after Jordan's 6-month temporary position concluded, she was offered a permanent position 3-days per week. As the new Office Associate, Jordan not only filed, but took ownership of The Library Network's social media accounts and began learning a new software platform called Canva to create documents, advertisements, and marketing material to grow the library's audience. Within no time, Jordan had become one of the office experts on using Canva!

Jordan has become a valued member of The Library Network, and we congratulate her on being awarded the Customized Employment Employee of the Year!



Jordan Kalie

# HOW WE MEASURE UP *2024*

## Who We Served

**50%**

Cognitive/Developmental

**17%**

Autism Spectrum

**10%**

Learning Disabled

**11%**

Mental Impairment

**7%**

Physical/Medical

**3%**

Deaf/Hard of Hearing

**1%**

Blind/Visual

**1%**

Brain Injured



**2,579**

Individuals Served

We proudly served 2,579 individuals through our programs.



**99.6%**

Overall Individual Satisfaction

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 99.6%.



**320**

Student Youth Transition Services

320 students received services within Oakland, Macomb, and Genesee County School Districts. Student Youth Transition Services reaches hundreds of students with special needs each year.



**126**

Individuals Employed

126 individuals with disabilities found gainful employment as a result of their hard work and the support of our Employment Specialists, which resulted in an average starting wage of \$12.69 per hour or higher.

# COMMUNITY FEEDBACK

"New Horizons and Meijer have partnered throughout many years. Trisha Cosens, in particular, has been a valued resource for us to help provide optimal work experience for the students. We look forward to many more years of partnership!"

**-Meijer Store Manager, Fraser**

"This is my son's second summer working with New Horizons to gain work experience in partnership with MRS. Last summer, he worked at Applebee's, which was high on his priority list. However, this summer, he is trying a new experience and is working at Hampton Inn. He is expanding his knowledge base and gaining new skills that will help him when he is ready to enter the workforce full time. I am glad he has been able to meet new people and develop more social skills while learning. As the summer progresses, I am looking forward to seeing his growth and how he translates these new skills into his personal life at home."

**-Parent of individual served, Shianta Bailey**

"We feel incredibly fortunate to have collaborated with you over the years. Thanks to our partnership, many of your talented trainees have found their way to us, and we couldn't be more grateful. We look forward to many more years of this wonderful collaboration. Your impact is immense, and we are proud to be a part of it."

Here's to many more successful years together!"

**-Hampton Inn Detroit Roseville**

"New Horizons Madison Heights Staff always go above and beyond for the individuals that I work with. They respect all individuals and are kind to them. New Horizons Novi and Auburn Hills staff that I have met are wonderful as well."

**-Easterseals/MORC**

"I love working with Kassie and Louis. They like me very much. I believe Louis is famous. New Horizons provides me with a better future."

**-Rebecca Nyquist, person served**



Individuals served enjoying music and companionship during their FAR Music Therapy class

## Individual and Participant Survey Results

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

**99%**

Stated they would recommend New Horizons to others

**97%**

Stated they were involved in the decision-making process regarding their program

**96%**

Stated they were given adequate information concerning the services offered at New Horizons

# FINANCIAL AND OPERATIONAL REPORT

## Fiscal Year Expenses



## Fiscal Year Revenue

2024 Revenue: \$14,435,146



## Staff Diversity

**53%**

Differences among team members can strengthen the bonds formed with individuals served through ethnic diversity in the workplace. 53% of our staff come from minority groups including African American, Asian, Hispanic origin, Middle Eastern origin, and others.



Novi staff at their agency Open House



Oakland Community Health Network (OCHN) visits the Auburn Hills Branch



2024 Staff Appreciation Event at Oakland Yard Athletics

\*Financial figures are unaudited at the time of publication.

