

Celebrating

30  
years!

1984 - 2014



Horizon  
*Achievement  
Centre*

**Annual Report**  
**2013-2014**



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# Message from the Executive Director Carol Pendergast

As a thirty-year employee of the Horizon Achievement Centre, I am proud to present our 2013/2014 Annual Report on behalf of the Board, Staff and Clients.

The environment in which we operate is challenging and complex, but it is also immensely rewarding. Success means adapting and sometimes changing the way we work to meet the needs of clients. This year was an exceptional year as we focused on three key areas; the building campaign, improving our client information system, and preparing for the transformation of the Services for Persons with Disability program. We also saw a substantial increase in our online presence.



Our many achievements over the past year are a tribute to our commitment to quality, our ability to respond to change and our belief in the abilities of those we serve. We are honored to be able to do this work and are proud of our ability to provide increased services during a time of fiscal restraints. We must also recognize the contributions of the many people who have played an integral role in our continued success:

**Clients** continue to provide us with the impetus for change. Their vision, their goals, and their aspirations set the foundation for all that we do. Their perseverance to be the best that they can be reminds us that nothing is impossible.

**The Board of Directors** continue to provide leadership and direction to the organization, a sometimes daunting task, but they remain united in their commitment to our mandate and philosophy of our service.

**Staff** continue to strive to improve the quality of service to clients, customers and families through innovative ideas and understand that we must work cooperatively and in partnership with families, caregivers, our colleagues in education, government, service partners and businesses. They are our greatest strength and our most important asset.



## Service Above Self

At the Sydney and Area Chamber of Commerce “Excellence in Business” Awards Banquet in October 2013, the Horizon Achievement Centre was proud to receive the Sydney Sunrise Rotary Club “Service Above Self” Award for Community Stewardship. The award is presented to a business or organization to recognize leadership and investment in the growth and sustainability of the community.



# Message from the Board Chair

Jim Davis



As Chairman of the board I am pleased to present this 30th anniversary annual report.

The Board has been actively involved in supporting staff and management as we plan for changes to the Services for Persons with Disabilities Program. We have met with government representatives and service partners to engage them in discussion about the changes to ensure that all clients, staff and families are kept informed. We have also had the wonderful opportunity to work side-by-side with clients, staff and volunteers on our many fundraising activities for our Beyond the Horizon building campaign, a truly rewarding experience.

The Society's membership and involvement in DIRECTIONS Council is an integral part of our operations. Through this advocacy agency, we have had opportunity to share resources and ideas from other member agencies, take part in Board development sessions and participate on a number of Council Committees. We also had a number of opportunities to attend a variety of community functions, all the while advocating for the inclusion, choice and equality for people with disabilities.

In closing, a special note of appreciation to Board Members, Staff and Clients for another truly inspiring year of excellence in service delivery. We will continue to govern with excellence as we move forward, ensuring accountability to those we serve, staff, funders and the community.

## Our Board

Jim Davis <b>Board Chair</b>	John Coleman <b>Vice-Chair</b>	Darlene Aucoin <b>Secretary</b>	Irene Carroll <b>Treasurer</b>
Carl Stapleton	Wayne Weatherbee	Lisa Johnston	Mike Bartlett
Chuck Champion	Brian P. Dwyer	Marcie Stanley	Gary Grant



## Our Staff

### Administration

Carol Pendergast  
Amanda Burt  
Katie McKenna

### Life Enhancement

Cheryl Donovan  
Doug Ivany  
Debbie MacDougall  
Juanita McKenzie  
Joan Roberts  
George Farrell  
Rochelle Boudreau Hickey  
Dave Chauder  
Carrie Axworthy

### Food Services

Lisa Reiley  
Joe MacDougall  
Richard Ouelette  
Robert Grossett  
Donna Blewer  
Kenny Murphy  
Mike Tatlock  
Nancy Grosset  
Lisa Falconer  
Karen Ayre



### General Contracts

David Alteen  
Tim Reiley  
Sheldon MacDonald  
Vernon MacLellan  
Paula McDonald  
Karen Steele



