



# ANNUAL REPORT 2020-2021



*A* YEAR TO REFLECT...



# 2020-21 ANNUAL REPORT CONTENTS

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## FROM THE EXECUTIVE DIRECTOR

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Reflecting on the past year it's hard not to think of all the challenges, anxiety, and uncertainties that surrounded us during COVID-19 but I believe the most important thing we learned through it all was just how flexible people could be. The sheer resilience and perseverance of staff, board, clients, and community partners to work together to ensure services and programs continued while making safety a top priority was a true testament of collaboration. Despite the many restrictions placed on us, we remained focused and open to modifying processes and procedures to ensure the needs of clients, co-workers, customers and the organization were met. From part time placements for participants, curbside delivery for customers, virtual board and committee meetings, and new cleaning and safety protocols, there wasn't much left untouched and as challenging as it was, we worked together to do what needed to be done. Never was this more apparent than during the hosting of two vaccine clinics for over 400 clients and staff from across the sector in May. I would also be remiss if I didn't acknowledge the unwavering support and collaboration of the Region 1 DirectionNS members whose insight and laughter guided many of our decisions.

Despite the challenges that we faced throughout the year we also found time to work on many of our projects and committee work. The Change Management Committee developed a working plan for the organization that saw the review of all HR policies and we took advantage of online training opportunities in communication, leadership and human resources through Labor and Advanced

Education. We also actively participated in a new provincial fundraising initiative, conducted a job analysis of all management positions and we even found time to complete a five-year strategic plan that will be available in October.

Our many achievements can be largely attributed to our Staff, Management, and Board who remain committed to the values and principles of this organization. They not only understand, but live these values through their words and actions each day. They continuously strive to improve the quality of service to clients, customers, and families through creative, constructive, and innovative ideas and understand that in order to achieve our mandate and to continuously improve our services, we must work cooperatively and in partnership with our community.

To everyone who supported us this year, families, government, businesses, service providers and the community at large, thank you. To the Board and Staff your dedication and commitment to excellence in service delivery is truly appreciated. To the clients and participants, your determination to achieve success in all that you do makes us all strive to be the best that we can be and for that we are truly grateful.

**You should all be proud.**



Reflection is one of the most underused yet powerful tools for success."  
- Richard Carlson

## FROM THE BOARD CHAIR

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Thinking back on the past year, I am humbled and proud to have served as Chairman of this organization. The commitment and dedication of board members and staff to maintain and enhance our programs and services during these unprecedented times was nothing short of amazing.

After many hours of meetings, phone calls, and e-mails, we were proud to start the year off with the confirmation of funding from the federal government for our new building project in late September. From that day forward, members of the building committee have met and continue to meet weekly to ensure the project continues to move forward. Today we are pleased to report that we are about 70% completed. My sincere thanks to all those involved.

Throughout the year, the board and the executive director reviewed, revised, and in some cases enhanced more than twenty human resource policies recommended by the Change Management Committee. We also hired consultants to conduct a job analysis for all management positions and coordinate the development of a strategic plan, which will set the direction of this organization for the next five years.

COVID-19 has been hard on all levels of this organization, from modified work weeks,

cancellation of events, reduced fundraising capacity, and a decrease in business; however, we consider

ourselves very fortunate to have had strong community partners who helped out along the way. A sincere thank you to the Department of Health, Community Services, Department of Infrastructure, CB Chamber of Commerce, CB Partnership, Directions Council, service partners, family, and the community at large for supporting us throughout the year.

To the staff, my admiration for your flexibility and willingness to compromise when asked, allowing us to meet program and participant needs. To my fellow board members, I offer my respect and appreciation for giving so selflessly your time and knowledge to help us through these unprecedented times. To the clients and participants, what is left to say except thank you for being so understanding when we had no answers for you, thank you for continuing to smile and laugh in the face of adversity and most important, thank you for just being you!



If everyone is moving forward together,  
then success takes care of itself."  
- Abraham Lincoln

# *A YEAR TO REFLECT...*

## **A note on the cover art**

It was a year of reflecting on loss, on rights and responsibilities, on change and on who we are as a society.