**Ethan  
Kersheske**

School-to-Work  
Transition Student  
of the Year



**Azaria  
Beresford**

Work-Based  
Learning Student  
of the Year



**Eric  
Barerra**

Employee  
of the Year  
*Group Supported  
Employment*



**Rebecca  
Nyquist**

Employee  
of the Year  
*Individual Supported  
Employment*



**Jordan  
Kalie**

Employee  
of the Year  
*Customized Employment*



**Carolyn  
Garrett**

Employee  
of the Year  
*Placement Services*



# 60<sup>th</sup> Anniversary

## ANNUAL AWARDS CEREMONY

### Categories & Winners

#### Students of the Year

##### School-to-Work Transition

###### Ethan Kersheske

This award acknowledges the efforts and accomplishments of a student engaged in services to prepare for employment as part of their school curriculum. The awardee in this category has shown outstanding efforts in developing a career objective. They have successfully moved from the role of a student, to the adult world of work, by obtaining and maintaining competitive integrated employment.

##### Work-Based Learning

###### Azaria Beresford

The awardee from this category is a student who has demonstrated exceptional growth through their academic and work experiences. They have developed employment readiness and social skills in a classroom setting and have applied them successfully during community work experiences. The student in this category has shown outstanding efforts working as part of a team, and they completed various work tasks as outlined by their community worksite supervisor.

#### Employees of the Year

##### Group Supported Employment

###### Eric Barerra

##### Individual Supported Employment

###### Rebecca Nyquist

##### Customized Employment

###### Jordan Kalie

##### Placement Services

###### Carolyn Garrett

The awardees in this category are recognized for their outstanding dedication and tenacity in their job search activities. They worked collaboratively with New Horizons employment services staff to prepare for, find, gain, and maintain employment. Once hired, they demonstrated the essential qualities and skills that businesses value – and because of their efforts, they have had a positive influence on their work teams.



## Project SEARCH Interns of the Year

- Corewell Health, Troy | **Kendall Weinberg**
- Henry Ford, West Bloomfield | **Grant Hawkins**
- Corewell Health, Royal Oak | **Emma Lang**
- McLaren, Clarkston/Oakland | **Daniel Crull**

The awardees in this category are recognized for their development of essential work readiness and transferrable skills during their programs including communication, teamwork, and problem-solving to name a few. The students in this category consistently approached their internship experience with motivation, resiliency, and effort. One intern is recognized from each of the Project SEARCH host sites.

## AbilityOne Champion of the Year Charlene Kuechenmeister

The awardee in this category is recognized for their hard work, dedication, and enthusiasm in support of New Horizons federal contracts under the AbilityOne Program. This New Horizons employee serves as a model and mentor to their peers. They demonstrate and consistently deliver the very best in teamwork, productivity, and quality expected by our federal business partners.

## New Horizons Staff Champion of the Year Julie Colliflower

This award goes to a New Horizons employee who exemplifies the following "Championing" attributes: Mission Oriented, Person Driven, Positive Attitude, Willingness to Learn & Apply New Skills, Flexibility, Leading by Example, Teamwork, and Advocacy for Persons Served. This employee maintains an ongoing passion for rehabilitation services and compassion for the people we serve. We are proud to recognize staff whose work yields such purpose, meaning, and fulfillment – by helping those we serve find theirs.

## Community Partnership Award NOTA - North Oakland Transportation Authority

This award features a group, individual or organization that has demonstrated exceptional dedication and effort in advocacy, inclusion, and well-being of people with disabilities. The awardee demonstrates exemplary leadership and collaborative efforts in the rehabilitation community and advocacy for individual growth, employment, and self-sufficiency.

## Business Partnership Awards

- Placement Services | **Fresh Thyme Market**
- Customized Employment | **City of Inkster - Booker T. Dozier Recreation Center**
- Supported Employment | **Waterford Township DPW and Waterford Police Department**

This award category recognizes businesses and organizations that demonstrate through their collaboration and partnership the essence of diversity, equity, inclusion, and accessibility for people with disabilities in employment. The awardees have promoted and encouraged the employment of persons with disabilities both within their own organization as well as within their community. They foster a culture of success, acceptance and belonging.



