



People Helping People Be the Best They Can Be

Annual Report 2025-2026



“Change is hard at first, messy in the middle, and gorgeous at the end.”

—Robin Sharma

Our Vision:

All people will have access to choices and the freedom to live personally satisfying and meaningful lives!

Our Values

The Sunset Community holds our core values as foundational in the way we work with one another and the individuals we serve.

Collaboration

We support and encourage the positive involvement of all partners; prioritizing persons-served recognizing their voice, preferences, and expertise in shaping their own lives.

Accountability

We take responsibility for our actions, decisions, and their impact. We use our resources creatively and responsibly to uphold each person’s rights and choices. We are transparent and truthful in how we answer for our work and the outcomes it creates.

Respect, Dignity, and Compassion

We begin with the strengths, aspirations, and autonomy of each person. Everyone has the right to grow, learn, and direct their own life. Every person and culture deserves to be treated with dignity, respect, and compassion.

Excellence

We are committed to upholding the highest quality of rights-based support to those we serve through the pursuit of best practices and lifelong learning.

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Dedicated to
Edith MacKay
 July 22, 1953 - July 30, 2025

This year’s annual report is lovingly dedicated to the memory of Edith MacKay. For more than four decades, Sunset was the place she cherished most, the home she called her “very favorite family home.” May her presence continue to guide us, reminding us that love, patience, understanding, and kindness are the truest and strongest words we can live by.

The Sunset Community's Board of Directors 2025-2026

Board Chair

Jennifer Houghtaling

Vice Chair

Jane McPherson

Treasurer

Alan Webb

Members At Large

Mark Scott

Robert Barnes

Brenna Koneczny



Board Chair Message

Jenn Houghtaling

Another year of meaningful progress and transformation has come to a close. I'm continually impressed by the vision we set and the way we follow through, this organization stands out as one of the most forward-thinking and dedicated teams I've had the privilege to be part of. I'm truly grateful for each and every person who contributes to this work.

While 2025 brought its share of challenges, we are stronger because of how we faced them - thoughtfully, collaboratively, and with purpose. We've built a clear path forward, one that ensures our residents have the choice to remain here in Pugwash, in a community they love, where they feel at home and surrounded by relationships that have become like family.

Well done, everyone. There is still important work ahead, but I have every confidence in what we can accomplish together.

Thank you,
Jenn Houghtaling
Board Chair



CEO Message

Julie Hoeg

The most important indicator of any organization's success is the dedication of its team. This past year has been one of big changes across all areas of our organization; however, the commitment and hard work of our team have been clearly reflected in our progress. We have continued to evolve—shifting services, embracing new mindsets, and planning thoughtfully for a sustainable future.

I am honored to work alongside such an exceptional group of individuals as we strive for continuous improvement and advance the understanding of true inclusion. I extend my sincere thanks to our Board of Directors and the entire Sunset team for their openness to new ideas and approaches. Your commitment, passion, and creativity are making a meaningful difference.

Looking ahead, I am encouraged by the important milestones before us, including welcoming the first individuals into their new homes at Sunrise Landing, supporting more people as they transition into community living, and strengthening our workforce through initiatives such as Forever Change, ASIST, and our enhanced onboarding process. These priorities, along with several key projects, are paving the way for a strong and sustainable future.

This year—and those to come—represent a critical period of transformation for people with disabilities in Nova Scotia. The responsibility to be informed, welcoming, and inclusive rests with all Nova Scotians. Together, this shared commitment will be essential to achieving meaningful and lasting success.

We gratefully acknowledge that our work is made possible through funding from the Province of Nova Scotia, and we remain committed to delivering value and positive outcomes for Nova Scotians.

I look forward with optimism to the opportunities and progress ahead.

Julie Hoeg
Chief Executive Officer



The History of Sunset

For more than 130 years, the Sunset community has supported individuals with disabilities. What began as an institutional “asylum for the harmless insane” has evolved into a modern, person centered service provider grounded in **choice, dignity, and inclusion**. Over the decades, both our model of care and our physical environment have transformed to reflect changing values, best practices, and the voices of the people we support. The Roadmap to Transformation in 2013 signaled that the intention to close institutions across the province was imminent. Sunset began working to provide transition planning services and support the people wanting to move, and to secure their new homes. We began investing in Person-centered Care education for more than one hundred employees and replaced the routine annual planning processes with Person-centred planning review. These changes would lay a strong foundation for the world we are now adapting all systems and education to.

The finding of systemic discrimination against the province of Nova Scotia on behalf of Persons with Disabilities and the resulting Remedy Report ensured that de-institutionalization would happen in a more focused and supported manner. Since winter 2025, the Sunset Community has been working closely with the Disability Support Program staff to help support the individualized planning process and transitions. The first step in the planning is to build the relationship between the individual and their Individualized Planning Support Coordinator (IPSC). Planning is done on a person-by-person basis and naturally takes longer than the historical manner of “placing” people into homes vs building lives and making plans based on choice.





OUR CARING COMMUNITY

HEALTH & HOLISTIC SERVICES

This past year has been one of change, growth, and collaboration within Health & Holistic Services. Throughout this time of transition, we have remained grounded in Sunset Community's mission and values, with a continued commitment to person-centered, respectful care.

This year also marked a significant leadership transition with the retirement of Gina Rushton after more than 40 years of dedicated service, including five years as Director of Health and Holistic Services. I am honoured to step into the role of Director of Health Services, with deep respect for her legacy and a strong commitment to building on the foundation she established.

