

on the HORIZON

In this issue...

WELCOME	1
SEASON FOR SHARING	1
CURRENT CONTRACTS	2
REFLECTION	2
FEATURED WORK - ACTION PLAN	3
RECENTLY COMPLETED CONTRACTS	4
HORIZONS HAPPENINGS	6
UPDATES FROM TEAM MEMBERS	8
NEW BDC DEGREE PROGRAM	8

Welcome...

It has been a busy year here at **Horizons**, and with the end of 2013 fast approaching we would like to look back and celebrate the achievements and fun we've had. We'd like to tell you about the interesting and important work we've been involved in, the fun we've had organizing the fifth annual multiculturalism and inclusion event for the Municipality of the County of Kings, and the pleasure of exchanging ideas with colleagues in Kentucky. We're also pleased to share the excitement of leading a field trip for visiting students, the satisfaction of being engaged in our communities, and the special visits from friends we've been favoured with this past year.

Cari, Jean, and I would also like to express our heartfelt appreciation for everyone in our Horizons family, and wish you and your families all the best for the holidays and in the coming year.

Cari Jean Vicki

A Season for Sharing...

This year, as an alternative to hosting a holiday gathering, we have decided to make donations to our local food banks on behalf of the Horizons family. The donations are to honour the good work and the worthy contributions we have all been making in our work and communities over the past year, and to continue to make positive change in the world.

We hope you will take an afternoon that you would have spent with us, and spend it enjoying your loved ones and all the joy that the season offers.



During the month of March 2013, **21,760** Nova Scotians were assisted by food banks.

Source: Feed Nova Scotia



Current Contracts

Brighter Futures and Building Healthy Communities Outcome Studies Coordination and Reporting First Nations and Inuit Health Branch, Health Canada
(Cari, Jean)

We have recently been contracted by First Nations and Inuit Health Branch (FNIHB), Health Canada to conduct studies about the outcomes of the Brighter Futures (BF) and Building Healthy Communities (BHC) programs in communities in four regions of Canada. The purpose of these studies is to help FNIHB and the communities better understand how the program is impacting the mental wellness of First Nations and Inuit individuals, families, and communities. We'll also be working with the four communities to build capacity of community members to conduct the research themselves. The work is just beginning and we'll be seeing a bit of the country in the spring!

Measuring Outcomes of the Parenting Journey Pilot Program Department of Community Services (DCS)
(Cari)

We have just been awarded a contract to advise the DCS in measuring outcomes of Parenting Journey, a program that is being piloted in twelve communities in Nova Scotia. The goal of the program is to promote the optimal growth and development of children and youth by providing family support through home-based visitation. We have worked with other home visiting programs before – one of the unique aspects of this program is that it supports families with children up to age 16 (most others focus on families with children up to age three or age six). Our role in this contract is slightly different than our usual role too; we are providing advice and their staff members are doing the work. The team is going to be fun to work with, and it should be a good experience!

Reflection

By Jean Robinson-Dexter

A year ago, I wrote our newsletter's reflection about local living economies as they related to the changes in my community – Queens County was reeling because of the closure of the paper mill. Around the same time that I wrote about the elements of a healthy sustainable economic plan, I was asked to take on the role of producer of our local amateur theatre society's, the Winds of Change's, production of *Les Misérables*. The rights to perform the world's longest running musical had just released for amateur theatre groups and we were one of three in Atlantic Canada to receive them. For those unfamiliar with the theatre world, the producer is responsible for everything about a production that happens off the stage – budget and fund raising, scheduling, recruitment of leaders for each of the crews, promotion, etc. We had a cast of forty and our production teams equaled that. Last Sunday (November 24th) was our closing night after two weekends of eight sell-out shows.

It would be an understatement to say that the last twelve months have been exhilarating and exhausting and quite a juggling act with everything else happening in our work and with family. Over the last few days, I've been reflecting on the impact the production has had on the people involved in the show, and also on the community. For the cast and crew, the production brought veterans of theatre together with those never on stage before. A number of the teens and young adults involved said that the experience had been the most important thing that had ever happened to them and has lit the flame for them to continue to be involved in whatever comes next for the troupe. I could also see the growth in these young people – in

maturity, caring, and commitment to reach a goal. The mix of veterans and newbies was also true behind the scenes – the CAO of our municipality volunteered for the first time as part of the make-up team and the high school librarian scrounged and made props as part of that team, a respected homebuilder built our set. Personally, my husband Cameron was technical director, our oldest Lee was the lighting designer, Ian ran the spotlight and Kate mic'd the female cast – it made this experience just that much more special.