**Kendall Weinberg**  
Intern of the Year  
Corewell Health, Troy



**Grant Hawkins**  
Intern of the Year  
Henry Ford, West Bloomfield



**Emma Lang**  
Intern of the Year  
Corewell Health, Royal Oak



**Daniel Crull**  
Intern of the Year  
McLaren, Clarkston/Oakland



**Charlene Kuechenmeister**  
AbilityOne  
Champion of the Year



**Julie Colliflower**  
New Horizons Staff  
Champion of the Year



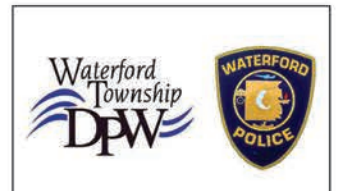
**Community Partnership Award**  
NOTA



**Business Partnership of the Year**  
Placement Services



**Business Partnership of the Year**  
Customized Employment



**Business Partnership of the Year**  
Supported Employment

# PROGRAMS & SERVICES REPORT

New Horizons continued to break down barriers to employment and enhance community inclusion over the past fiscal year. Our staff worked hard to expand community-based programming and service offerings that promote these inclusive approaches to service delivery. New Horizons continues to meet our strategic goals by ensuring that all persons served are provided with the support and care they need to expand community inclusion and access, including the ability and opportunity to find, gain, and maintain competitive integrated employment.



## Mental Health Services and Supports for Students and Families

This year, New Horizons in partnership with the Macomb Intermediate School District (MISD), facilitated meaningful mental health services, supports, and access to community resources for 900 students and their families, up from 580 students and families served last year. The partnership now boasts more than 20 social workers. This innovative approach provides in-person and timely wraparound supports and resources to address mental health, trauma, and other barriers that can help reduce student absenteeism and increase participation and engagement in the classroom. These services help promote constructive coping strategies that enhance learning for all students. By addressing both the needs of the student and supporting their families, staff are providing the necessary relief and assistance so students can focus on their education, development, and success – both in the classroom and at home.

## Ongoing Commitment to Community-Based Integration and Service Delivery Leads to Expanding Partnerships

The development and growth of community-based service delivery, access, and inclusion for persons served remains a steadfast priority for New Horizons. Through the collaborative efforts of staff, New Horizons has established and maintains more than 200 community and business partnership sites throughout Southeastern Michigan that span a variety of industries, occupations, and skill-building opportunities. These partnerships afford meaningful access to the community, based on the choices and interests of persons served and include, but are not limited to, vocational and non-vocational skill building, volunteer opportunities, community outings, work-based learning opportunities, work-based evaluation/trial work, group supported employment, individualized supported employment, customized employment, and other opportunities for community inclusion. New Horizons staff work continuously to engage and develop community-based partnerships that expand access and opportunities for persons served to participate in their community in ways that align with their interests, priorities, and informed choices. This includes efforts to educate, advocate, and promote disability awareness and accessibility within new and existing community partnerships.



## Service Delivery and Programs Enhanced by Staff Credentialing

This program year saw increased participation by staff in New Horizons' Direct Support Professional credentialing program under the National Alliance for Direct Support Professionals (NADSP). This certification program promotes service excellence and quality of care to persons served by providing staff with the training, tools, and supports necessary to assist individuals with the most significant barriers in achieving their goals. New Horizons proudly celebrates the 23 staff who, through their commitment, determination, and efforts, have completed certifications, including the 14 that completed a certification this year! The benefits to persons served and the community is evidenced by the way staff work with individuals in vocational or non-vocational skill-building programs, as well as group and individual supported employment to best meet their needs on their journey to accomplishing their goals. It is also shown in their casework and documentation to ensure compliance with all program requirements. This training program was also featured in a presentation at the statewide Incompass Michigan leadership fall conference as a bright and shining example of New Horizons' unique efforts to promote and aspire to service excellence.



