



Pre-Conference Schedule

Tuesday, February 28 - Pre-Conference Sessions

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|----------------|--|
| 11:00 AM | Registration Begins for those attending Onboarding & Swag Drop-Off |
| 11:30 AM | Box Lunches Available for Pre-Conference Attendees |
| 12:00-12:50 PM | Pre-Conference Kickoff for all Onboarding and Data Institute Attendees |
| 1:00 - 5:00 PM | <p>Onboarding Institute Day 1
 <i>For New Executive Directors, Site Directors & Board Members</i></p> <p>Designed for new Executive Directors/Site Directors (EDs/SDs) and Board Members, the <i>Horizons National Onboarding Institute</i> is an essential time for you to learn more about Horizons' culture and values, along with the essential information and tools for starting and running a successful Horizons program. The workshop will include collaborative planning, best practice sharing, advice from seasoned affiliates, and time for building relationships with your peers in an informal and engaging learning group.</p> <p><i>Led by Mariann Bernlohr, Senior Director, Affiliate Capacity Building Horizons National
 Gabrielle Ellis, Affiliate Services and VISTA Manager, Horizons National
 Deana Darling, Senior Director, Program Impact and Innovation, Horizons National</i></p> |
| 1:00 - 5:00 PM | <p>Data Institute Day 1
 <i>For Returning Executive Directors and Site Directors</i></p> <p>The <i>2023 Data Institute</i> is designed to help EDs build on their experience and comfort with Horizons National's student enrollment and data collection system. Users will have the opportunity to go deeper into the system, ask questions, create their own reports, and more. We will work with participants throughout the session to ensure a meaningful and informative experience.</p> <p><i>Led by Steve Ehrman, Director, Quality Assurance, Horizons National
 Phillipe-Emmanuel Harding, Associate Director, Data & Technology, Horizons National</i></p> |

Dinner not provided on Tuesday, February 28

Wednesday, March 1 *Pre-Conference Sessions*

10:00 - 5:00 PM Conference Registration & Swag Swap Open

Breakfast not provided on Wednesday, March 1

8:30-9:00 AM Basic Data Reporting Session

For All Pre-Conference Attendees - Onboarding and Data Institute

9:00 - 12:00 PM Onboarding Institute - Day 2

For New Executive Directors & Board Members

Continued from Tuesday, February 28

9:00 - 12:00 PM Data Institute - Day 2

For Returning Executive and Site Directors

The *2023 Data Institute* is designed to help EDs build on their experience and comfort with Horizons National's student enrollment and data collection system. Users will have the opportunity to go deeper into the system, ask questions, create their own reports, and more. We will work with participants throughout the session to ensure a meaningful and informative experience.

Led by Steve Ehrman, Director, Quality Assurance, Horizons National

Phillipe-Emmanuel Harding, Associate Director, Data & Technology, Horizons National



Annual Conference Schedule of Events

Wednesday, March 1

10:00 - 5:00 PM

Conference Registration & Swag Drop Off

12:15 - 1:30 PM

Welcome Luncheon

The 2023 Horizons National Annual Conference will kick off with a celebratory and inspiring luncheon. This will be the first opportunity for all attendees to be together and to kick off the conference. During lunch, there will be a series of brief remarks, including a land acknowledgment and welcome, reflections on belonging and community by Horizons Albuquerque students, and a facilitated setting of conference intentions.

1:30 - 2:00 PM

Break and Networking

2:00 - 5:00 PM

Fundraising for Sustainability with an EDI Lens

Intended Audience: Executive Directors, Board Members, Development Staff

This session will explore strategies for sustainable fundraising in our new reality, with ever-evolving philanthropy and public funding opportunities. We will discuss how an EDI lens enhances or influences fundraising. We will also review recommendations for the roles played by Directors, Board, and other staff in affiliate fundraising strategies.