And for the community – we had an impact. Building supply companies, the printer, hotels, restaurants, the theatre itself, and the local pub all benefitted from the production. What has been most interesting though is community members' pride in place and in the Winds of Change for what has been accomplished. There has been 'something in the air' in Queens County over the last few weeks – the production is still the talk of the community and we are stopped daily in the grocery store, at school, the coffee shop, or gas station, to chat about the show. People beam with pride and want to know what is happening next.

What a difference twelve months makes in a community: moving on from closures, consultations and finding its feet to moving forward with arts and culture as a cornerstone for success. I am certain this production has been part of our community's recovery from gloom to the hum of vibrancy.

Wishing you all the blessing of the season,

Jean

FEATURED WORK

Implementing the Action Plan to Eliminate Racism and Discrimination in Kings County – Municipality of the County of Kings*(Cari, Jean, Joanne Hussey, Wanda Thomas Bernard)*

Many of you may remember that we worked with the **Municipality of the County of Kings (MCK)** last year to develop the *Action Plan for Ending Racism and Discrimination in the Municipality in the County of Kings* (<http://goo.gl/VdS5YM>). The *Action Plan* is the first of its kind in Nova Scotia, and was approved unanimously by Council last fall.

This fall we were awarded the contract to help implement the first year of the *Action Plan*. One of our first activities was to organize the MCK's annual celebration of multiculturalism and inclusion, which took place October 30th. The purpose of the event is to acknowledge and celebrate diversity in Kings County. It is an inspiring evening of music, dance, and stories, and approximately 300 people attended. The evening was hosted by **Warden Diana Brothers**, on behalf of the Municipality.

It began with greetings and expressions of support from local dignitaries and politicians, which were followed by several inspiring performers and speakers, including a welcome prayer from Mi'kmaw Elder **Lorraine Whitman**; music from internationally acclaimed marimba player **Naoka Tsujita**; flamenco dancing by **Sandra Tziporeh Bornermann**; stories and songs from Mi'kmaw artist **Todd Labrador**; original songs (including one about bullying) by **Makayla Lynn** – a 12-year old local singing sensation on her way to Nashville to record her third CD; belly dancing by **Angie Oriana Jenkins** (and surprised volunteers from the audience); and all of us getting up and dancing to **Shoulder-to-Shoulder** (have you ever seen a few hundred people doing the love train?!).

We were also inspired by **Wanda Thomas Bernard**, who challenged us to each take one concrete action to address racism and discrimination between now and next year's event; and by **Uriem Lidu**, who spoke about his experience as a South Sudan refugee coming to Canada as a student; and by the **Cambridge Station Film Project**, a group of Indigenous

Black and Mi'kmaw youth who showed and talked about film clips from their latest production; and students representing local Gay-Straight Alliances in Valley high schools; and by **Raymond Tynes**, who talked about the 50th anniversary of the civil rights movement in Birmingham, Alabama.

Our tasks over the next year include:

- Helping the MCK recognize international, national and provincially declared events commemorating inclusion, diversity and equality
- Reviewing MCK documents to ensure that language, format and images reflect the community as safe and welcoming to all groups
- Developing a plan to help the MCK apply the principles of universal design in all new municipal projects, presentations, events and renovations of physical spaces
- Developing a personal code of conduct for residents
- Developing a code of conduct for businesses and organizations
- Recognition of individuals, businesses and organizations who exemplify the codes of conduct
- Developing and implementing cultural competency and cultural safety training
- Establishing a clearinghouse of resources related to diversity, inclusion, and diversity management
- Creating and sharing a directory of existing resources, assets and initiatives
- Establishing a network of individuals, organizations and private sector partners
- Sharing information and funding opportunities for addressing discrimination and promoting diversity
- Sharing the *Action Plan* widely
- Identifying and addressing barriers and strengths for engaging marginalized groups
- Building meaningful relationships with stakeholders across the Municipality
- Identifying champions and people of influence who can help address discrimination and promote diversity
- Establishing a mechanism for meaningful youth engagement
- Reviewing/updating the MCK's Race Relations and Anti-Discrimination Committee's (RRADC's) terms of reference
- Holding regular RRADC meetings in locations throughout the community
- Developing a communication plan
- Compile best practices for diversity management policies
- Working with the HR Department to promote and support a diverse employee base
- Making training and information available to help local employers and organizations