# COMMUNITY PARTNERS

2nd & Charles  
 Ace Hardware  
 Adopt-A-Pet Inc  
 Airport Road Child Learning Center  
 All Saints Episcopal Church  
 American House  
 Animal Welfare Society  
 Anytime Fitness  
 Applebee's  
 ARC of Macomb  
 Ascension Genesys Health Club  
 Ascension Providence Hospital  
 Auburn Hills Chamber of Commerce  
 Auburn Hills Community Center  
 Automatic Valve Corp  
 Belle Isle Park  
 Big Apple Bagel  
 Biotech  
 BMI Mobile Imaging  
 Bonefish Grill  
 Briarwood Nursing and Rehab  
 Brightmoor Christian Church  
 Brown's Do it Center  
 Bureau of Services for Blind Persons  
 Burlington Coat Factory  
 Canterbury On-The-Lake  
 Catholic Charity  
 Chili's Grill & Bar  
 Church of the Nazarene  
 City of Auburn Hills  
**City of Inkster-Booker T. Dozier Recreation Center**  
 City of Madison Heights  
 City of Novi  
 Clinton-Macomb Public Library  
 Coffee Bucket  
 Community Financial Credit Union  
 Community Garden  
 Community Housing Network  
 Community Living Services (CLS)  
 Corewell Health (Beaumont) Hospital System  
 Cottage Inn Pizza and Pub  
 Crossroad Village  
 Crowne Plaza  
 Davison Home Bakery  
 Deer Lake Athletic Club  
 Department of Public Works (DPW) - Holly  
 Detroit Historical Museum  
 Detroit Institute of Arts (DIA)  
 Detroit Zoo  
 Dodge #4 State Park

EasterSeals/MORC  
 Encore Upscale Resale  
 ESC Federal  
 EZ Awareness By Design  
 First Congregational Church of Clarkston  
 Fish Inc. of Grand Blanc  
 Fleece & Thank You  
 Flushing Valley Golf Club  
 Food Bank of Eastern Michigan  
 Ford's Garage Restaurant  
 Forman Mills  
**Fresh Thyme Market**  
 Friendship Park  
 Gabe's  
 GCCARD Head Start  
 Golden Corral  
 Goodwill Thrift Store  
 Great Giant Supermarket  
 Groveland Fire Station #1  
 Habitat for Humanity  
 Haverhill Farms & Equestrian Center  
 Heartfelt Impressions  
 Henry Ford Hospital  
 Henry Ford Museum & Greenfield Village  
 Heritage Baptist Church  
 Highland House Carry Out  
 Holly Fire Station  
 Holly Recreation Area  
 Hollywood Market  
 Home Goods  
 Hour Transportation  
 Huron Clinton Metro Parks (Wolcott Mill)  
 Husky Envelope  
 Hutchinson Food & Drug  
 Impact Nutrition  
 Italian Gardners  
 Jims Community Corner  
 JOANN Fabrics and Crafts  
 Joybell Gospel Temple Church  
 June's Floral Company  
 Kensington Church of Lake Orion  
 Kensington Church of Troy  
 KinderCare - Sterling Heights  
 Kroger  
 Lake Orion Church  
 Lakecrest Baptist Church  
 Lighthouse Food Pantry  
 Macomb County Community Mental Health (MCCMH)  
 Madison Heights Public Library  
 Marshalls  
 McDonald's  
 McLaren Health System

McLaren Hospitality House  
 Meals on Wheels  
 Meijer  
 Metro Cleaning  
 MFP Seals  
 Michaels  
 Michigan Rehabilitation Services  
 Motor City Computer  
 New Covenant Church  
 Nieman's Market  
 North Oakland Fire Department  
**North Oakland Transportation Authority (NOTA)**  
 Novi Civic Center  
 Novi Fire Dept. - Station #4  
 Novi Ice Arena  
 Novi Police Dept.  
 Novi Public Library  
 Oakland Community Health Network (OCHN)  
 Oakland County International Airport  
 Oakland County Veterans Services  
 Oakland County  
 Oakland Field House  
 Oakland Hope  
 Oakland Woods Baptist Church  
 Old Navy  
 Once Upon a Child  
 On-time Transportation  
 Orchard Grove Community Church  
 Orion Township Public Library (Lake Orion Library)  
 Paint-A-Miracle Art Studio  
 Pattengill Elementary School  
 Penn Station  
 Pet Suite Retreat  
 Pet Supplies Plus  
 Petco  
 PetSmart  
 Pomeroy Assisted Living  
 Pontiac Lake Recreation Area  
 Pottery Barn  
 Quality Lube Oil Change & Auto Repair Center  
 Randy Wise Chrysler Dodge Jeep Ram  
 Red Robin  
 Retrofoam  
 Rite Aid  
 Rochester DDA  
 Rochester Hills Public Library  
 Rochester Parks Dept  
 Royal Oak Public Library  
 Royal Park Hotel