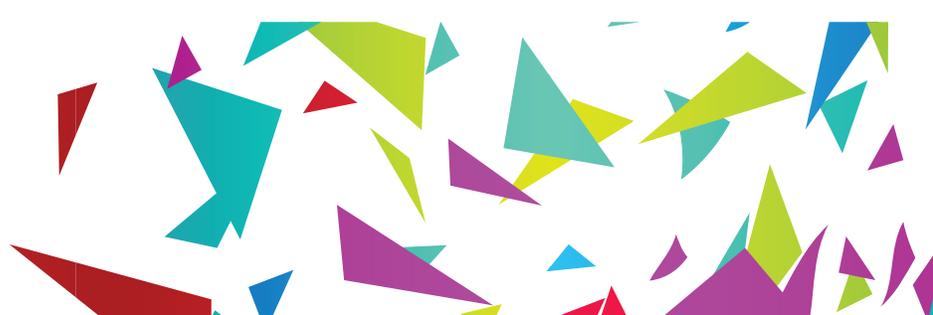
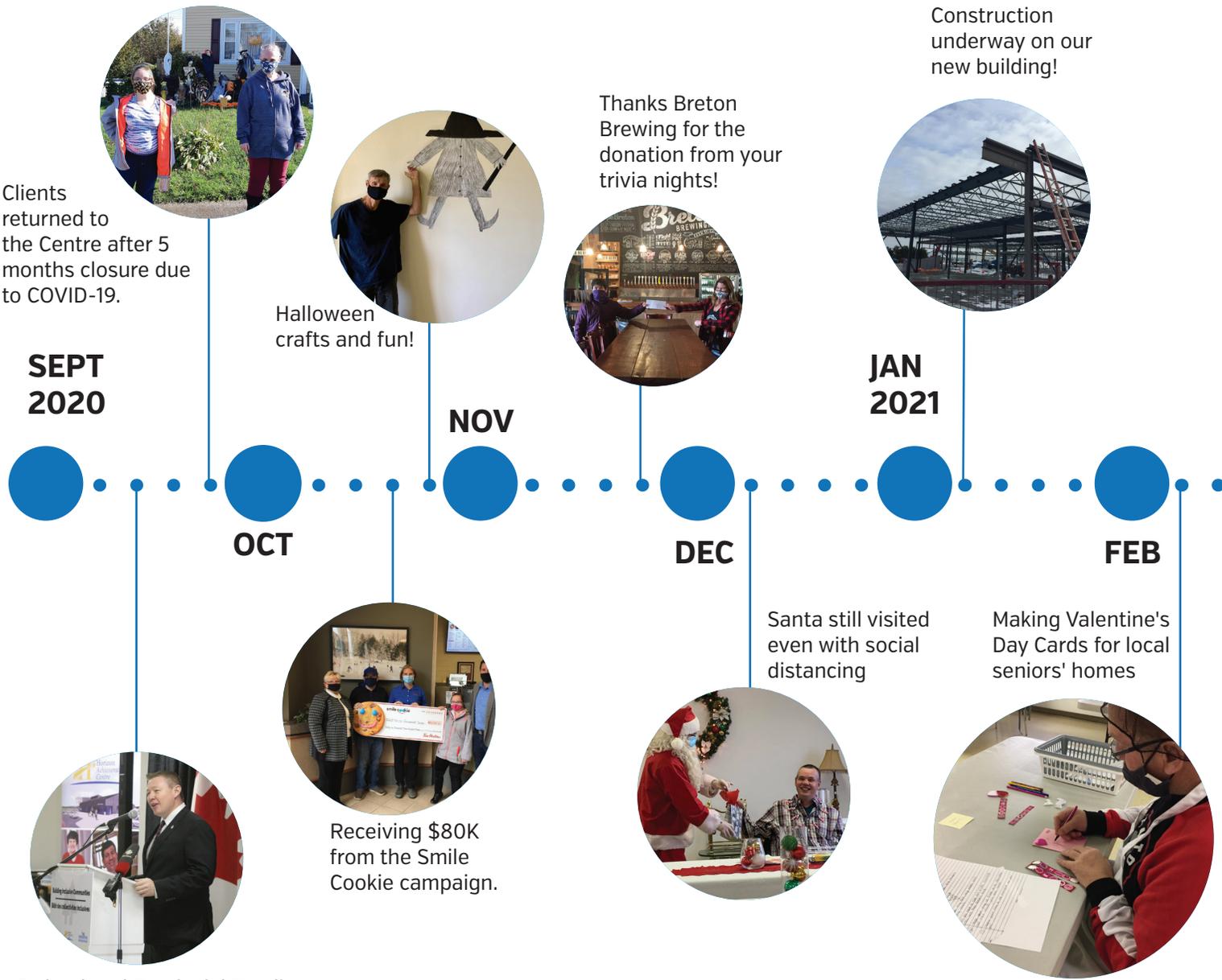
When Executive Director Carol Pendergast suggested that the theme of this year's Report be about reflecting back on what a year it was, I started doing some research into how to represent this graphically. I approached summer student Chantal Chafe, who has an interest in photography, and we brainstormed ideas. We also both loved the reflective nature of the craft which some participants were taking part in, where they were creating butterflies out of coffee filters, which were a reflection of each other. So Chantal and several participants played with the ideas and created the photos you see here. Many thanks to Chantal and to Marie Claude, Norma Jean and Katie!