While change often brings challenges, it also creates opportunities for growth. Our focus this past year has been on strengthening systems, supporting staff, and preparing for continued movement toward community-based care.

Building Capacity and Strengthening Systems

A key priority this year has been strengthening staff capacity and foundational systems to support a sustainable and evolving care model.

This has included:

- Enhancing orientation and education for Residential Counsellors (RCs) and Community Support Workers (CSWs)
- Expanding clinical knowledge, including diabetes management competencies
- Updating health-related policies and procedures to strengthen consistency, best practice, and long-term quality assurance

These efforts support both current operations and staff readiness for community-based service delivery.

Collaboration and Service Transition

Collaboration has been central to progress over the past year, both internally and with external partners.

Key advancements include:

- Development of standardized assessment, transition, and discharge planning tools
- Creation of Transition Planning RC roles to support residents working with IPSCs
- Successful transition of two residents into community living under the new IPSC model, with thirteen others actively in planning
- Successful individual transitions, including a resident moving to supported independent living in Truro, demonstrating strong self-advocacy and positive adjustment. Additionally, a resident transitioned from ARC to Driftwood Cottage, better aligning with their preferences and supporting increased independence.

- Strengthened partnerships with external providers to support individualized living options

We recognize the leadership of Sherri Hawkes, Manager of Quality Initiatives, whose coordination has supported strong communication and alignment across teams.

We also continue to demonstrate our commitment to aligning with Remedy requirements, ensuring processes and practices are consistent with system expectations and standards.

As a result of these efforts, the ARC census has gradually adjusted to align with broader system direction and a more coordinated, person-centered approach to care transitions. Together, these efforts have contributed to a decrease in census by six residents between June 21, 2025, and May 12, 2026 (one natural death, one hospital discharge, one transfer to Driftwood Cottage, and three transitions to the community), reflecting both evolving care needs and intentional transition planning. As of May 12, 2026, the census stands at 37 residents at the ARC and 8 residents at Driftwood Cottage.

Supporting Evolving Care Models

Sunset Community continues to support a shift toward more individualized, community-based living.

This work has included:

- Promoting independence through skill development (meal preparation, budgeting, transportation, daily living)
- Encouraging a "doing with" approach to care
- Expanding access to community activities and social inclusion
- Adapting supports to be more flexible and individualized

Staff have demonstrated adaptability and engagement throughout this transition, continuing to grow and evolve in their roles.

Residents have also benefited from increased opportunities for community engagement, including regional day trips, train travel, and accessible cultural experiences such as live theatre with sign language interpretation.

System Planning and Nursing Strategy

We are actively contributing to the development of a provincial nursing strategy to support individuals transitioning to community living. This work has highlighted the specialized role of nursing in disability support, particularly in medication management, clinical monitoring, and care coordination.

Planning is underway to explore models for delivering nursing services and clinical oversight in community settings, ensuring care remains coordinated and responsive.

Quality, Safety, and Clinical Oversight

Maintaining quality and safety remains a core focus.

Over the past year, we have:

- Strengthened medication management and clinical oversight processes
- Enhanced tracking and follow-up related to health and clinical incidents
- Maintained strong licensing readiness and addressed inspection findings within required timelines
- Continued risk monitoring, with focus on falls prevention, behavioural safety, and medication risks
- Positive individual health outcomes, including significant lifestyle-related weight improvement and improved diabetic management, achieved through strong collaboration between residents, staff, and families.

Infection prevention and control practices have also been strengthened through updated policies, strong vaccination uptake, and improvements to clinical infrastructure.

These efforts, along with ongoing policy and procedure updates, support consistent practice and sustainable quality assurance.

Infrastructure and Program Enhancements

Investments in environment and programming have supported both quality of life and alignment with evolving care models.

This includes:

- Completion of the Driftwood Cottage kitchen renovation by Cripps and Sons, enhancing functionality and shared living space
- Ongoing bedroom refreshes, including fresh paint, updated bedding, and new furnishings, improving resident comfort and environment



Looking Ahead

The Sunset Community remains committed to:

- Strengthening community-based supports
- Promoting independence and quality of life
- Supporting staff through ongoing learning and development
- Maintaining high-quality, person-centered care
- Advancing planning for community-based nursing services and clinical oversight

Summary

This year reflects both stability in our core practices and meaningful progress in adapting to a changing service landscape. The adaptability and commitment of staff have been key to maintaining consistent, high-quality care throughout this period of transition.

Through strong clinical oversight, collaboration, and a focus on continuous improvement, Health & Holistic Services is well-positioned to support ongoing system change while ensuring care remains responsive, coordinated, and person-centered.

HUMAN RESOURCES

Our people remain at the heart of everything we do. Over the past year, the Human Resources team continued to focus on attracting, supporting, and retaining a skilled and compassionate workforce while navigating organizational change and growth. Through ongoing recruitment efforts, leadership transitions, investments in technology, and a continued focus on employee retention, we have strengthened our capacity to provide high-quality supports and services. The progress reflected in this section highlights the dedication of our employees and the organization's commitment to creating a positive, efficient, and supportive workplace.

Recruitment and Onboarding

Over the last year, 2600 applications were received, leading to 306 pre-screens and 100 interviews being held. This resulted in 39 new employees for our organization.