Salvation Army  
 Sam's Club  
 Save A Lot  
 SMART Transportation  
 Springfield Fire Station  
 St. John Macomb-Oakland Hospital, Warren Campus  
 St. Daniel Parish Church  
 St. Vincent De Paul Society & Thrift Stores  
 Steve's Mediterranean Chef  
 Stony Creek Metro Park & Nature Center  
 Strawberry Fields Restaurant  
 Stylerite Label Corporation  
 Sunrise Assisted Living  
 T.J. Maxx  
 Tenuta's Food Lane  
 Texas Roadhouse  
 TGI Fridays  
 The Baldwin Center  
 The Family Puppy  
 The Holly River Church  
 The Library Network  
 The Manor of Novi  
 The River Church  
 The Royal Diner  
 The Salvation Army  
 Townline Sales and Services  
 Townsquare  
 Transfiguration Lutheran Church of Fenton  
 Triple Inc  
 Ugly Dog Daycare and Training  
 United Methodist Church  
 VG's Grocery  
 Villagers Restaurant  
 Walmart  
 Waterford Church of Christ  
**Waterford DPW**  
**Waterford Police Department**  
 Waypoint Church  
 West Oakland Transportation Authority (WOTA)  
 White Lake Presbyterian Church  
 White Lake Township Library  
 Wolcott Farm  
 Wonderland Lanes Bowling Alley  
 Woodside Bible Church  
 Worry-free Transportation  
 YMCA  
 Zero Tolerance LLC



*New Horizons staff member, Roxanne Flynn, awarded the Community Living Supports Service Award at the 53<sup>rd</sup> Annual Dove Awards through the Arc of Oakland County*



*New Horizons hosted the annual Project SEARCH Mock Interviews at their Auburn Hills branch*

# DONORS

123.Net  
 Wadi & Ikdam Abbu  
 Acrisure  
 Russell Adams  
 Scott & Lisa Adkins  
 Alan J. Reiner Associates Inc.  
 Beth Alberti  
 Allied Building Services  
 Angel of Grace  
 Awareness Bracelet  
 Arati Patel & Associates, PLC  
 Holly Jean Arida  
 BAE Networks  
 Matt Baldwin  
 Beverly Barnhouse  
 Kathleen Barrett  
 Christopher Batchik  
 Theresa Bean  
 William Bellinger  
 Kelly Blakeslee  
 Bosch, LLC  
 Lauren Bowler  
 Lynn Boza  
 Gil Bromley  
 Donald & Marjorie Calkins -  
 Irrevocable Living Trust  
 Dawn Calnen  
 Dawn Caracallo  
 Charity Roasters, LLC  
 Randy Churchill  
 Richard Ciaramitaro  
 Gary & Carol Clark  
 Gary Clark II  
 Club General Motors  
 Greg Coffey  
 Joann Coleman  
 Beverly Colwander  
 Community Housing Network  
 Community Living Centers, Inc.  
 Continental Automotive  
 Gordon & Ruth Cooley  
 Don & Barbara Courtright  
 John & Kathleen Cuddohy  
 Todd Culver  
 Andrea Davis  
 Thomas Davis  
 Peggy Decker Berry  
 Alyssa Dedvukaj  
 Denso International  
 America, Inc.  
 Joel & Gloria DeShane  
 Jodi Dines  
 Amanda Distasio  
 Patricia Donohue  
 Matthew Donovan  
 Beth Downey  
 Perry Driggs  
 Alex Dunkel  
 Dutton Farm Inc.

