



ANNUAL REPORT

2017-2018





Index

Message from the Executive Director	5
Message from the Board Chair.....	6
Our Staff & Board	7
Mission.....	8
Financial Report	9
Social Enterprises & Training - Food Services	10
Social Enterprises & Training - General Contracts.....	12
Life Enhancement Services	14
Community Employment.....	16
Employment Development Centre.....	19
Community.....	21
Awards and Celebrations.....	24
Beyond the Horizon: Building Campaign.....	30
Professional Development	32
Thank You	33

Message from the Executive Director



The Future belongs to those who believe in the beauty of their dreams.

- Eleanor Roosevelt

We continue to make great strides assisting individuals to realize their potential through choice, self advocacy and personal achievements. This has only been possible through the positive approach of all staff who not only believe that all people have the potential to be contributing members of their community but demonstrate it every day through their actions and words ensuring a commitment to life long learning and development. As part of this commitment a major focus of our organization has been the development and delivery of a self advocacy/self determination program and ongoing efforts to develop a Client Council. We look forward to continuing these efforts in the next year.

We have been able to increase community-based employment, programs, experiences and opportunities through funding support from the Department of Community Services Disability Support and Employment Support Programs for which we are truly grateful. We have also enhanced our recording and doc-

umentation processes and have developed a working partnership with Cape Breton University.

We remain committed to supporting the Department of Community Services Transformation of Services for persons with disabilities in this province. We have started an internal review of our own programs and remain an active participant in the ongoing work by DIRECTIONS Council for Vocational Services Society in a number of key areas relating to changes in the Adult Service sector.

We are thankful for and appreciative of the support of our Board of Directors, community and business partners, families, friends and the Department of Community Services. Last but certainly not least, thank you to the clients of Horizon Achievement Centre, who remind us each day that any accomplishment, no matter how big or how small, is reason to celebrate.

Carol Pendergast

Message from the Board Chair

The shape and solutions of the future rely totally on the collective effort of people working together. We are all an integral part of the web of life.

- Jacques Fresco



We were excited to start the year with the re-launch of our “Beyond the Horizon” building campaign and extremely appreciative of the words and expressions of support and encouragement from those in attendance. We will continue to advocate for funding from all levels of government with the goal to move this ask from principled support to an “actual” funding commitment this year. You can help us in this endeavour by contacting your MLA or MP. We welcome any and all support.

We remain committed to the transformation of services as outlined by the Department of Community Services and have made a strong effort to refine and enhance service delivery with improved and enhanced programs and service offerings.

Recognizing the importance and value of our employees to this organization, human resource issues played a major role in our work this past year. A working committee of staff and board were charged with the review of our health and medical benefit plan and they were able to negotiate additional benefits at minimal cost to employees and the organization. We worked closely with the Workman’s Compensation Board

to establish a new Return to Work policy for employees and a Health and Wellness Inservice will be set aside each year for employee training and self development.

Throughout the year we participated in a number of surveys and focus groups on various community based issues. One key area was in the passing of the new accessibility legislation. This is a monumental accomplishment for those living with disabilities and will serve as the foundation for our building construction. Other keys areas of advocacy included accessible transportation, social enterprises and community development.

In closing I would like to thank all board members for your support, insight and the encouragement you have given me as we continue on this journey. Your contributions are invaluable. To staff, what can I say that hasn’t already been said.. You are all amazing I am so proud to have you on our team. To clients, I am humbled when I talk to or read about your many achievements and accomplishments. Your enthusiasm is contagious and inspiring. To families, friends, service and community partners a sincere thank you from all of us for helping us make this another great year.