*—Leah Noble*



# A YEAR IN REVIEW

Some highlights from the period this Report covers - September 2020 until August 2021.





Making Easter eggs

**MAR**

Vaccine clinics held at our Centre



**MAY**

Pilot program of leisure activities



**JUL**

**APR**

Pot of Gold Raffle drawn by local leprechaun Katie



Second Lockdown began - April

**JUN**



Stepdancing lessons with summer student Chantal

**AUG**



Horizon Singers produced their third online performance video!





# FOOD SERVICES

*Coordinator: Lisa Reiley*

The Food Service Clients and Staff continue to work diligently during these difficult times. They are a group of dedicated individuals who are innovative and supportive of the Centre and each other. While our holiday season is always busy, we found ourselves looking for new ways to create training opportunities and maintain the financial stability of the department during the pandemic.



We focused our efforts on various ideas. During the 2020-21 year, we held four fairly successful food fairs. These food fairs allowed participants to continue developing their skills with various products; and provided opportunities to promote our organization.

This year we also implemented a retail giftware business. While it is still in the development stages, participants will

be given sales training in merchandising, pricing, and inventory. We used both coffee shops, as well as our Centre to showcase these products. Feel free to drop in and see the quality items we have to offer. We also utilized this time to implement some additional social and recreational



programming for the vocational departments. This summer, sessions were offered in exercise and nutrition, step dancing, sports (such as basketball and baseball), games (such as boccie and washer toss), and various craft ideas. Through these initiatives, clients learned the importance of maintaining a healthy lifestyle, which has been proven to aid

in a persons' overall wellbeing, and the importance of team building. Clients from all departments were given the opportunity to participate in these beneficial activities.



Congratulations to Robert Grosset on his retirement. Robert was employed with the Centre for 35 years. We first used his talents in the woodworking department and later found himself in the baking department. Well-known for his delicious coconut cream pies. He has always and continues to be a strong advocate for our participants. We will miss him and wish him all best in the future.



The staff and participants in our coffee shop “Sebastian’s”, located in Cabot House, have been very busy this past year improving our menu options and operations. This coffee shop is a social enterprise that provides training and employment opportunities. Our hours of operation are Monday – Friday, 8:00 to 4:00. We also can be found thru CB Eats, a local delivery company. Customers can see our full menu online and have it delivered to their door. Come in for lunch or an afternoon break or order online; you won’t be disappointed.

“ ” Don’t judge each day by the harvest you reap but by the seeds that you plant.  
-Robert Lewis



# GENERAL CONTRACTS

*Coordinator: Joe MacDougall*

**REFLECTION:** Looking back so that the view forward is even clearer.

It is hard to believe that for two consecutive years we have prepared our annual report while dealing with the effects of COVID-19. While it has been tough on everyone, I want to focus on the positive. Clients have adapted so well to the changes in their schedule and how we carried on our operations. Whether it was wearing a face mask or having their hands disinfected, clients

were on board with the protocol. Now we see some restrictions lifted which has enabled us to have full day attendance with larger groups. We all look forward to a further reduction in restrictions.