As community awareness about the *Action Plan* grows, more partners are coming on board. We are working with the Towns of Berwick, Kentville, and Wolfville, as well as Annapolis Valley Health and the RCMP. We have also created a partnership with Acadia University's new community development program and the University of Kentucky's community development and leadership program; students from both universities will be integrally involved in designing and implementing *Action Plan* activities, and will have opportunities to learn from each other. We are proud of and excited about these new partnerships and all the creative possibilities they offer! Visit the initiatives **Facebook** page: <https://www.facebook.com/kingsactionplan>.

Recently Completed Contracts



■ Stakeholder Workshop - Goose Bay, Labrador • Eastern Health (Cari)



We recently completed a contract with Eastern Health in Newfoundland & Labrador to facilitate a workshop in Happy Valley Goose Bay. The purpose of the workshop was to work with stakeholders from across Labrador to elicit knowledge and information about known strengths (initiatives and actions) and potential strengths (ideas and evidence) for improving First Nations, Inuit, and Métis cancer control.

The information gathered at the workshop is being used to inform a federal funding proposal for improving cancer care services and experiences for people in Labrador.

■ Developing an Evaluation Plan for Collaborative Emergency Centres (CECs) • Department of Health and Wellness (DHW) (Jean, Cari)

We worked with the DHW to develop an evaluation framework for the CEC initiative. As you may know, the CECs have been developed in response to hospitals often having to close their emergency rooms. CECs have three formally linked essential components: a primary health care team, urgent care capacity, and a plan/protocol for emergency care in collaboration with Emergency Health Services (EHS) and DHAs/IWK.

Our work included developing a program description of the CEC model, and creating a logic model. We then developed an evaluation framework (detailed plan for conducting an evaluation), and the data collection tools to go with it. This contract was particularly interesting because we were working with a different division within the DHW than any contract previously; and we had quite a learning curve around the terminology, indicators, and reporting systems. Likewise, the DHW staff and the provincial working group were new to evaluation lingo and approaches.

■ Developing a Strategic/Community Plan for Glooscap First Nation • Glooscap First Nation (Cari)



In late summer we worked with Glooscap First Nation (<http://www.glooscapfirstnation.com>) to create a ten-year high-level strategic plan. We reviewed some previous work the community had done to start thinking about a community plan, facilitated community consultation sessions, gathered input from Chief and Council, piggybacked on community gatherings to collect ideas from as many people as possible, shared a draft plan, and conducted a web survey to gather feedback from community members. We also hired a young woman from the community to work with us – she helped open doors and shared insight about how to work with the community as she learned about strategic planning. The plan we created includes a community vision, mission, values, objectives, and activities for the community to achieve thriving people, thriving culture and language, thriving infrastructure, thriving leadership, thriving partnerships and relationships, thriving economic development, and thriving lands.

Glooscap First Nation has a new Chief and Council, and bright young staff. They are working hard to rebuild the community's image, to be transparent and accountable to the people, to engage the community, and to build relationships with surrounding communities. We were honoured to be part of this journey, and look forward to continued collaboration with Glooscap First Nation.

■ Best Practices Literature Review and Scan for Development of a Children/Family Grief Support Program • Colchester East Hants Hospice Foundation (Cari, Jean, Marie-Claire, Susanna, Sue Smiley)

The Colchester East Hants Hospice Foundation contracted us to help them design a support program for children who are experiencing grief. We completed a best practice literature review and a program scan, and examined best/promising practices and programs in Nova Scotia, Canada and internationally.

This was our first (but not last!) opportunity to work with Sue Smiley, whose expertise is in grief counselling.

(Cont'd on page 4)

Recently Completed Contracts (Cont'd.)