Our Staff

Administration

Carol Pendergast
Amanda Burt
Katie McKenna

Life Enhancement

Cheryl Donovan
Doug Ivany
Juanita McKenzie
Joan Roberts
George Farrell
Heather Parsons
Dave Clemens
Tracy Pertus

General Contracts

Joe MacDougall
Tim Reiley
Sheldon MacDonald
Vernon MacLellan
Carrie Axworthy
Debbie MacDougall

Food Services

Lisa Reiley
Richard Ouellette
Robert Grossett
Donna Blewer
Kenny Murphy
Karen Ayre
Dave Chauder
Nancy Grosset
Lisa Falconer
Colleen Parsons
Dana Farrell

Program Staff

Heather MacDonald
Megan Holloway
Maggie Mombourquette
Leah Noble

Employment Development Centre

Kevin Poirier
Robert Coleman
Nicole Hill
Michele Piovesan
Kevin Heffernan
Michael Muise
John Collings
Michelle Trenholm
Darryl AuCoin

Contract/Volunteer

Roy O'Handley
Diane Sajatovich
Shelly Allan
Stephen Tobin
Jordan Nearing
Donelda MacPherson
Brandon Oakley
Sylvia MacNeil
Kayla Griffiths

Our Board

Jim Davis

Board Chair

John Coleman

Vice-Chair

Irene Carroll

Secretary

Robert Anthony

Treasurer

Carl Stapleton

Wayne Weatherbee

Lisa Johnston

Mike Bartlett

Chuck Champion

Brian P. Dwyer

Marcie Stanley

Gary Grant

Darlene Aucoin

Mike Campbell

Clayton Bartlett

Michael Bona

Our 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 13 volunteers each bringing their own personal experience to the organization. The Department of Community Services provides funding that supports a portion of the cost of services. The remaining costs are generated through the sale of products and services and fundraising activities. Employment

Nova Scotia also provides core funding to our Employment Development Program.

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

Financial Coordinator: Amanda Burt

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>).

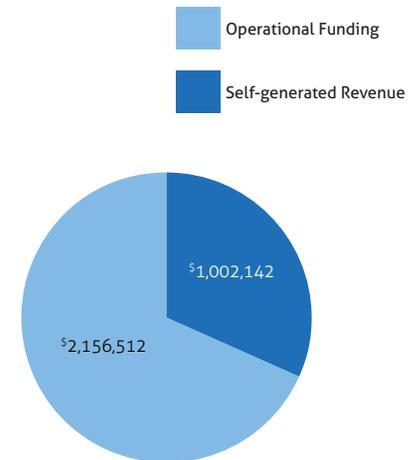
Revenue from all sources for the year totaled \$3,158,654.

Within this total, departments generated sales of \$1,002,142 producing a profit increase of 7% over last year. Department Revenue profits offset the Revenue not received through external funding and keep the organization from running into a deficit.

Our assets total \$2,117,199 with liabilities of \$1,689,678.

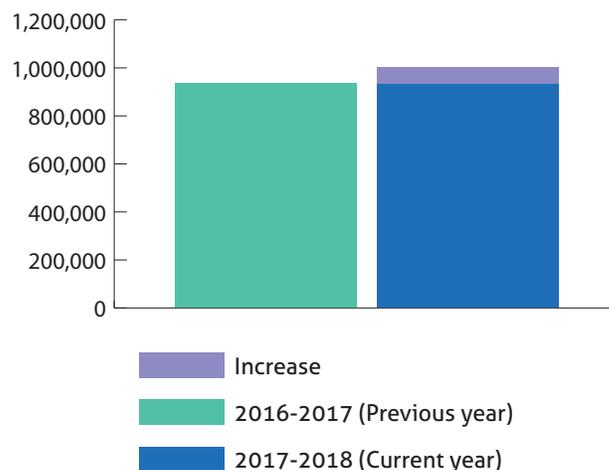
Donations continue to play an important role in our organization and people are continuing to earmark them for the new building campaign, Beyond the Horizon. You can read more about the campaign on page 30.

We are always looking forward to new projects and grants scheduled for the year to come.



Operational Funding and Revenue of Horizon Achievement Centre, 2017-2018

Self-Generated Revenue: Comparison between 2016-17 and 2017-18



Social Enterprises & Training

A social enterprise is a business or organization operated for the purpose of addressing social, cultural or environmental challenges. The majority of profits and surpluses are reinvested to support community needs.

Food Services



Professional development and customer service is paramount to enhancing skills for future employment opportunities

Food Services is one of three social enterprise programs operated by the Centre and is comprised of Baking, Catering, three off-site canteens and a maintenance and janitorial department. Each operation provides job-specific training, counseling and interpersonal skill development for individuals who are interested in pursuing a career in the food, hospitality, retail or custodial industry.