This Fiscal Year saw changes to our management team, with the retirement of Gina Rushton (previously Director, Health & Holistic Services) after 40 years of service with the Sunset Community. Miranda Purdy was promoted to Director, Health Services to fill part of Gina's role, with CEO taking on remaining pieces. Brent Wilson moved into the Education Coordinator role and is overseeing all things related to education. Angela Stewart (Financial Services Coordinator) also retired after approximately four years of service, and Philena Trenholm took on this role under the Controller title.

Retention

For the third year in a row, retention has improved, this time significantly. In 2022-23 Fiscal Year, our turnover was 33.9% — nearly double the industry average at the time. This year however, we are down to 14.76%, which is our second consecutive year below the industry average and a 7% decrease from last Fiscal year.

Technology

The organization is continuing to rely on MS365 suite, introducing streamlined processes in as many areas as possible, relying on automations to reduce the number of tasks requiring manual completion. Share-Point continues to be a good single-source location of information for staff, and its use is broadening.

Personnel Data

The organization employs 211 people, reflected by 32 management/administration personnel, approximately 131 in the Union, and 23 in the supported employment program.



EDUCATION

Over the past several months, significant progress has been made in strengthening internal training systems, enhancing staff engagement, expanding instructional offerings, and developing new revenue-generating community education opportunities. These efforts have supported workforce readiness and compliance while also strengthening organizational resilience, staff confidence, and community presence.

Key Areas of Growth and Achievement

Expansion of Training Portfolio

While continuing to support core competencies, the Education Department has expanded into several high-impact areas, including:

- Psychological Safety in the Workplace
- Documentation Standards
- Safe Handling & Mobility Training
- Inclusion, Diversity, Equity & Accessibility (IDEA)

This expansion reflects a strategic focus on both operational excellence and workplace culture, ensuring staff are equipped with the technical, interpersonal, and safety-focused skills needed in today's care environment.

Mandt recertification has also been completed, enabling delivery of the enhanced Mandt 3.0 curriculum.

Staff Development & Training Delivery

Advancing staff competencies has required flexibility and innovation. Key strategies have included:

- Promoting greater staff accountability for attendance
- Consolidating shorter sessions into full-day learning opportunities
- Streamlining scheduling to reduce operational disruption

These approaches have improved access to training while making more efficient use of staff time and organizational resources.

Community Engagement & Revenue Generation

A major development this year has been expanding training services to external partners. The department now delivers:

- ASIST Training
- Mandt Training

This has strengthened community relationships, increased regional visibility, and created a reliable supplementary revenue stream. Ongoing demand reflects both the quality of instruction and the organization's growing reputation as a trusted education partner.

Recognition of Collaborative Leadership

The department's success is grounded in collaboration and mentorship. Special recognition is extended to:

Amanda Purdy – ASIST Co-Trainer

Her complementary training style has been key to the program's success. Together, we advanced from Provisional to Certified ASIST Trainers this year.

Leah Brander – Co-Developer, Forever Change Program

An exceptional partner in both development and delivery, Leah has played a central role in building this initiative.

Miranda Purdy, Sherri Hawkes, Staff Nurse Supervisors, and Peer Mentors

Their ongoing mentorship, leadership, and willingness to support peer learning have been instrumental to the department's growth.

Training Impact

Since implementing the Mandt program, 866 staff and community members have been trained—an important milestone reflecting the department’s expanding reach.

With current momentum, we anticipate surpassing 1,000 trained individuals by the next AGM.

Closing Remarks

I would like to extend sincere appreciation to Julie for her trust, guidance, and continued support throughout my transition into the Education Coordinator role.

This opportunity has been both professionally rewarding and personally meaningful. The progress achieved to date reflects strong leadership and a collaborative organizational culture.

I look forward to continuing to expand educational initiatives, strengthen staff development, and build meaningful partnerships that support both organizational excellence and community impact.



Looking Ahead

Food Handler Instructor certification will be added this month to:

- Provide in-house food safety training
- Strengthen new hire orientation
- Increase self-sufficiency in mandatory training delivery



LIVES IN MOTION

LIFESTYLES DEPARTMENT

During the 2025–2026 year, the Lifestyles Department facilitated 2,857 one-on-one engagements and 431 group activities, reflecting a strong commitment to participant choice-based activities, meaningful engagement, and community inclusion. In addition, the Sensory program provided 992 one-on-one engagements that enhanced participant well-being and individualized support. The Sensory Coordinator also continued to assist participants with Occupational Therapy (OT) exercises and sensory-based programming tailored to individual needs. In addition, the Sensory Coordinator regularly joined the Lifestyles Department in group activities, special events, and community outings, helping to promote participation, inclusion, and meaningful community engagement.