- **Enhancement of a Health Career Website for Atlantic First Nation Youth** • Atlantic Policy Congress of First Nations Chiefs (APC)
(Jean, Berta, Trudy, Dave Klein & Beth George of Infinitives)

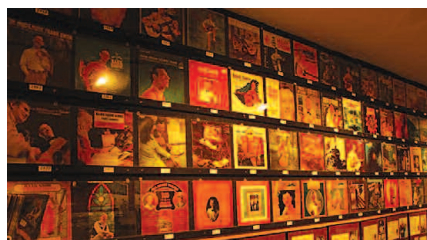


We worked with the staff of the Aboriginal Health Human Resources Initiative at APC to redevelop, update, and enhance the existing Native Health Careers website to make it more dynamic, and more responsive to the needs of Atlantic First Nations youth. It was our first time working with Dave and Beth, who are based in Beach Meadows, Queens County, and hopefully it won't be the last. The enhancements to the website included researching and updating information on almost 50 health careers – including typical job responsibilities, skills and training required, schools offering training, and job growth and salary potential; creating web pages for each post-secondary institution offering the training (primarily in Atlantic Canada); and researching and updating information regarding Aboriginal-specific and program-specific scholarships. Thanks to Berta and Trudy for your work in completing this huge task! We also developed a fun online tool to generate matches between website users and career profiles. You can check it out at www.nativehealthcareers.ca

- **Evaluation of the Mi'kmaq Legal Support Network (MLSN)** • Nova Scotia Department of Justice
(Cari, Jean, Penni)

We are just wrapping up our contract to evaluate the work of MLSN. We have been working closely with MLSN, the Nova Scotia Department of Justice, and Justice Canada to complete this work. MLSN offers supports to Mi'kmaq and Aboriginal peoples going through the criminal justice system (either as wrongdoers or as victims). We first developed a logic model and evaluation framework for conducting the evaluation, and then created the data collection tools (the methods included a document/database review, key informant interviews, focus groups, and a web survey). It has also been important to place MLSN's work and the evaluation findings in the context of the Royal Commission on Aboriginal Peoples in Canada and the Royal Commission on the Donald Marshall Jr. Prosecution, because the recommendations have significant implications on MLSN's vision and the direction of Aboriginal justice in Nova Scotia. We have shared the evaluation report with MLSN's Board of Directors, and will be sharing it with the full working group in Eskasoni in December.

- **Facilitation and Report Writing Services – Community Museums Assistance Program (CMAP) Review** • Nova Scotia Department of Communities, Culture and Heritage (DCCH)
(Jean, Cari)



Over the summer, we worked with the DCCH to design and facilitate a meeting with government and non-government participants involved with community museums. The purpose of the meeting was to gather input about improving the administration and delivery of the provincial CMAP, which provides funding for community-based and community-run museums. The DCCH has been keen to turn the program over to the provincial museums association, so at the meeting it was critical to look at all aspects of the program from all angles before decisions about any changes could be made. Following the meeting, we developed a summary report that reflected the discussions and feedback of those participating for improving the program administration and delivery.

- **Workshop Facilitation** • Association of Nova Scotia Museums (ANSM)
(Jean)

As a follow-up to the CMAP work described above, we designed a process for the ANSM Board to consider what recommendation(s) they would bring to their annual general meeting regarding the CMAP. We used a technique called *the Six Thinking Hats* (http://www.mindtools.com/pages/article/newTED_07.htm) that allowed the group to look at the issue from all angles. It worked very well and it's one we'll keep in our 'tool box'. The Board came out of the day with a clear strategy for the AGM, and an understanding of what the Association required from the Province in order to move forward.

What's Been Happening At Horizons

Spring Into Action 2013



Spring Into Action 2013 saw 44 teams register for the challenge, with a total of **457** participants. People from Newfoundland, Prince Edward Island, Nova Scotia, and Saskatchewan joined us for the challenge. As you know, the goal is to engage in physical activity 30 minutes per day, five times a week for all six weeks of the challenge. We had 235 individuals who qualified for the grand prize by meeting this goal. There were 15 teams that qualified for the grand prize by all the members of the team meeting the goal. In total, our participants in the challenge logged a staggering 899,907 minutes of physical activity over the six weeks, doing a wide variety of fun and interesting activities. The 2013 individual grand prize winner was **Nancy Neil** of the **Super Physical Defenders** team and our team grand prize winners were the **Blue Crew** from Yarmouth. Congratulations to everyone on a terrific challenge, and we look forward to seeing you next year!