Richard Dzurmak, D.D.S., P.C.  
 Jennifer Egan  
 Robert Egan  
 Family Living Center, Inc.  
 Farmington Family YMCA  
 FATA Automation, Inc.  
 Cynthia Fisher Rowe  
 Lynn Fontanive-Adasek  
 Catherine Galazin  
 Tom A. Gallagher  
 Gallagher Benefit Services, Inc.  
 Charles Giacona  
 James Ginsburg  
 Bill Goodman  
 Stan Gramke  
 Warren Greenwood  
 Peggy Griffin  
 Kurt & Pamela Haines  
 Mindy Hajjar  
 Shon Halacka  
 Maury Hamilton  
 Patricia Hansen  
 Lenora Hardy-Foster  
 Timothy Hatfield  
 Hilary Henry  
 Tom Hopkins  
 Suzanne Howell  
 Leo & Paulette Howell  
 Brian & Lucretia Hoye  
 Glenn Iwata  
 Stephanie Jenkins  
 Laura Jewell  
 Susan K. Johnston  
 Michael Jones  
 Gina Leigh Jordan  
 John Kaplan  
 Toni Kasander  
 Gale Kaufmann  
 Marvin Keller  
 Thomas & Mary Kendziorski  
 Keli Kildow-Polymeneas  
 Lacy Kittle  
 Cindy Knott  
 James Krueger  
 Nora Kryza  
 Scott Kunselman  
 Ruthanne Largent  
 Paulina Leonard  
 Michael & Kathryn L'esperance  
 Nancy & David Levin  
 Thomas Lewis  
 Joseph Loibl  
 Janice Lovchuk  
 David Lubin  
 Kelly Lynch  
 Barbara Mabee  
 Robert Macdonald  
 Carol Madock  
 Magna International

Main Street Insurance Agency  
 Kevin Manning  
 Anna Markett  
 Marsh & McLennan Agency, LLC  
 Dean Mathews  
 Katsuo Matsumoto  
 Christopher Mattingly  
 Fenar Mayes  
 Verma McCloud  
 Gwendolyn McNeal  
 Melinda McNeill  
 Justin Michalak  
 MJS Packaging/Sprayco  
 Robert & Judith Most  
 Matt Mularoni  
 Neapco  
 Paul & Joan Nelson  
 Thomas Nelson  
 Network for Good  
 William Neuser  
 Jason Nies  
 Oakland County Government  
 Jerry & Gayle Olszewski  
 Doug Otlewski  
 Anthony & Rhonda Pace  
 John Pajak  
 Johannes Palm  
 Brent Paterson  
 PayPal Giving Fund  
 Glenn G. Pecht  
 Peckham, Inc.  
 Sandra Peros  
 Stanley Perry  
 Julia Peterson  
 Piston Interiors  
 PNC Bank  
 Sheri Posluszny  
 Jeffrey Pratt  
 Kermit Prill  
 Jay Reynolds  
 Clive Rivard  
 James Robinson  
 Royal Roofing Co., Inc.  
 Carol & Frank Salucci  
 Rodney Sanders  
 John Sauer  
 Jody Schiff  
 Catherine Schmidt  
 Mike Schultz Schwarzbach  
 Family Foundation  
 Amy Scott  
 Brad Scott  
 Carrie Seabolt  
 Mary Seid  
 Gary Serdoz  
 Services to Enhance  
 Potential (STEP)  
 Kristin Shaoni  
 Share Detroit, Inc.