This session will have two parts: 1) a large-group presentation focusing on fundraising strategy, trends, and how an EDI lens can positively influence your development approach; and 2) small-group conversations with affiliates, grouped by their stage of development, to further explore the general topic and identify possible solutions or alternatives to challenges.

Led by External Presenter (TBA at a later date)

2:00 - 3:15 PM

Building an Equitable Community through the Impact of Empathy & Belonging

Intended Audience: Executive Directors, Program Leaders, and Educators

In this interactive learning opportunity for all participants, you will hear from Dr. Alecia Thomas, Director of DEIB at Brunswick School and the Program Coordinator for Horizons at Brunswick. The session will explore the primary and secondary dimensions of diversity focused through the lens of equity, empathy, and belonging. The session's goal is to reflect on your role in the program and how you "show up" within your defined dimensions. Secondly, you will be able to explore ways to create an inclusive culture by providing a space of agency for all constituents to feel a sense of belonging. We will provide tools and best practices to take back to your program—be ready to participate!

Led by Dr. Alecia Thomas, Director of Diversity, Equity, and Inclusion, Brunswick School and Program Coordinator, Horizons at Brunswick

Marianne Ho Barnum, Executive Director, Horizons at Brunswick

Sarah Perez, Academic Director, Horizons at Brunswick

3:30 - 5:00 PM

Highlight on Horizons Albuquerque - Programming with Culture to Promote Identity

Intended Audience: Program Leaders and Educators

In this session, educators from Horizons Albuquerque will share how they provide opportunities for students to explore their identity development through one's culture and local resources. Learn how integrating culture supports individual student growth and a greater openness toward and understanding all cultures. Join the conversation to see how best practices from Albuquerque can be applied to communities across the Network.

Led by the Horizons Albuquerque Team

5:30 - 7:30 PM

Welcome Reception & Swag Swap Opens

Gather for the opportunity to connect with new and old colleagues before you head out to experience one of Albuquerque's many culinary destinations.

Dinner on Your Own



Thursday, March 2

7:00 - 8:00 AM

Wellness Activities

Looking for a little exercise, fresh air and camaraderie? It doesn't matter your speed. Join us as one group looks to walk and another runs around the local area.

8:00 - 9:00 AM

Breakfast Buffet & Networking

8:00 - 9:15 AM

Affiliate Board Council Meeting

Session for Board Members only

Affiliate and Horizons National Board members will participate in an Affiliate Board Council Meeting and share best practices, new ideas, and engage with peers. This is the one time each year when the Affiliate Board Council (ABC) meets in-person. This session is open to all affiliate Board members - even if you are not the designated ABC representative for your affiliate. We look forward to gathering for peer learning, resource sharing, and rich discussion around key board and governance topics.

*Led by Gita Iyer, Co-ABC Rep and Board Chair at Horizons Greater Boston
Swati Patel, Co-ABC Rep and Board Chair at Horizons at Carolina Day School*

9:15-10:15 AM

Workshop Sessions

Institutional Giving and Public Funding

Intended Audience: Executive Directors, Development Staff, Affiliate Boards

This session will explore trends and concepts on how foundation, corporation, and public funding opportunities are evolving and will continue to change. We will also look at data that can inform strategy and practices that can be implemented at the local level. Lastly, we will explore ways Horizons National can support and partner with affiliates to raise institutional and public funding.

The Data is Powerful! Making the Quality Band Work for You

Intended Audience: Affiliate Board and Executive Directors

As a follow up to Planning with Data workshops offered and tools sent by HN's Data Team this winter to all affiliates to support your use of the 2022 Quality Band reports, this session will be another opportunity to get guidance on how to access and interpret your program's annual Quality Band report. We'll also walk participants through a root-cause analysis exercise that can be used by Board and staff alike to develop change strategies and inform goal setting. Lastly, this session will provide a forum to ask questions, share opinions and propose ideas about the Quality Band's performance standards and indicators for Horizons programs' organizational, financial and programmatic health.