Kaleigh French Reaching Out Globally Society (KFROGS) 2013



Cari, Carol French and Tammy Johnstone, KFROGS mascot

The **2013 KFROGS Legacy Run/Walk** was a great success and raised about \$6,000 for the *Kaleigh's Kindred Spirit Award*. As you may know, the event is held in memory of **Kaleigh French** and raises funds to support local youth learning and doing development work in other countries. In six years **KFROGS** has raised approximately \$70,000 from the *Days for Global Change*, and so far has awarded almost \$47,000 to 32 Nova Scotia youth (mostly from the Valley). These youth work in several countries in Africa, Central America, and South America. They go to other parts of the world, do good work there, learn about other ways of being in and experiencing the world, and they come home with expanded horizons, and better analyses of the way things are and the way things work. **Horizons** is a proud sponsor of this event every year.

Glooscap Celebration



In recognition of *Mi'kmaw History Month*, **Glooscap First Nation** held an open house and celebration on October 19th. It was a wonderful opportunity to meet community members; hear stories; learn about Mi'kmaw culture, language and history; and participate in a round dance! Cari and John Colton and friends attended the event and had a wonderful time.

Study Tour of the Valley July 6th, 2013



WIU students at Grand Pré Historic Park.

A group of students from Western Illinois University arrived in the Valley on July 6 to enjoy the rich cultural experience of the Wolfville area, and to visit and learn about local community development and social entrepreneurial initiatives. The students were participating in a French language immersion course at the Université de Moncton and we hosted them for the day. We visited Grand Pré National Historic Site, Just Us Coffee Roasters, the Wolfville Farmers' Market, Taproot Farms, the Kings Cultural Mapping Project, and finished the day with supper on the beach at Hall's Harbour. We've been considering offering study tours of the area and had a good time with this one, so may offer more.

Community Development Exchange with the University of Kentucky and Acadia



L-R: Jean, Ron Hustedde, Bryan Hains, Cari, and John Colton pictured amongst the vines at Luckett's Vineyard in the Gaspereau Valley.

We have connected with our colleagues and friends at Acadia and the University of Kentucky to create a unique opportunity for students studying community development. **Ron Hustedde** and **Bryan Hains** visited the Valley in August to explore opportunities for collaboration. *(Cont'd on page 7)*

What's Happening... (Cont'd.)

Exchange...

We arranged meetings with John and others teaching in the new community development program at Acadia, and visited several local initiatives, including the Municipality of the County of Kings (to discuss the *Action Plan for Ending Racism and Discrimination*), the Deep Roots Music Festival, the Nova Scotia Community College, the Fundy Film Society, and Just Us Centre for Small Farms (we also managed to fit in some kayaking and several incredible meals).

One of the results of this time together was an agreement to create opportunities for students in both universities to think about and help implement components of the *Action Plan*. Another result was new and strengthened relationships and friendships. From January to May, students at both universities will be actively engaged with our work on the *Action Plan*. We will be skyping, emailing, and teleconferencing, and we have built in a critical reflection component to our collaboration, so we can learn as we go, and build our foundation for future collaboration. **Stay tuned!!**

Kettering Foundation Exploration of Community Development and Democracy



Kettering group participants at the Shaker Village

In November, Cari was fortunate to travel to Kentucky, for the third meeting of the **Kettering Foundation's** (<http://kettering.org/>) group that is exploring the links between community development and democracy. The first two meetings were held at the Kettering Foundation's campus in Dayton, Ohio; this meeting was held at the Shaker Village of Pleasant Hill (<http://www.shakervillageky.org/>), a beautiful restored Shaker village in the rolling hills of Kentucky, with 40 miles of trails for walking, running, and riding horses.

While spending an exciting few days with a group of intelligent and curious people from across the USA (and one participant from Scotland), Cari learned about the history of the Shakers (they believed that men and women were equals and both created in the image of God); and about their music, worship, and dance (they were nicknamed Shakers because they worshipped through dance as the spirit moved them). The group also enjoyed an educational (and fun!) bourbon tasting session. And in keeping with tradition, **Cari and James Calvin** (with whom Cari served on the International Association for Community Development, or IACD Board) enjoyed an ice cream together (an event which has occurred in about eight countries!!) – this time treating the whole group.