### Program Staff

Heather MacDonald  
Amanda Rizzo

### Employment Development Centre

Kevin Poirier  
Robert Coleman  
Nicole Hill  
Michelle Piovesan  
Kevin Heffernan  
Michael Muise  
John Collings  
Michele Trenholm  
Jessie Planetta  
Bonnie MacIvor

### Contract/Volunteer

Roy O'Handley  
Gordon MacLean  
Diane Sajatovich  
Suzanne Donovan  
Darrell Aucoin  
Marissa Gallant  
Leah Noble  
Stuart Robertson



*"The secret of joy in work is contained in one word - excellence. To know how to do something well is to enjoy it."*

*- Pearl S. Buck*



# Mission

## Who We Are and What We Do



### The Organization

Horizon Achievement Centre is a non-profit organization registered under the Society Act, Province of Nova Scotia. It is also a registered Charity under the Canada Income Tax Act. The operation is governed by a community based Board of Directors made up of 16 volunteers each bringing their own personal experience to the organization. The Department of Community Services provides a core operating grant that supports a portion of the cost of services. Employment Nova Scotia also provides core funding to our Employment Development Program. The remaining costs are generated through the sale of products and services and fundraising activities.

### The Mandate

The mandate of the society is to promote and enhance the independence, choice, integration and full community inclusion of adults with mental/intellectual disabilities or those facing multiple barriers to employment through individualized training, instruction and employment opportunities.



### The Goals

- To provide an adult learning environment that recognizes and builds on individual skills, strengths and needs.
- To provide practical work activities that enhances learned skills, foster appropriate work habits and assists in identifying or validating career choices
- To provide educational, life and personal skill development training to enhance individual achievement in life or work
- To provide community based experiences that reinforce learned skills and establishes a mechanism for participants to showcase these skills
- To address individual needs through case planning and in partnership with other support services.



# Financial Report

To view particulars you can visit the Revenue Canada Registered Charity site. The T3010 Charity Information Return is available there for your perusal. (<http://www.cra-arc.gc.ca/chrts-gvng/menu-eng.html>).

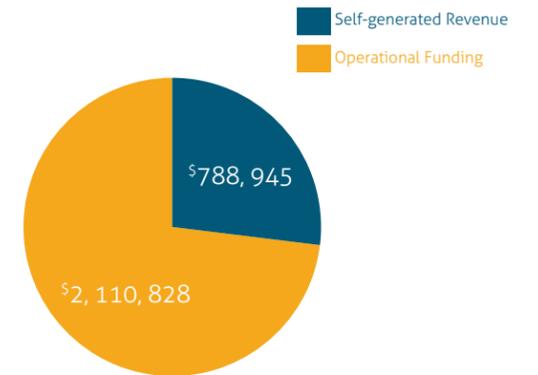
Revenue from all sources totaled \$2,899,773.

Within this total, Departments generated sales of \$788,945, producing a profit of \$155,500, an increase over our 2013 sales.

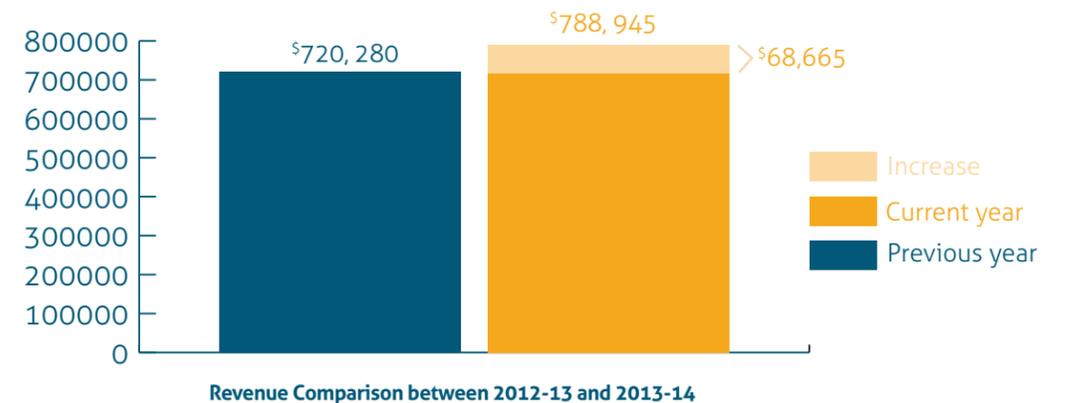
Our assets total \$771,477 with liabilities of \$514,629.