Kristine Silvas  
 Amy Simonelli  
 Susan Skibo  
 Carolyn Slade  
 Michael J. Slepcevic  
 Andrew Smith  
 Kimberly Smith  
 Hal H. Smith IV  
 Paula Somerville  
 Don Souden  
 Chad & Jennifer Sredich  
 St. John's Lutheran Church  
 Josephine A. Stack Trust  
 Paul Stierna  
 David & Shawn Stoker  
 Caroline & Lance Stokes  
 Ron Storing  
 Jennifer Supol VanNorwick  
 David & Helen Swanson  
 The Blackbaud Giving Fund  
 The Kroger Company -  
 Michigan Division  
 David & Rosemary Thoresen  
 Judith Timpner  
 Total Plastics  
 Carmen Totten  
 Mark & Vannary Tuomi  
 United Facility Supplies  
 United Way for Southeastern  
 Michigan  
 Deborah Vander  
 Carolyn Vannoord  
 Anita VanSchaik Martinet  
 Heidi Velicevic  
 Charles & Debra Vercellone  
 Andrea Voorheis  
 Andrew Voss  
 Larry Walker  
 Brian & Heather Watters  
 Suzanne Weinert  
 Raymond & Gloria  
 Weitzman, M.D.  
 Muriel Whiteside  
 Charles Wickins  
 Adam Wilburn  
 Paul Wilburn  
 Clifford & Ina Mae Wilcox  
 Taylor Wilhelm  
 Michael Williams  
 Jay Wilton  
 Wines For Humanity  
 Daniel & Debra Woelmer  
 Charles F. Yeager Foundation  
 Diane Zedan  
 Anthony Zeni  
 Brian Matthew Ziff



*New Horizons presented with a State Tribute from Governor Gretchen Whitmer in honor of reaching our milestone 60<sup>th</sup> Anniversary*

# IN KIND DONORS

Beth Alberti  
Alpino Detroit  
Atlas Copco  
Dr. Leora Bar-Levav & Associates  
Becharas Brothers Coffee Company  
Blake Farms & Hard Cider  
Bordine Nursery Ltd.  
Jim Bowling  
Broadway in Detroit-The Fisher Theatre  
Butzel  
Dawn Caracallo  
Chateau Chantal Winery  
Comerica Park/Detroit Tigers  
Cooper's Hawk Winery & Restaurant  
Joel & Gloria DeShane  
Detroit Red Wings  
Robert Egan  
Steve & Sandi Ferrell  
First Choice Coffee Services  
Fogo de Chao  
Grand Rapids Symphony  
Graze Craze Charcuterie Boards & Boxes  
Shon Halacka  
Tim Hatfield  
Christine Herfurth  
Jungle Java  
John Kaplan  
Michael Kaszubski  
Kendra Scott  
Kings Island Cares  
Mad Nice

Mark Ridley's Comedy Castle  
Chris & Fenar Mayes  
Inez Mayes  
Gwendolyn McNeal  
Justin Michalak  
MSU Athletics  
Mutual of America Financial Group  
Oakland County Parks  
Outdoor Adventure Center  
Pine Trace Golf Club  
PRP Wine International  
Riverwalk Place Resort & Spa  
Roberts Restaurants Group  
Anne-Marie Sladowski  
Kimberly Smith  
Paula Somerville  
David & Shawn Stoker  
Ron Storing  
Texas de Brazil  
The Detroit Lions  
The Elias Family  
The Magic Soiree  
Toppolf  
University of Michigan Athletics  
Urban Air-Sterling Heights  
Betty Warner  
Adam Wilburn  
Michael Williams  
Wines For Humanity  
Diane Zedan



*Dream Vacation Raffle Winner Luma with Board Member Paul Nelson (far left) and President/CEO Tim Hatfield (far right)*



*Charity Auction guests enjoying the country western-themed fundraiser*

# VOLUNTEERS

Korena Auten  
Julie Bedra  
Jonathan Bishoff  
Marissa Burrell  
Dawn Caracallo  
Gary Clark  
Mary Coreless  
Eric Davis  
Andrea Davis  
Shannon Debono  
Sandi Ferrell  
Steve Ferrell

Liz Foradori  
John Foradori  
Tim Hennigan  
Michelle Janness  
Jason Kaszubski  
Debbie Kaszubski  
Alyse Madej  
Fenar Mayes  
Venee Natarajan  
Mairin O'Brien  
Timothy Ogg  
Doug Otlewski