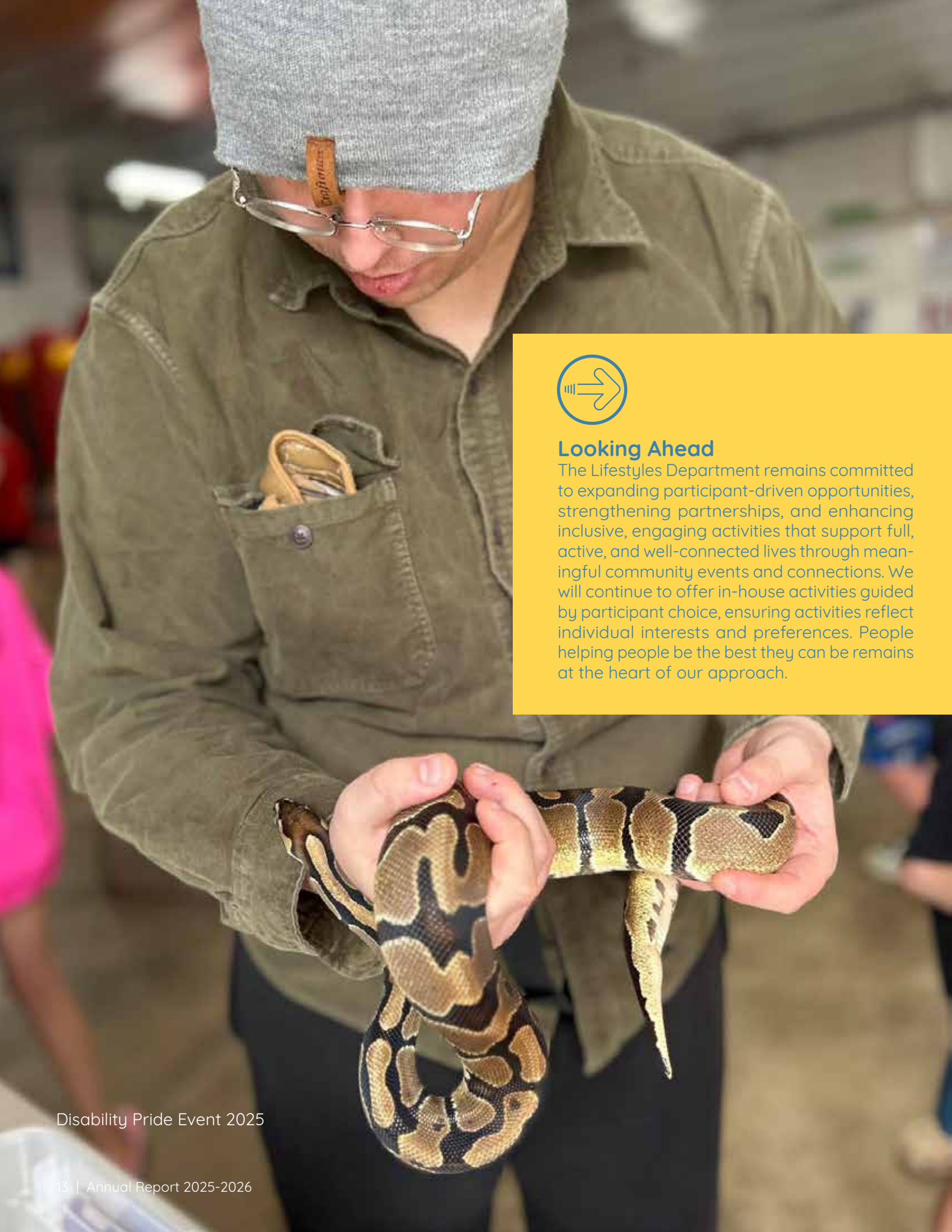
Participants also enjoyed a wide range of recreational, social, and skill-building opportunities, including beach outings, swimming at the Rath Center and the YMCA, visits to local farms, ice cream trips to Pugwash Park, shopping trips, dining at local restaurants, movies at the theater, and regular community outings. Popular activities such as senior socials, yard sales, community dinners, karaoke, community bingo, basketball games at local high schools, and visits to the Pugwash Library fostered strong community engagement. Participants also enjoyed attending local hockey games to cheer on the Amherst Ramblers and the Truro Bearcats. Additionally, participating in activities at the Social Hub helped promote inclusion and provide engaging experiences, including pet therapy, kitchen parties, dances, craft time, sensory activities, and interactive programming using ViewSonic television.

Community involvement also extended to participants attending the Disability Pride event in Amherst, the Inclusion and Access Awareness event hosted by the Social Enterprise team, community dances, community dinners, parades, karaoke, and movies at the Capitol Theatre in Oxford, live music events at the Amherst Mall, July 1st festivities, Crossroads, and the Elm Tree. Additional highlights included the Sunset Fall Fair, the Terry Fox Walk, participation in the first annual Haunted Halloween Walk in partnership with Social Enterprises, a successful Winter Carnival hosted in collaboration with the Social Enterprise team and the Village of Pugwash, and a memorable trip to Halifax for the GLO light experience. Support was also provided to participants attending the monthly self-advocacy meetings at the Social Hub. Social Enterprises, Lifestyles, GOVRC, and the Bridge Workshop are working collaboratively toward starting the first chapter in Cumberland County, with ongoing support and guidance from People First. We are continuing to work toward this goal for the future.

Seasonal activities including weekly Special Olympics practices and winter curling were made possible through the support of dedicated volunteers. In the summer, pickleball sessions at the Sunset Courts were enjoyed by both participants and staff and were led by dedicated volunteers.

In addition, popular in-house activities included cooking and baking, crafts, tie-dye, bingo, card games, puzzles, sing-alongs, beauty time, and regular use of the games room for darts, pool, and air hockey. Coffee and Conversation, along with the Saturday Night Ho-Down, remained weekly favorites. Monthly entertainment by Bruce Elliott, funded by the Sunset Community Auxiliary, was a highlight. The Gospel Light Church continued to visit once a month, offering a well-attended, meaningful activity that participants enjoyed. Participants also enjoyed gardening and growing vegetables, and cooking meals and baked goods. Skill development remained a key focus, particularly in safe food handling, proper handwashing practices, knife skills, and kitchen safety.