Donations continue to play an important role in our organization and people are continuing to earmark them for the new building campaign, Beyond the Horizon. You can read more about this campaign on page 24.

We are looking forward to a number of upcoming special projects and grants slated to take place during this year.



Operational Funding and Revenue of Horizon Achievement Centre, 2013-2014





# Vocational Departments

Vocational Departments are centre-based business operations whose mandates are to provide practical training and work experiences that promote individual choice and enhance career aspirations.

## The Bakery



Our social enterprise is becoming recognized as a key to building healthy communities. This year 13,500 oatcakes purchased by Whitney Pier Historical Society and Atlantic Cruise Ship Services were enjoyed by visitors from all parts of the globe.



Our investment in personal choice fosters empowerment.



Social enterprise supports people in their abilities.

"Excellence always sells."

~Earl Nightengale



Our front-line staff provide instruction on food-handling skills.



Enhancing personal growth and development.



Tool or equipment knowledge and operation, quality of workmanship and safe work practices are promoted through practical work experience.



Participants learn interpersonal skills with coworkers, respect for the employer-employee relationship, and to accept directional instruction.



# Vocational Departments

Vocational Departments are centre-based business operations whose mandates are to provide practical training and work experiences that promote individual choice and enhance career aspirations.

## Catering



Focusing on the abilities of the individuals we serve.

Providing opportunities to promote the development of transferable skills is one of our main goals.



Our A La Carte menu sales have increased by 13% from last year. This amounts to the production of more than 10,000 cabbage rolls and 494 trays of lasagna!

In the last year, we prepared 449 various food trays with great attention to detail and high quality.

Creating opportunity for community inclusion.

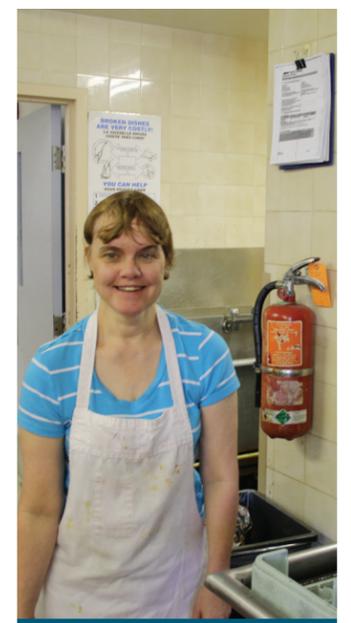


### What is a Social Enterprise?

"Social enterprises are businesses owned by nonprofit organizations, that are directly involved in the production and/or selling of goods and services for the blended purpose of generating income and achieving social, cultural, and/or environmental aims. Social enterprises are one more tool for non-profits to use to meet their mission to contribute to healthy communities."

~ The Social Enterprise Council of Canada

We create quality initiatives which build on individual strength and skill development. Trained individuals were employed over 268 hours through our social enterprise, Banquet Services.





# Vocational Departments

Vocational Departments are centre-based business operations whose mandates are to provide practical training and work experiences that promote individual choice and enhance career aspirations.

## General Contracts



▲ As Bradley works the drill to attach the Rotofast pieces, he is learning the skills necessary to be employed in manufacturing.

We obtained three contracts that we are doing on an ongoing basis. The great part of doing projects of this nature is that they provide ongoing skills training for program participants. One such job is to assemble and package anchors for acoustic panels (Rotofast). The components are delivered to us and the finished kits are picked up as required.