***Dreams and Dedication are
a powerful combination.
—William Longgood***



Above left & right: Clients participate in individualized vocational skills training, working towards complete independence in their tasks.

Below: Creating opportunities through the development of transferable skills.

Below: Community integration and personal choice



***Only I can change my life, no one can do it for me.
—Carol Burnett***

General Contracts



Walking promotes health and wellness and creates opportunities to build lasting friendships with coworkers

The General Contracts Department is the second of two social enterprises operated by the centre. The department teaches job specific skills to individuals interested in pursuing a career in customer service, office and manufacturing.

We take into consideration the ability and personal goals of each individual and work together to achieve success. This is accomplished by producing quality work for customers, counseling, training and community networking.

Right: Ensuring quality service is a priority in all of our business contracts and services.



Below left: Learning marketable skills for future employment opportunities.



Above: programs to improve communication skills are important tools to assist clients in self advocacy and preparation for the workforce.

Life Enhancement Services



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



Integral To Horizon: Our newest Social Enterprise is a booming success thanks to our many donors. Pictured here an item is being shined up for a photo shoot to be posted on Horizon's Online Auction.

Community: Fostering a keen interest in our community and its history the Life Enhancement Department often visit local museums and displays.



Inclusion: Seeing our friends at the local coffee shop is a great way to socialize.



Training: Our weekly baking program is a highlight of the week for all. This training opportunity allows our participants to develop skills while sharing their successes with coworkers

Community Employment



Community Employment provides career counseling, community based volunteer and work experience placements, paid employment, job coaching and orientation support to help individuals gain independence and achieve workplace success. Currently there are over 30 individuals participating in Community Employment opportunities through the support of several local businesses and organizations.

“There is only one way to look at things until someone shows us how to look at them with different eyes.”
—Pablo Picasso



PRE-EMPLOYMENT TRAINING:

Pre-employment training provides small group training to clients interested in exploring employment opportunities. This training assists individuals in developing and growing employment skills and in gaining confidence to seek out and apply for opportunities in the community. Participants from this program also take advantage of community based learning opportunities.



VOLUNTEERING:

This year clients contributed 2,972 volunteer hours at various events and with organizations such as: Cape Breton Regional Hospital, Cape Breton YMCA, Glace Bay Library, Golden K Kiwanis Club, Loaves and Fishes, Glace Bay Food Bank, MacGillivray Guest Home, New Dawn Guest Home and the SPCA Thrift Store. Clients also volunteered for several community events such as Relay for Life and McHappy Day.

Volunteering provides clients with opportunities to utilize and build their skills and support organizations within their community. Further, clients experience new industries, develop new interests and employment goals, and build their confidence while developing marketable skills that are essential components of paid employment.



WORK EXPERIENCE

This year clients logged 3,276 work experience hours. Work experience placements enable clients to gain valuable on-the-job experience and essential skills required for paid employment. These placements provide opportunities for clients to observe and participate in the everyday activities of a workplace, enabling them to demonstrate their abilities, showcase their strengths and gain skills that are specific to the industries where they wish to pursue paid employment.

Strength doesn't come from what you can do. It comes from overcoming the things you once thought you couldn't.

—Rikki Rogers



PAID EMPLOYMENT:

This year Community Employment participants logged 8,529 Paid Employment hours. Secure and sustainable paid employment is the definitive goal of clients. This offers a sense of purpose, achievement, and fulfillment and allows clients to contribute to their community and to the organization or business where they are employed.

Employment Development Centre



Recognizing one's own successes with one's peers provides motivation for them and yourself

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.