Cari & James Calvin toasting the group with ice cream.

While there were many specific learnings at this gathering related directly to community development practice, the biggest takeaway for Cari is reinforcement of the importance of building relationships, and how they create a foundation that makes anything and everything possible in communities. Cari and Jean and Esther Farmer will be exploring the notion of fostering magic and transformational moments in community development processes as they prepare an article for the Kettering group's special issue of the journal of the Community Development Society.

Les Misérables



Horizons was a proud sponsor of the Winds of Change (WOC) production of Boubli's and Schönberg's *Les Misérables*, which played eight sold-out shows at the Astor Theatre in Liverpool in November.



Greg, Jean and Phyllis Tutty (Ad Sales) obviously taking the job very seriously

Jean was asked by the WOC Board a year ago to be the production's producer, and it's been a whirlwind of rehearsals, meetings, promotional activities, and fun ever since. The production is the group's biggest in its forty year history, with a cast of 40 and at least that many people behind the scenes. Jean was responsible for all elements of the production that happen off the stage. Our own **Greg Tutty**, Horizons graphic designer, created all the promotional pieces and a full-colour 28-page program.

Spring Into Action 2014

Spring Into Action Challenge 2014 will be happening April 7 to May 16, 2014. Watch our website at <http://www.horizonscda.ca/sia.php> for more details.

Please Note...

HOLIDAY BREAK – Horizons will be closing for the holidays at noon on Wednesday, December 18th, and reopening Monday, January 6th, 2014.



Updates From our Team Members



Barbara Kaiser (Circle of Associates) has been working with the Nova Scotia Department of Education during this past year developing a series of webinars and guides for teachers on the topic of preventing and addressing bullying and cyberbullying. The project emphasizes prevention, creating a safe and caring environment, addressing peer norms and recognizing and understanding what bullying is, who the players are, and the best ways to empower all students to become up-standers instead of bystanders.



Josephine McDonald (Administrative Assistant pool) is now an independent Scentsy consultant who is helping out with the project Helping the Homeless in HRM, donating 20% of her commission from orders placed on her website: http://josephine mcdonald.scentsy.ca (under Helping the Homeless in HRM) or through her when they mention this project. Information about Helping the Homeless in HRM can be found on Facebook at https://www.facebook.com/pages/Helping-The-Homeless-in-HRM/1380642618846480. Josephine is taking orders up to December 11th to guarantee delivery for Christmas. Help support a great cause!



Erin Wolfe (Administrative Assistant pool) would like to introduce a new member of her family. Erin adopted Duke from the South Shore Vets a couple of months ago. What a beautiful new addition to your family, Erin!

Duke, Erin, & Nova

Acadia University Announces New Bachelor of Community Development



Acadia University announced September 6th that it would immediately begin offering students an opportunity to earn a Bachelor of Community Development (BCD). The new designation will eventually replace the Bachelor of Recreation Management (BRM) currently offered by the University. Students registered in Acadia's recreation management program have the option of completing their current degree or switching to the new program. Beginning in September 2014, students will only be accepted to the BCD program.

Within Acadia's BCD program there will be four areas of concentration, all consistent with what is being offered today and in high demand by the profession:

- Recreation Management: Developing the skills and knowledge required to pursue a career in municipal, non-profit or commercial recreation;
Community Wellness: Developing the knowledge and skills to pursue careers in community wellness, health promotion and leisure services;
Social Advocacy and Activism: This area of study focuses on leadership and social change skills to build strong, healthy and vibrant communities based on equity and social justice; and,
Outdoor and Adventure Recreation: An area of study designed to support student development as a skilled leader in the expanding fields of outdoor recreation and sustainable tourism.

For more information, visit the Acadia website at http://goo.gl/a6qjYg.

"Then the Grinch thought of something he hadn't before! What if Christmas, he thought, doesn't come from a store. What if Christmas... perhaps... means a little bit more!"

Dr. Seuss

How the Grinch Stole Christmas!

First published in 1957, How the Grinch Stole Christmas has become a much-loved classic. Recently, it was voted one of the 'Top 100 Picture Books of All Time' by the School Library Journal.



Best wishes for a joyous and peaceful holiday!



P.O. Box 2404, Wolfville, NS B4P 2S3 www.horizonscda.ca