The Sensory Program continued to play an essential role in supporting the well-being of participants, with daily use of the sensory room. Sensory-based experiences were also integrated into community outings, recreation, and daily activities. The Sensory Coordinator supported OT exercise programs, the walking initiatives, while also assisting with activities such as baking, spa time, visits to the YMCA, karaoke, movies, pet therapy, and participation in activities at the Social Hub. These highlights provide only a glimpse of the many meaningful activities and experiences offered throughout the year in the Lifestyles and Sensory program.



Looking Ahead

The Lifestyles Department remains committed to expanding participant-driven opportunities, strengthening partnerships, and enhancing inclusive, engaging activities that support full, active, and well-connected lives through meaningful community events and connections. We will continue to offer in-house activities guided by participant choice, ensuring activities reflect individual interests and preferences. People helping people be the best they can be remains at the heart of our approach.

TRANSITION COVE

Over the past year, the Transition Cove has continued to provide a supportive and meaningful environment where participants can build skills, strengthen independence, and successfully transition to living arrangements of their choice.

These accomplishments reflect the dedication of all participants and staff working together toward personal goals and community inclusion.

In 2025, one participant moved to the Transition Cove and successfully completed a refresher in daily living skills, including cleaning, cooking, baking, grocery shopping, budgeting, and banking. Earlier this year, this participant successfully transitioned to a community of her choice, closer to family.

Another participant moved from the Transition Cove earlier this year into a group home, which aligned with their personal goal. This transition was successful.

More recently, a participant moved into Transition Cove and has been making strong progress in developing independent living skills with support, including laundry, cleaning, cooking, banking, budgeting, and grocery shopping.

The three participants currently living on Transition Cove have developed strong connections and enjoy spending time together. Shared activities include pizza nights, drives, coffee outings at Tim Hortons, shopping trips and walks on the trail. Transition Cove also continues to welcome other participants for social visits, cooking and baking, and participating in Community outings.

Community inclusion and connection remain a strong focus at Transition Cove. Participants are supported to engage in meaningful community activities that promote belonging, confidence, and independence. These include Tai Chi, curling, pickleball, community dances, karaoke nights, movies at the Capitol Theatre, swimming at the YMCA, pet therapy at Social Enterprises, visits to the LA Animal Shelter, darts at the Pugwash Legion, library visits, gardening, self-advocacy meetings, People First Cumberland meetings, Special Olympics, bowling, and the wood shop program.

Community engagement opportunities have also been a highlight this year. One participant worked in the Social Enterprises laundry department, while two participants supported community events such as July 1st celebrations, the Sunset Fair, and Crusin' to Crossroads as part of a cleanup crew, earning a real wage. Staff also supported a participant in running his "Coffee Guy" business on Sandy Cove, including selling coffee at the Sunset Fair and the Access Awareness event. In addition, one participant successfully completed the Store Excellence program.

Staff continue to support participants with budgeting, grocery shopping, banking, meal preparation, and other daily living skills, with a focus on building confidence, independence, and community participation.



Looking Ahead

The Transition Cove will continue to build on this progress by supporting new opportunities for growth and celebrating each participant's achievements as they work toward greater independence, confidence, and connection within their communities.



INCLUSIVE OPPORTUNITIES

SOCIAL HUB & SUPPORTED EMPLOYMENT

Throughout the 2025–2026 fiscal year, the Social Hubs and Supported Employment programs continued to focus on creating meaningful opportunities built around choice, inclusion, community participation, and personal growth across both Oxford and Pugwash. Programs were guided by the voices, interests, ideas, and goals of the individuals supported, helping shape experiences that reflected what was important to them and how they wanted to participate within their communities.

This past year placed a strong focus on supporting individuals to explore new opportunities, strengthen relationships, develop skills, and increase participation in everyday community life. Rather than programs being centered around a single location, the focus continued to expand outward into the community through recreation, wellness, employment, advocacy, volunteering, learning experiences, and social connection. Participants were supported to attend local events, explore community spaces, build new relationships, and take part in experiences that reflected their own interests and choices.

Throughout the year, individuals participated in a wide variety of recreational, educational, and community-based opportunities including cooking workshops, woodworking and wood carving, gardening, financial literacy sessions, wellness activities, music and karaoke nights, swimming, bowling, pickleball, curling, sensory exploration, creative workshops, and outings throughout the region. Community adventures included trips to Cavendish Beach, Via Rail train trip, Hidden Hilltop Family Campground, Magnetic Hill Zoo, River Breeze Corn Maze, Maple Sugar Woods, community festivals, hockey games, local restaurants, and many additional experiences chosen by participants themselves.

Community connection remained at the heart of programming. Alongside attending local events and activities, the team also worked to help create inclusive opportunities within the community where individuals could gather, participate, contribute, and feel welcomed. A major highlight this year was co-hosting the Empowering Cumberland Conference, focused on promoting inclusive employment, accessibility, and stronger community connections for persons of all abilities. The team also played an important role in supporting the development of the first-ever People First Chapter in Cumberland County, helping create additional opportunities for self-advocacy, leadership, and first voice representation within the region.

Additional highlights included hosting Inclusion in Action during Access Awareness Week, co-hosting the Disability Pride Event, organizing the annual Halloween Haunted Walk, and hosting a 2-Day Community Winter Carnival that brought individuals, families, organizations, and community members together through games, activities, entertainment, and shared experiences. Monthly Community Karaoke events and Seniors Socials also continued to strengthen opportunities for relationship building, social connection, and inclusive community participation throughout the year.