Despite the 2nd shutdown in April of this year, our department was able to complete all contracts from our loyal customers. From our larger customers like CBRM, Annapolis County, East Hants and Rotofast, to every day print jobs that come our way, we continue to



put out quality work. As always, clients and staff came through with flying colours. When needed, we received support from all departments to make sure work was completed on time. We had a student with us on a summer grant and he did an excellent job. Staff and clients really appreciated his efforts. During this past year, one of the staff in our department has had to take a Leave of Absence for medical reasons. We wish her a full recovery.

It is nice to take a moment to reflect on the past year, but only for a moment, because there is so much to look forward to. The move to our new facility will be here in no time and we continue to prepare for that undertaking. I'm sure clients, staff, board members, families and our many supporters are eager for



the move to the new building.

In closing, I want to thank clients for their efforts and dedication and thanks to parents/caregivers for your patience as we navigate through these difficult times. To all board members who volunteer your time, you are appreciated - thank you !



# LIFE ENHANCEMENT

*Coordinator: Cheryl Donovan*

ABOVE: Fresh air and competition make for a great afternoon of fun! Everyone can take part in when given a the opportunity!

ABOVE: During COVID-19 we enjoyed watching Mary Janet Mac Donald's Tunes and Wooden Spoons! While at work we took advantage of the great recipes she shared and made treats for the department.



← We work on incorporating Community Education with our participants. This art project was passed onto the Membertou Heritage Park display for our community members to see.



↑ Our thriving Online Auction is a Social Enterprise we are so proud of! Donations from our friends are given a thorough check over and cleaning so they will look great in the pictures



Outdoor recreation was encouraged during our COVID-19 return to work. Getting some great fresh air and showing off some impressive Basketball Skills made for a great day!



Although Shelly Allen could not come to us in person, we were lucky to have her through Facetime each week. For our friends who did not come back to work, they could join in at home.



Juanita McKenzie came to us in 1997, at that time she was employed at the coffee shop in the Medical Arts building which we took over. After the coffee shop closed we were lucky

enough to have Juanita come to the main building where she has worked in every single department! Juanita's abundance of energy and drive has brought such great experiences to our participants over the years. We wish Juanita well in her retirement, but we know she will never really leave us.



# COMMUNITY EMPLOYMENT

*Statistics listed are for the period of September 1, 2020 to August 31st, 2021.*

Community Employment provides employment assistance to participants through career counseling, job search support, resume building, interview preparation, volunteer and on-the-job work experience placements, paid employment, job coaching and orientation support to help individuals achieve their employment goals and succeed in the workplace. Our department also provides networking opportunities for participants with employers in their local community, and assists participants with developing the skills necessary in their industry of

choice through education and training designed to support their desired employment goals and outcomes.

This year over 40 individuals participated in Community Employment opportunities through the support of several local businesses and organizations.

## **VOLUNTEERING**

Volunteer placements strengthen the ties between participants and their communities by providing a space where individuals can share their skills and develop new ones while supporting various organizations and causes and making a positive impact. Further,

volunteering provides opportunities for participants to widen their social networks, to explore new industries, to develop new interests and employment goals, and to build their confidence and self-esteem while developing valuable marketable employments skills. This year CE participants logged 1167 hours in Volunteering.

### WORK EXPERIENCE

Work experience placements provide opportunities for participants to gain relevant on-the-job experience and essential employment skills while working with a business or organization in an industry of their choosing. Each work experience placement consists of 160 working hours whereby participants obtain valuable knowledge of an industry by observing and participating in the everyday activities of a workplace,

enabling them to demonstrate their strengths and abilities, gain skills that assist them in realizing their employment goals, and in making better informed decisions regarding their future employment choices. This year CE participants logged 730 hours in Work Experience.