*Led by Steve Ehrman, Director of Quality Assurance, Horizons National
Dara Rose, SVP, Strategy & Programs, Horizons National*

Creating a Sense of Belonging, Community and Empathy

Intended Audience: Executive Directors, Program Leaders, Academic Leaders, Educators

Every member of the Horizons community, ranging from students to staff to family and Board members, is a vital part of our Horizons 'family.' In order for our students to get the most out of their Horizons experience, creating a sense of belonging, community, and empathy is essential. When students feel connected to their Horizons community and supported by their peers and teachers, they will feel more comfortable to be themselves and more open to trying new things and learning from new experiences.

This interactive session will explore various strategies for how to create a sense of belonging, and how those strategies manifest in long-term outcomes. We will spend time discussing staff professional development prior to the launch of the summer program and how that sets the tone for creating a community that truly cares about one another's well-being. We will also explore various methods that Horizons affiliates use when working with students that present challenging behaviors.

*Led by Ariel Mendez-Penate, Program Director, Horizons at San Francisco Friends School
Jessica Nuñez-Hernandez, Alumnae, Lead Pre-K Teacher, Program Director, Horizons Colorado
Daniela Meltzer, Executive Director, Horizons Colorado*

Recruiting, Supporting, & Retaining Your Key Players—Horizons Summer Staff

Intended Audience: Executive Directors and Program Leaders

Staffing is the key to producing quality Horizons programming. It is challenging to find and retain the right teachers, learning specialists, and enrichment instructors to staff our summer teams and deliver the quality program on which the Horizons Network prides itself. In this session, we will combine theory and practice. We will share strategies crowd-sourced from the Network and, together with the "wisdom in the room," we will work through the recruitment of an A+ staff, the necessary and responsible support of dedicated teachers, and the retainment of the essential team members. This session will be interactive, and participants will leave with strategies to adapt to their respective Horizons affiliates.

*Led by Kathleen Devaney, Executive Director, Horizons at Westminster School
Elaine Lyons, Program Director, Horizons Hampton Roads*

10:30-11:45 AM

Workshop Sessions

Fundraising through Storytelling

Intended Audience: Executive Directors, Development Directors and Board Members

This session will focus on organizing, building a movement, and ultimately fundraising through storytelling. During this session, participants will be led through exercises to help develop their "Story of Self, Story of Us, and Story of Now" to inspire and persuade funders, partners, champions, and more.

Led by Mike DiMarco, Executive Director, Horizons Greater Washington

Board Role Basics and Recruiting Rock Stars

Intended Audience: Executive Directors and Board Members

In this session, we will review the key functions of a nonprofit board member, including strategies for recruiting new members. With limited time and the desire to attract high-functioning individuals, this role can seem daunting - often defaulting to our friends and colleagues. We will discuss industry strategies for how to do this in a way that diversifies your Board, anticipates future needs, and sets your affiliate up for success.

*Led by Mariann Bernlohr, Senior Director, Affiliate Capacity Building, Horizons National
Jose Oromi, Executive Vice President, Horizons National*

Youth Planning, Choice and Reflection

Intended Audience: EDs, Program Leaders, Academic Leaders & Educators

Planning, Choice and Reflection is a scale used to encourage and measure an Engaging Environment under the Horizons Program Quality Assessment (PQA). High-quality summer programs engage youth in their learning by giving them opportunities to plan, inviting them to choose what they want to accomplish and how, and by creating space for intentional reflection and feedback. Join us as we take a deep dive into the importance of engaging youth in their learning through Planning, Choice and Reflection and model how to infuse this PQA scale into every day!