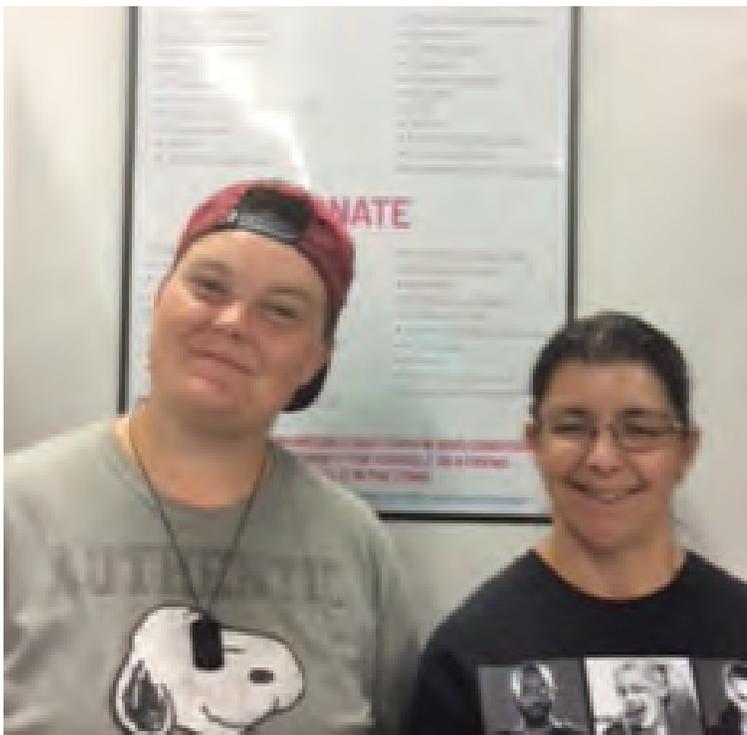
In partnership with provincial agencies and local organizations the Employment Development Program has provided a variety of skills and training opportunities to over 80 individuals during the past year.



Our participants at the Reverse Job Fair.



Group Training Opportunities allow everyone to learn and share their own experiences.



Work experience enables people to promote their own skills while learning about an organization in a supported environment



Community

Our space for learning & connecting



TRIVIA AT BRETON BREWING

We're grateful to Breton Brewing for making us the charity of choice for the month of August, 2018! We get the opportunity to open the event with a brief chat about our services, and we donate a half dozen of our delicious cinnamon buns as the prize for the winning team. A fun way to be a part of the community!



HALL RENTALS

Preparing the hall for graduation ceremonies for one of our local educational facilities.

Community

Our space for learning & connecting

RELAY FOR LIFE

Clients from Horizon volunteered their time to help out with setting up at the Relay For Life in Sydney event in support of The Canadian Cancer Society.



HUMBOLDT STRONG

We wore our jerseys in support of #JerseysforHumboldt #CapersforHumboldt





HORIZON SINGERS

The Horizon Singers opened a game for the Screaming Eagles by singing Canada's National Anthem, and also sang Christmas Carols at the MacGillivray Guest Home, and held a spring concert for family and friends! It was a busy season for the choir.