*"Once you have experienced excellence you will not be content with mediocrity."*

*~Thomas Monsoon*



▲ We have reviewed our attendance and as a result were able to increase the participation of several clients, as well as address some that are on our waiting list.



▲ Various mail contracts facilitate training opportunities to enhance personal growth and development.



We have maintained our customer base from previous years, plus we were able to grow the list to nine new accounts. The department continues to do well, which allows the participants to continuously develop their employability skills.

We are appreciative of the support from the clients and fellow staff throughout the year.





# Life Enhancement Services

Life Enhancement provides a broad range of programs and services, which reflect the diverse needs of clients through on- and off-site activities, which promote inclusion, independence and choice.

Life Enhancement is committed to supporting and strengthening our clients in a variety of ways. Activities are based on clients' abilities and expressed interests.

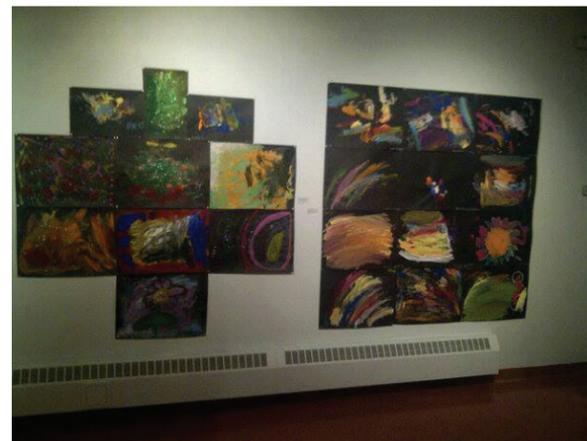


The beauticians on staff at The Body Shop came by and did facials and makeup application for the women.



Participants supported the Beyond the Horizon Building Campaign by rolling the pennies that were donated.

Our Art Therapy participants created some artwork that was included in the ProletariArt show at the CBU Art Gallery.



## Programs Offered to Clients

- You Tell Me (Work Skills)
- All About You (Personal Appearance)
- Money Skills
- Looking Good
- Basic Daily Living Skills
- Safety and Me
- Eating Skills
- Social Skills (community and manners)
- Baking – Cooking
- Music Therapy
- Art Therapy
- Recycling



The Life Enhancement Department promotes inclusion by providing several opportunities to participate in activities in the community throughout the year.

## Community Visits: Things We Do

- Regional Library
- ACAP Cape Breton
- Community BBQ for Access Awareness Week
- 223 hours logged through Broadening Day Options
- Cruise Ship Visits
- Museums
- Mayor's Office
- Daily community Walks



"Excellence is not a skill, it's an attitude."

~Ralph Marston



# Employment

The Community Employment Department is a career-oriented division of the Horizon Achievement Centre, whose mandate is to facilitate employment for adults with mental disabilities, or who face multiple barriers to employment, through counselling, training, and practical work experience and choice.



## Volunteering

Volunteering is the first step for clients on their way to employment. A volunteer placement helps individuals to determine the career path they are interested in. It also is an opportunity for community exposure. They are unpaid positions, between 6-20 hours a week, at a non-profit organization such as Loaves and Fishes or the Salvation Army. This year, clients logged 2524 volunteer hours at local non-profits.



## Work Experience

Work Experience is the next step towards employment. Participating in this program offers clients the opportunity to experience employment with a 160-hour placement in their community. This is an excellent means of developing relationships with employers for future opportunities. As well, participants develop independence on the job site after being trained by the job coach. This year, participants from Horizon worked 5640 hours of Work Experience.



## Employment

Employment is the ultimate goal for participants in our department. Employment builds upon the choices made during volunteering and Work Experience placements, as well as the independence and confidence that individuals have developed through this process. The Horizon Achievement Centre has developed partnerships with twelve local employers who value the abilities and contributions of people with disabilities, and in the past year our clients have worked 8653.5 hours.