These opportunities would not have been possible without the continued support and collaboration of many valued community partners, including Schools Plus, the Village of Pugwash, Community Health Boards, the North Shore Winter Carnival Committee, Town of Oxford Recreation, The Bridge Adult Service Center, GOVRC, and the Cumberland Chamber of Commerce. Their shared commitment to accessibility, inclusion, and community engagement continues to strengthen opportunities for the individuals we support and the communities we serve. We would also like to sincerely thank the many sponsors, grant funders, donors, volunteers, and local businesses whose generosity helped make these programs, outings, events, and experiences possible throughout the year.

Supported Employment programming continued to create meaningful pathways toward employment, skill development, and increased independence. Individuals gained experience through Social Enterprises, community placements, mentorship opportunities, seasonal employment, employment readiness training, and workplace exploration. Programs such as the Store Excellence Program supported individuals in developing transferable workplace skills while building confidence and expanding opportunities for future employment. Partnerships with local businesses, schools, and organizations continued to help create individualized opportunities that reflected participant strengths, interests, and personal goals.

The 2025-2026 year reflected continued growth in community partnerships, participant engagement, advocacy, and inclusive opportunities across both locations. Most importantly, it demonstrated the importance of listening to the voices of the individuals supported and working alongside them to help turn ideas, goals, interests, and choices into meaningful experiences and opportunities within their communities.



Celebrating Abilities. Creating Opportunities.

EMPOWERING CUMBERLAND

APRIL 16, 2025
Fox Harb'r Resort
Featuring Guest Speaker
Mark Wafer

Celebrating supported employment and raising awareness of the benefits of inclusive workplaces.



<https://empoweringcumberland.eventbrite.ca>

Co-hosted by:



SOCIAL ENTERPRISE

The 2025–2026 fiscal year was one of continued growth, innovation, and community impact for The Sunset Community Social Enterprise. Through the combined efforts of Oxford Thrift Store and Laundry Service and Sunset Industries, the organization strengthened its financial sustainability while continuing to provide meaningful employment, environmental stewardship, and vital community supports across our rural communities.

Financial Growth and Stability

Combined year-end revenue reached \$338,105.58, compared to \$288,203.22 in the previous fiscal year, representing an overall increase of 17.3%. This growth reflects the continued support of our communities, dedicated staff, volunteers, and funding partners.

Oxford Operations

Oxford operations generated \$170,514.41 in revenue during the fiscal year, an increase of 17.7% over the previous year. Strong thrift store performance and continued growth in laundry services were key contributors to this success.

Sunset Industries

Sunset Industries generated \$167,591.17, representing a 16.9% increase over the prior year. Laundry services experienced particularly strong growth, while donations and community support also increased significantly.

Community Impact

The organization provided free laundry services to seniors and residents. During the fiscal year, more than 2,000 loads of laundry were completed for seniors across Oxford and Pugwash, supporting over 140 individuals in the community.

Employment and Skills Development

Approximately 24 part-time staff were employed across both enterprises during the year. Participants gained valuable experience in retail operations, woodworking production, laundry services, customer service, and recycling initiatives.

Sustainability and Environmental Initiatives

The wood shop continued producing garbage bins, waste boxes, and other products using reclaimed materials sourced through community partnerships.

These initiatives support waste diversion, environmental sustainability, and local employment opportunities.

Facility Improvements and Expansion

Important upgrades were completed throughout the year, including electrical improvements, installation of additional commercial dryers at the Oxford location, expansion at the Pugwash location included, kitchen renovations, and the purchase of equipment to support a new kindling production program.

New Initiatives

The organization introduced new product opportunities including a small garden shed and the development of a wholesale bagged kindling program designed to support future revenue growth and training opportunities.



Looking Ahead

The Sunset Community Social Enterprise remains committed to delivering meaningful community services, creating inclusive employment opportunities, and operating sustainable social enterprises. Continued support from customers, donors, volunteers, staff, and funding partners has made this growth possible, and the organization looks forward to building on this momentum in the year ahead.

COMMUNITY LIVING/ILS

The ILS team remains committed to fostering independence, inclusion, dignity, and meaningful community participation for all participants. The past year demonstrated the resilience, growth, and achievements of the individuals supported through the program, and the team looks forward to continuing this momentum in the year ahead.

Staffing and Program Growth

The ILS program experienced significant operational growth throughout the reporting year. The team expanded to include 14 full-time Community Support Workers, 3 permanent 0.5 positions, and 3 casual employees to support increasing participant numbers, growing service demands, and expanded support hours.

Demand for services continued to rise steadily, with multiple new referrals received throughout the year. Transitional support hours were introduced for several individuals preparing for greater independence and entry into the program. One individual successfully transitioned from temporary supports into their own apartment and officially joined the ILS program with ongoing regular supports. In addition, five participants transitioned into increased support hours, while three individuals moved into ILS+ services as their support needs evolved.

Program Development and System Implementation

A major operational focus throughout the year was the implementation of the Alaya Care scheduling and case management platform. Key milestones included:

- Distribution of iPads and iPhones to staff to improve efficiency and increase offsite support capabilities.
- Initial testing and phased implementation of Alaya Care
- Full staff training and system rollout beginning in February 2026
- Increased use of scheduling, billing, reporting, and data tracking functions
- Collaboration with other DANS service providers to share implementation strategies and best practices.

The implementation of Alaya Care improved staff efficiency, increased access to participant information in the field, and supported more direct hands-on support time with participants.