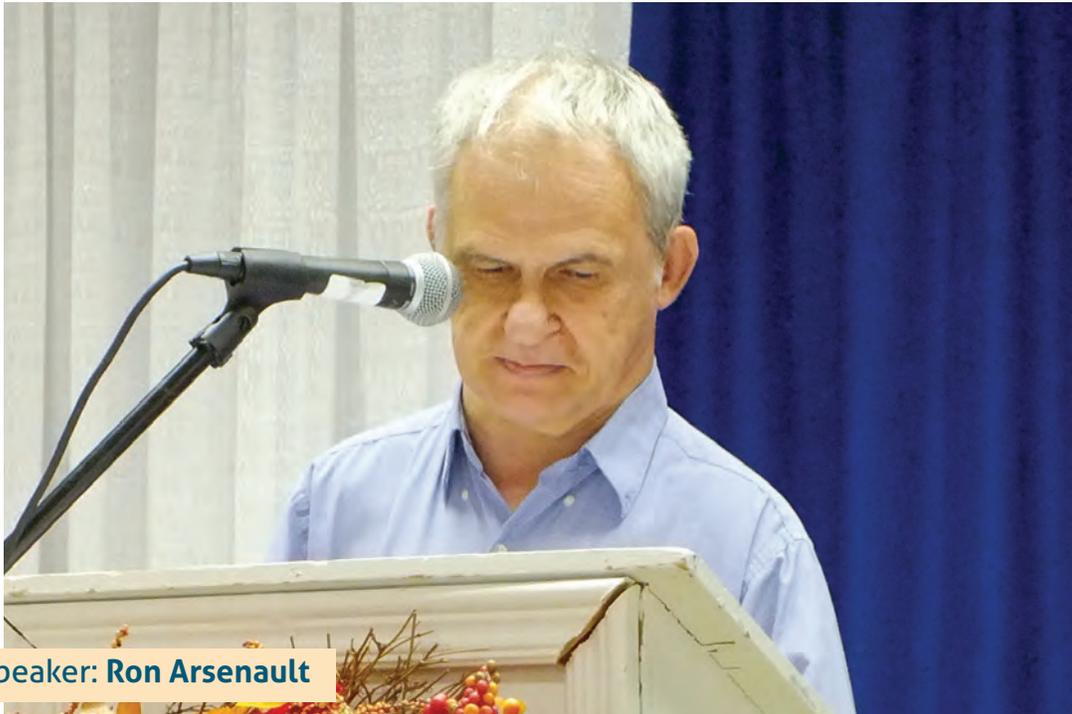


Awards and Celebrations

Having fun and honouring one another.

ANNUAL MEETING 2017

The Annual Meeting is a chance to reflect on the year that passed, and celebrate achievements and successes. Featured here are the recipients of the various honours at last year's meeting.



Guest Speaker: **Ron Arsenault**



Vocational Client of the Year: **Connie MacLellan**



LES Client of the Year:
Jonathan Kelly



Winner of the Margie Dargel Award: **Danny Wilson**



Winner of the Cyrilla Campbell Award: **Chris Dunsworth**



Winner of the Janet Head Memorial Award: **Nancy Hadley**



Winner of the Community Partnership Award: **Boston Pizza**

ANNUAL MEETING CONTINUED...



Winner of the Marion Matheson Award: **Margo Kozera**



Winner of the Employer Partnership Award: **Department of Natural Resources**



Winner of the Business Partnership Award: **Canada Post**



Thank You WestJet! We are grateful for the two tickets anywhere WestJet flies for our annual raffle.

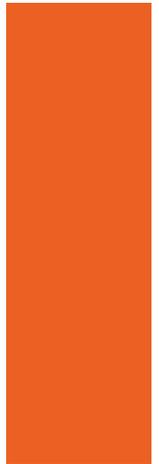
CLIENT APPRECIATION DAY

Client Appreciation Day acknowledges the dedication of all those who attend the Horizon Achievement Centre. Certificates of appreciation are presented to all participants, followed by a fun afternoon. This year we held a cinema day! Complete with popcorn and treats.



HALLOWEEN

We always have fun 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 and work.



CHRISTMAS

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



Beyond the Horizon

Our Building Campaign



FUNDRAISING PROGRESS

The Beyond the Horizon Building Campaign continues to grow, thanks to the generosity of family and friends, community groups, businesses and the general public:

IMO/IHO/monthly donors	\$5,042
Fundraising	\$17,260
Community Support	\$12,429
Estate Gifts	\$30,000

*Our fundraising progress as of
September 1, 2018.*

CAMPAIGN RELAUNCH - NOVEMBER 14, 2017



CAMPAIGN UPDATE

In early November we re-launched our building campaign “Beyond the Horizon” to reflect a new updated facility and marketing plan. Over two hundred people representing all sectors of our community including elected officials, business owners, families and friends joined us in the celebrations. To learn more about the project and to read our proposal to government check out our new website and videos at www.beyondthehorizon.ca

Professional Development

Lifelong learning



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.

THE COURSES AND CONFERENCES WE ATTENDED THIS YEAR:

- Crisis Prevention Intervention
- First Aid
- Food Handlers
- Community Innovation & Social Enterprise
- Career Development Conference
- Safety First Symposium
- Suicide Intervention Training
- Learning Opportunities in Education





As we move forward into another exciting year we must acknowledge those who have made 2017-2018 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!



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 [@HorizonAchieve](https://twitter.com/HorizonAchieve)

 www.horizon-ns.ca

[#HACbeyondthehorizon](https://twitter.com/HorizonAchieve)