Kari Passmore  
Angela Pena  
Marilyn Schuller  
Jace Silvas  
Kris Silvas  
Kathy Sirois  
Susie Skibo  
Kimberly Smith  
Curtis Smith  
Marie Trombley  
Stephanie Walendzik  
Diane Wernette



*2023 Annual Awards Ceremony volunteers*

# IN MEMORY OF

Jamisson Adams  
Lauren Bowler  
Gary Clark  
Aseel Elias  
Gale Kauffman

Anni Kiausch  
Laura Lenaway  
Al Phillips  
Gloria Weitzman

# IN HONOR OF

Vicar Matthew Jewell  
Carolyn Slade



*In Memoriam of Gary Clark who was a longtime Board Member and advocate for our agency's mission and persons served*



*New Horizons received a generous donation from St. John's Lutheran Church in Capac in honor of former employee Vicar Matthew Jewell*

# BOARD MEMBERS GUIDING OUR SUCCESS



Adam Wilburn  
Chairperson



Justin Michalak  
Vice Chairperson



Beth Alberti  
Secretary



Bud Keller  
Treasurer

## Board of Trustees



Gil Bromley



Gary Clark



Robert Egan



Shon Halacka



John Kaplan



Chris Lamouria



Gwendolyn McNeal



Paul Nelson



Doug Otlewski



John Pajak



Paula Somerville



Pamela Ritter



Michael Williams

## Trustees Emeritus

Mr. John Bell

Mr. Paul Bernhard

Mrs. Betty Fisher

Mr. William Goodman

Mrs. Karen Haeffner

Mr. Thomas Kimble

Mr. Edwin Langtry

Mr. Donald Lansky

Mr. John Larson

Dr. Myron Liner

Mrs. Kit McDonnell

Mr. Joe Pallischeck

Mrs. Margaret Taylor Smith

Mr. Reynolds Smith

Mrs. Ann Stallkamp

Mr. Charles Stenback

Mr. Richard Walsh

Mr. John Witherup

## Affiliations

ASPPRE

Autism Alliance of Michigan

Hidden Impact of Hearing Loss-Kooser

Incompass Michigan

Michigan Nonprofit Association (MNA)

National Alliance for Direct Support Professionals (NADSP)

Project SEARCH

SourceAmerica

The ARC of Oakland County

## Credentials

Behavioral Health Technician Training

Certified Rehabilitation Counselor (CRC)

Griffin-Hammis Associates Customized Employment Apprentice Credential

Job Coach Series Training (Incompass Michigan)

State of Michigan – Licensed Professional Counselor

State of Michigan – Licensed Social Worker

## CARF Accreditation Areas

Community Employment Services: Employment Supports

Community Employment Services: Job Development

Employment Planning Services

Organizational Employment Services

Transition Services



Board Member Doug Otlewski and his wife Cynthia Pike



Board Member Gwen McNeal (far right) with guests at our 2023 Annual Awards Ceremony

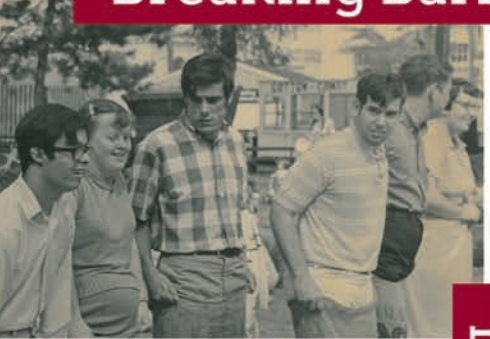




Breaking Barriers



Stop the Stigma



Youth Transition Services



Customized Employment



Diversity



Community Inclusion



Advocacy



# THANK YOU FOR *60 Years!*



## Auburn Hills Administrative Offices

1814 Pond Run  
Auburn Hills, MI 48326-2768  
Tel: (248) 340-0559  
Fax: (248) 340-0694

## 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

## CONNECT WITH US



New Horizons Rehabilitation  
Services Inc.



New Horizons Rehabilitation  
Services of Michigan



@newhorizonsofmichigan



[www.NewHorizonsRehab.org](http://www.NewHorizonsRehab.org)