Program Successes

Throughout the year, participants achieved meaningful successes in independence, employment, recreation, education, and community involvement. Several individuals successfully transitioned into safer and more independent housing, while others prepared for future moves through transitional supports focused on daily living skills, cooking, budgeting, and community engagement. These transitions represented significant milestones in confidence, stability, and personal growth.

Employment and personal development remained strong areas of focus. Participants gained work experience at local events and businesses, began new employment opportunities, pursued entrepreneurial ventures, completed certifications, attended educational programs, and participated in resume building and job interview preparation. These experiences helped individuals build confidence, increase independence, and develop valuable workplace and life skills.

Participants also remained active within their communities through Special Olympics programming, volunteer work, public speaking opportunities, advisory committees, craft sales, and social events. Recreational activities included curling, bowling, basketball, fishing, yoga, karaoke, travel experiences, educational tours, holiday celebrations, and community outings that promoted wellness, social connection, and inclusion.

Staff supported individuals in accessing important community resources such as food programs, mental health and addictions services, tax clinics, legal supports, libraries, and furniture donations. Participants were also supported through significant life events including grief, family loss, health concerns, and legal matters, reflecting the program's continued commitment to individualized, responsive, and person-centered support.



Looking Ahead

As the program moves into the next reporting year, several priorities and developments are already underway. Key focus areas include:

- Continued expansion of the ILS program and transitional supports
- Supporting additional participant moves into Sunrise Landing Apartments and other safer housing opportunities.
- Ongoing recruitment and staffing growth to meet increasing service demands.
- Increased collaboration between Community Living and Holistic Services teams to develop Community Nursing Supports
- Further development and implementation of the medication self-administration assessment tool.

Annual participant reviews will continue throughout the upcoming year to ensure supports remain responsive, individualized, and reflective of participant goals and changing needs.



CARING STEWARDSHIP

MAINTENANCE & SAFETY

The Maintenance Department plays an essential role in keeping The Sunset Community safe, functional, and compliant across our sites. While much of this work happens quietly behind the scenes, it supports almost every part of daily operations.

A key responsibility of the department is overseeing the operation of Sunset's wastewater treatment plant. This ensures wastewater is properly treated before being released into the Pugwash River and that all requirements set by Nova Scotia Environment are met. Strict treatment and testing processes are followed throughout the year, with an annual report submitted to demonstrate compliance and due diligence.

The team also monitors drinking water quality through regular microbiological testing of wells across Sunset's various sites. This ongoing work helps ensure safe drinking water for the people we support, employees, and visitors.

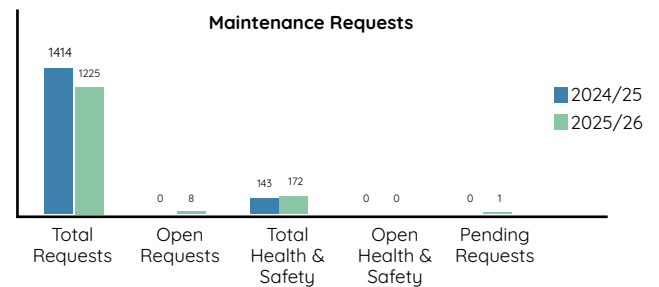
In addition to environmental and water responsibilities, the department maintains Sunset's fleet of 10 vehicles. Regular service and maintenance are completed, and vans are inspected twice yearly to ensure compliance with Traffic Enforcement requirements.

The skills within the Maintenance Department are broad and practical. Staff bring knowledge in areas such as basic mechanical work, electrical, plumbing, heating and cooling systems, air exchange, sprinkler systems, fire suppression systems, and alarms.

Their work covers a wide range of equipment and systems, including boilers, pumps, generators, emergency lighting, laundry equipment, commercial kitchen equipment, internet and Wi-Fi systems, and include other equipment such as powered hospital beds, lawn mowers, assistive devices, drinking water filters, UV lights, kitchen exhaust fans, and the sewer treatment plant, to name a few.

The Maintenance Department's work is critical to safety, comfort, compliance, and the smooth operation of The Sunset Community. Their efforts help ensure that our buildings, systems, vehicles, and essential infrastructure continue to support the people who live, work, and participate in our community every day.

The chart below displays the total number of maintenance requests over the last two fiscal years with a summary of our operational projects and purchases below.



Operational Projects and Purchases

- HVAC systems health check
- Replaced insulation around ductwork on the south roof
- Front entrance painted, new sign
- Landscaped flower beds
- Exterior of building and all windows washed
- Prepared for Sunrise Landing announcement dignitaries visit
- Training centre - furniture moved back ready for use following YMCA moving out
- Generator/ATS - new controller and surge protector installed
- Fair day preparation
- Hot water pump replaced
- Welding work and service completed on the Driftwood Cottage generator
- Winter prep - undercoating and changing tires on vehicles, bulk and bagged salt ordered/delivered
- Elevator upgrade on door operator
- Completed and submitted the annual effluent data for the ARC to NS Environment

FRONT ENTRANCE IMPROVEMENTS



before



after



Training Highlights

- 4 x Fall Protection Training
- 5 x Confined Space Training
- 1 x Mandt
- Assisted Psychological Safety in the Workplace