*Led by Joe Laque, Executive Director, Horizons Delmarva
Sharron McIntyre, M.Ed., Site Director, Horizons Atlanta at Atlanta Technical College
Gabrielle Ellis, Affiliate Support & VISTA Manager, Horizons National
Dara Rose, Senior VP, Strategy & Program, Horizons National*

Good Enough Often Isn't: How Your Swim Program Can Go From Checking the Box to Reshaping the Sport

Intended Audience: Executive Directors and Program Leaders

Swimming is a requirement of all Horizons programs, but did you know it's also a tool for youth development, centering opportunities for youth, building SEL skills, and advancing equity? If your affiliate doesn't think about swim time this way, our presentation will help you take your swim program from a doggie paddle to a gold medal winning butterfly! As program leaders and Board members, most of us aren't aquatics experts and risk and liability questions tend to dominate our decision making. The goal of our session is to help affiliates evaluate the goals of their swim program, see the untapped potential of swimming to improve retention, solve staffing challenges (including by training alums to be certified lifeguards!), and gain more community awareness. We will explore partnerships and resources available, and participants will engage in hands-on activities to model swim instruction as a tool for equity and student engagement.

Led by Christy Edwards, Executive Director, Horizons Savannah

Krista Wolk, Swim Coordinator/Data and Enrollment Manager, Horizons Savannah

12:00 - 1:30 PM

Lyn McNaught Celebration and Teacher Award Lunch

During this inspiring lunch we will celebrate the life and legacy of Lyn McNaught as we honor the 2023 Lyn McNaught Teacher Award recipients and hear their stories of impact.

2:00 - 3:30 PM

Horizons National Annual Meeting

3:45 - 5:00 PM

Let's Be Honest - A Facilitated Discussion

This is a time and space to share experiences and challenges about bias in the Horizons community. We'll start by establishing mutually agreed-upon safe meeting practices, followed by open discussion about behaviors, language, policies, and structures that are in conflict with our goals, with Horizons' EDI Framework, or that have made members of the Horizons community feel undervalued, disrespected, or unseen. We will also learn from and celebrate examples of inclusivity, education, and support of advancing EDI.

This session is part of an ongoing and iterative process of grappling with questions such as: How does one respond and manage incidents of microaggressions, especially when there are power dynamics at play? How can we build trust, consistency, and accountability with marginalized individuals and/or groups of people? What does it look like to challenge racism and/or other forms of discrimination in the context of Horizons?

Led by External Facilitator (TBA at a later date)

3:30 - 5:00 PM

Horizons National Board Meeting

For Horizons National Board Members Only

6:00 - 9:00 PM

Reception and Annual Dinner Celebration



Friday, March 3

7:00 - 8:00 AM

Wellness Activities

Looking for a little exercise, fresh air and camaraderie? It doesn't matter your speed. Join us as one group looks to walk and another runs around the local area.

8:00 - 9:00 AM

Breakfast Buffet & Networking

8:00 - 9:30 AM

Horizons National Board of Directors Breakfast

8:00 - 9:30 AM

Higher Ed Community of Practice Breakfast Meeting

Intended Audience: Program Leadership from Higher Ed Affiliates

Currently, there are 11 colleges/universities that host or partner with a Horizons program. Organizational, financial, and programmatic resources and challenges are often unique to the affiliates operating on college campuses. This session will connect higher ed colleagues as they continue to share their knowledge and experiences with creating sustainable and effective programs within IHE structures.

Led by Deana Darling, Senior Director, Program Support & Innovation, Horizons National

8:00 - 9:30 AM

Regional Directors' Community of Practice Breakfast Meeting

Intended Audience: Regional Directors and Leadership from Multi-Site Affiliates

The size and scope of regional and multi-site affiliates often lead to similar successes and challenges. The Regional Community of Practice brings together multi-site and regional colleagues to share their knowledge and experiences with creating multiple sustainable and effective programs.

9:30 - 11:00 AM

General Session: Building a Solidarity-Driven Family Engagement Practice

What does it mean to build a sense of belonging and community with Horizons families? What can be learned from the work of schools that are being re-designed to elicit deep partnerships with families? Dr. Eyal Bergman, Senior Vice President at Learning Heroes, will open the General Session with a presentation drawing on his school redesign work. Dr. Bergman's views are shaped by his professional roots in community organizing and youth mentoring, as well as his personal upbringing in a bicultural Latino immigrant home. He will also be joined in conversation by LaVasia Bullard, Regional Program Director, Horizons Atlanta, and Nehemie Moïse Young, Director of Student & Family Support, Horizons at New Canaan Country School. The session will include opportunities for reflections and questions to be shared by all.