*"The only way to do great work is to love what you do."*

*~Steve Jobs*



# Community

*Here, there and everywhere.*

## CBUSU Capers Helping Capers Golf Tournament

This year we volunteered at the Capers Helping Capers 4th Annual Golf Classic. The event was a great success! We would also like to thank the CBUSU Capers Helping Capers organization for allowing us to sell our raffle tickets.



## Relay for Life

Volunteers helped fill and set up the lumieres for the annual Sydney Relay for Life.



## Showing our Respect

We honored fallen RCMP officers on the day of the Memorial in Moncton, on June 10.



## Mayor's Office

In August Special Olympians were recognized by the Mayor, Cecil Clarke, for their contributions to the community.

## Olympic Hockey

On February 21, 2014 we all cheered on the Canadian women's hockey team when it came back from a two-goal deficit to defeat their U.S. rivals in the gold-medal game in Sochi.



## Centre 200 Trade Show

Staff and clients went to a trade show at Centre 200 to promote the Horizon Achievement Centre.



# Awards & Celebrations

*Having fun and honouring one another.*



## Client Appreciation Day

Client Appreciation Day was a success as per usual. A day of games, snacks and prizes and overall appreciation was enjoyed by all. A great day to step back and acknowledge the dedication of all those who attend the Horizon Achievement Centre.



*"Be yourself – everyone else is already taken."  
-Oscar Wilde*



*The Business Partnership Award, presented to the Cape Breton Horse Owners Association.*



*The Community Partnership Award, presented to Colbourne's No Frills.*



## Annual Awards

Each year we present awards to clients, businesses, and individuals that foster and promote the abilities and contributions of people with disabilities, or who have exemplified the values and principles of our organization.



*Top: The Marion Matheson Memorial Award, presented to Roy and Cecilia O'Handley  
Bottom: The Employer Partnership Award, presented to Home Depot.*



*Top: The Margie Dargle Award, presented to Amanda MacNeil. Bottom: The Cyrilla Campbell Award, presented to Noelle Felix.*



*Client of the Year Awards, presented to Marie Murphy and Elizabeth Rose.*



# Awards & Celebrations Continued...



## Special Olympics

Five athletes from Cape Breton were selected to attend the National Special Olympic Games in Vancouver, to represent Nova Scotia. After a week of bocce competition, the athletes were successful in winning their way to a bronze medal, making them the third best team in the country. Those athletes were Michael Tatlock, Dana Ferrell, Lisa McGrath, Kevin Little and Betty Ress.



*"Excellence is a process  
that should occupy all  
our days."  
-Ted Engstrom*



*A winning pumpkin.*



*Caitlyn making her witch impression.*



## Christmas 2013

At Christmas we enjoy a Holiday dinner with our family and friends, which gives us the chance to appreciate what we have.

## Halloween 2013

We always have a lot of fun at Horizon Achievement Centre on Halloween! We dress up and get ghoulish. Awards are given for best pumpkin and best costume, and it's a nice break from training.



*Tracey as a cheetah.*



*Bakery won best pumpkin!*



*Sherri the scarecrow.*

# Beyond the Horizon

## Our Building Campaign

GOAL

We have been moving ahead with the Beyond the Horizon Building Campaign. Over the past year we have held a variety of successful fundraisers, including:

- ◇ The Penny Drive (which raised \$7593.10)
- ◇ The Fashion Show (which raised \$6460)
- ◇ Ford Drive 4 UR Community (which raised \$6206)
- ◇ Hockey Pool (which raised \$780)
- ◇ No Frills fundraiser (which raised \$3366)

There have also been other donations commemorating individuals, which are earmarked for Beyond the Horizon.

*"All our dreams can come true –if we have the courage to pursue them."*  
~Walt Disney



Community organizations have been very supportive.

Our fundraising progress as of September 1<sup>st</sup> 2014.

\$68,107.24

## Fashion Show

Here are a few photos from our "A Sentimental Journey, Twenty Decades of Fashion" fundraiser. Thank you to all those who participated in the evening! The fashions were beautiful, the food was delicious and everyone had a lot of fun. A special thanks to Pam Newton for the beautiful historic reproductions.