Inspections, Equipment Serviced, and Licensing

- Annual inspection of fire extinguishers - July
- Kitchen suppression system inspection - June and January
- Annual fire suppression/alarm/sprinkler systems inspection - July
- Licensing - July and January
- Blower motors for treatment plant serviced (done biennially in the summer)
- Annual service on generator - September
- Annual tractor service - October
- Annual service on boilers and furnaces - October
- Lifts, tracks and tubs - HANS / Igility completed inspections - August/September
- inspections - April and October
- Otis elevator condition report for license renewal - October
- Elevator license renewed (every 3 years by December)
- Quarterly sprinkler system inspections - April, July, October, January
- Annual inspection of backflow preventor - October

COMPLETE BUILDING WASH

before



after



JOHS Committee News

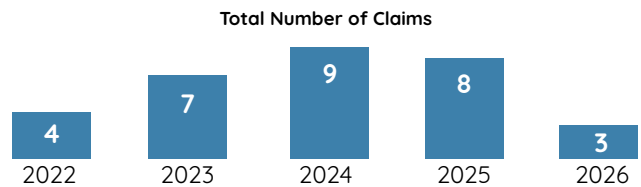
Highlights from this past year:

- Health & Safety Topics are posted regularly to our social media page for awareness
- Safety Leadership – focusing on compliance with H&S law and Sunset’s Safety Management System
- Completed annual JOHSC audits
- Reviewed and revised policies and procedures pertaining to Health and Safety
- Two members attended in person JOHSC education by Aware NS
- Members took part in H&S Quizzes and Hazard Hunts
- The Workplace Violence Prevention Committee commenced the review of Sunset’s Workplace Violence Prevention program and producing a prevention plan for each worksite
- Developed a Psychological Safety Program with our Educator for rolling out to all staff in 2026

WCB and Injury Reports

- From April 1st, 2025, to March 31st, 2026, there were 6 compensable WCB claims.
- Five of those claims were sprain/strain type injuries and 1 was a cut to the hand for a Dietary Service Worker.
- The cost of these claims was \$11,672.18 so far in temporary and health care benefits, this is up 57% on the previous year’s claims.

The following charts show the number of claims each calendar year and the types of injury:



Types of Injury	2022	2023	2024	2025	2026
Back/Pelvic		2	1		1
Multiple		1	3	2	
Shoulder	1	1	1		2
Neck/Chest	1	1		1	
Arm/Wrist/Hand			1		
Leg/Lower Extremities					
Foot/Ankle	2	1	1	1	
Face/Head		1			
Body Systems				1	
Fingers Toes			2	3	

SUPPORT SERVICES

Support Services continue to work collaboratively to provide a clean, safe, comfortable, and welcoming environment for our residents. Our Housekeeping and Laundry Departments continue to do what they do best each day by maintaining high standards throughout the home and ensuring residents' living spaces, linens, and common areas are cared for with pride and attention to detail.

Within the Dietary Department, staff have taken recent changes in stride with the introduction of the new alternative menu designed to provide residents with more choice and flexibility at mealtimes. While residents continue to have the option of the daily featured lunch and supper menu, those looking for an alternative may now choose from several additional options including soup or salad with a sandwich, lasagna with Caesar salad, beans and wieners, one-piece fish and chips, or pepperoni pizza.

By expanding meal options and offering familiar comfort foods alongside the daily menu, the department is working to enhance resident satisfaction, independence, and overall dining experience through a more person-first approach to care.

The department is also currently collaborating on training initiatives for staff who will be transitioning to community-based work alongside residents. A key focus of this education will be IDDSI standards and supporting residents who require texture-modified diets. This training will build upon the knowledge and practices already established within the Dietary Department to help ensure staff are equipped to safely support residents' nutritional and dining needs within a community setting.

Support Services is also pleased to welcome back our Director of Support Services following a leave of absence. We are happy to have her return to the team and look forward to continuing to build on the positive work taking place across all departments.





A TURNING POINT

THE REMEDY

The Remedy is a province-wide transformation of disability support services in Nova Scotia, focused on ensuring that people with disabilities have greater choice, independence, and opportunities to live meaningful lives in their communities. Grounded in human rights and person-directed planning, The Remedy is reshaping how supports are delivered by moving away from institutional models and toward flexible, individualized services that reflect each person's goals, preferences, and aspirations. As service providers across the province adapt to this new approach, organizations like The Sunset Community are helping to create more inclusive communities where people can live, work, and participate in ways that are meaningful to them.

The Remedy represents the most important and impactful phase of change in our organization's history. As individuals move to the communities of their choice, we are participating in a historic shift for Nova Scotia—one that affirms the right of every person to live an ordinary life in the community. We continue

to collaborate closely with Individualized Planning and Support Coordinators to develop meaningful, person driven plans. Two individuals have already moved through this process, and many more are actively preparing for their next chapter.



OPENING NEW DOORS— FUTURE SERVICES

Sunset remains committed to being a service provider for anyone choosing our services in the future. We anticipate continued growth in our Community Living program, offering individualized support throughout Cumberland County based on each person's needs.

Our social enterprise programs will also continue to expand, providing supported employment opportunities that offer real work for real wages and meaningful connections with local employers. We work alongside both employees and employers to ensure positive, sustainable outcomes. At the heart of all future services is a simple belief: every person has hopes and dreams, and we are here to help them achieve their goals. Sunrise Landing's completion will ensure individuals have the option of staying in Pugwash.

Future Services offered throughout Cumberland County to include:

- Community Inclusion Supports
- Education – ASIST, Forever Change, Mandt, Safe Food Handling
- Employment Services
- Independent Living Supports
- In-home Supports
- Support for Families
- Support for Business Owners





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