Led by the Eyal Bergamn, Senior Vice President, Learning Heroes

11:15 - 12:30 PM

Workshop Sessions

Staff Modeling by Life Stage

Intended Audience: Executive Directors, Site Directors and Affiliate Board Members

Horizons program staffing models look different site-to-site and stage-to-stage, with the common goal of doing whatever it takes to run a successful program! Join us as we take a look at staffing models across the Network. This session will include an interactive learning opportunity for all participants. We will create a space to share experiences, strategies, and staff model ideas to help participants troubleshoot challenges and celebrate/share successes in their current staffing models.

*Led by Mariann Bernlohr, Senior Director, Affiliate Capacity Building, Horizons National
Gabrielle Ellis, Affiliate Support & VISTA Manager, Horizons National*

Asset-Based Language: Why it Matters and How to Use it Successfully in Fundraising and Community Development

Intended Audience: Executive Directors, Development Directors and Board Members

This workshop will present an overview of asset-based language, as well as several examples from Horizons affiliates who have successfully incorporated asset-based language into their messaging for fundraisers, stewardship events, visiting days, and other aspects of their work to build a strong community of Horizons staff, families, and funders. Sample materials from Horizons Atlanta and Horizons at Sacred Heart University will be shared with participants, including event and promotional materials, letters, admissions flyers, and informational brochures. In addition to sharing some of our strategies, we will also invite participants to share their challenges and successes in using asset-based language. Participants will leave with a variety of ideas and perspectives on using asset-based language to strengthen fundraising and relationships within their Horizons community.

*Led by Amanda J. Baez, Operations Manager, Horizons at Sacred Heart University
Amy Johns, Director of Development, Horizons Atlanta
Laura McHargue, Assistant Director of Development, Horizons Atlanta
Ashley Nechaev, Executive Director, Horizons at Sacred Heart University*

Engaging Adolescents, Embracing Change

Intended Audience: Program Leaders, Academic Leaders, and Educators

While we know that early interventions in the primary years are critical for future success, we can't underestimate the significance of a positive and affirming middle school experience. Middle school is the time in a child's life that can help determine how they view themselves as learners and individuals. Session participants will explore ways to engage middle and high school students using all the hallmarks of the Horizons model, and how to add choice and create an environment for students to discover their identity. Expect to leave the session with something you can implement into your program in 2023.

Led by Rebecca Fowler, Executive Director, Horizons at Lancaster Country Day School

Emotion Coaching - A Vital Component of a Social-Emotional Learning Curriculum and Student Success in Expressing and Managing Emotions

Intended Audience: Program Leaders, Academic Leaders and Educators

Does your staff report that they feel confident engaging in structured Social-Emotional Learning (SEL) lessons, but challenged by managing challenging emotions/behaviors that arise during the course of the day? Do you need ideas/resources for supporting your staff in engaging SEL initiatives with their students? How about helping them feel prepared to handle challenging student behaviors/emotions? In this engaging and interactive session, we will first explore the components of a successful SEL curriculum and the unique challenges that come with the implementation of such a program at Horizons. We will then explore the elements and benefits of Emotion Coaching (a Horizons Program Quality Assessment scale), which is a vital component of teacher/staff engagement, when presented with behavioral and emotional challenges. We look forward to an open and collaborative discussion using scenarios, sharing resources, and working together to elevate teacher/staff understanding of and comfort in SEL and Emotion Coaching.

*Led by Sirocus Barnes, Site Director, Horizons at Georgia Tech
Bess Bryan, Program Director, Horizons at Carolina Day School*

12:30 PM

Conference Concludes - Box Lunch Available