## Ford Drive 4UR Community

Thank you to everyone who came out to support the Ford Drive 4 UR Community event. We raised \$6206! Special thanks to our sponsors Plaza Ford for their time and hosting the event, M&M Meats for the BBQ, Scotsburn for the juice, Walter's Party Supplies for the Slushies, Families and Friends for the yard sale items and a big thanks to all our volunteers.





# Beyond the Horizon *Continued...*

## Conceptual Drawings

Thank you to Josh Cormier, graduate student of the Architectural Drafting program at the Nova Scotia Community College Class of 2014 who worked with us on this project. Right: the front entrance of the proposed building. Bottom left and middle: the rear entrance. Bottom right: the front entrance.



# Professional Development *Lifelong learning.*



▲ *Kenny and Joe look over the First Aid book from their First Aid training.*

## Staff Training

Staff are provided with opportunities for professional development throughout the year to enhance their skills. Conferences and courses give us the chance to network in the sector, learn the newest practices, and keep our knowledge up-to-date.



▲ *Lisa reads the Social Enterprise Management Certificate material.*

## Courses & Conferences

- First Aid & CPR Training
- Social Enterprise Management Certificate
- Breton Ability Centre Conference
- DirectoNS Conference
- Tools for Life
- Proposal Writing
- Human Resource Management
- CBCVO: Quiet Crisis
- Supported Decision Making
- Workplace Safety
- NS Career Development Conference



# Employment Development Centre

The mandate of the Employment Development Centre is to assist employment-disadvantaged individuals to overcome attitudinal, social and educational barriers to employment by providing individualized skills and employment services, thereby enhancing and increasing their employment potential within the community.



This past year at Employment Development Centre has been one of transition and perseverance.

The Employment Development Centre continues to offer marketable skills training and specialized programs designed to assist individuals to overcome attitudinal, social and educational barriers. This past November a Smartboard was acquired and installed in our training room to enhance the presentation of course materials offered to the participants.

Over the past year 60 individuals participated in a variety of skills and training opportunities in marketable skills development, which includes our Food Services, Office, Maintenance and Retail programs. Individuals also participated in Academic Upgrading, Workforce Technology, Job Search and Job Development, and Life Skills. They also took part in presentations and training provided by a variety of local businesses and community agencies (see sidebar, next page).

Those completing the program continued to be engaged in a four-week community-based placement with local employers to showcase the skills they have attained through participation in the program.



## Local Businesses We Partner With

- Cape Breton Regional Library
- Bayplex
- New Dawn Seniors' Home
- Bargain Shop, New Waterford
- Bidart Safety Supply
- Pets Unlimited
- Days Inn
- Don Cherry's
- Foodland Grocery

## To Contact the EDC:

Do you have questions? We'd love to hear from you.

**The Employment Development Centre**  
 70 Reeves St., Sydney NS  
 B1P-3C5  
**Phone:** (902) 562 1803  
**Fax:** (902) 564.5485  
**Email:** kevinpoirier@horizon-ns.ca

*"If you deliver excellence right now, that gives you the best shot at the best future you've got coming."*  
~Robert Forster



# Thank you!

*We couldn't do this without you.*

As we move forward into another exciting year we must acknowledge those who have made 2013-2014 such a success! To the businesses and individuals who have supported us by utilizing our services, we thank you. We look forward to your continued patronage in helping us to achieve another successful year.

We would also like to take this opportunity to thank our key funding agencies, the Department of Community Services and Employment Nova Scotia, for their continued guidance and support.

To those who have volunteered their resources and time in support of Beyond the Horizon Building Campaign, thank you. We are very proud of this year's progress and we look forward to what opportunities will present themselves in this coming year. We hope you will continue to support our endeavors and together we will move closer to reaching our goal of a new facility within the Harbourside Industrial Park.

To the Board of Directors, Staff and Clients, thank you for your continued support and dedication. Because of you the Horizon Achievement Centre is recognized as a prominent leader of services and products in our community!