### PAID EMPLOYMENT

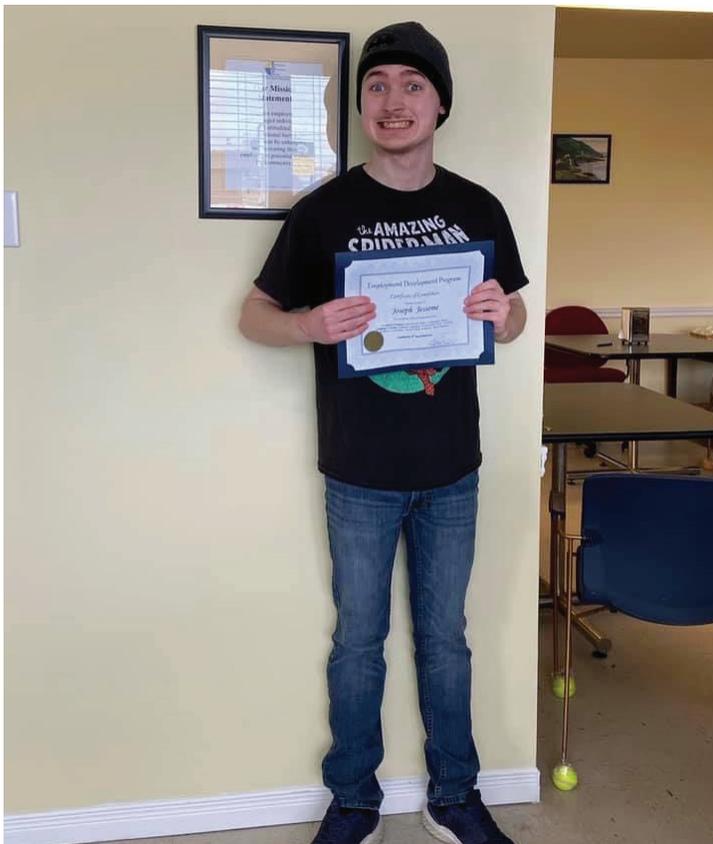
When participants achieve quality, meaningful and gainful employment, this provides stable income and opportunities for social participation and inclusion. Paid employment gives participants a sense of purpose, self worth and achievement as they reach their employment goals and contribute to their workplace and their community as a whole. This year CE participants logged 11,083.5 hours in Paid Employment.



## NETWORK IT

We are proud to take part in this project that creates networking opportunities for people with disabilities who are looking for employment. Here is a screenshot from a Virtual Coffee House that we did.

# EMPLOYMENT DEVELOPMENT CENTRE



*By Manager: Kevin Poirier*

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 continued to provide a variety of skills and training opportunities to our program participants during the past year.

## **Marketable Skills:**

The Marketable Skills component of the program, which includes Food Services, Basic Office, Maintenance and Retail, where individuals were taught skills that could be transferable to the workforce or their home environment.

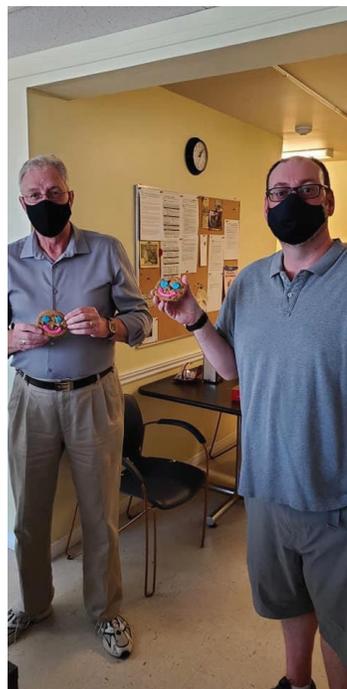
## **Lifeskills, Academic Upgrading, Employability, Workforce Technology:**

Individuals also participated in our specialized programs, which include Life Skills, Academic Upgrading, Employability and Workforce

Technology throughout the program. Participants are offered a variety of workshops designed to enhance or improve skills required for work and every day life.

**Work Experience:**

Those participants preparing to complete the program are engaged in a minimum four week community based placement with local employers this past year to showcase the skills they have attained through participation in the program.



**Opposite page:**

*Left: Joseph Jessome [participant]  
Right: Michele Piovesan at a job fair at YMCA*

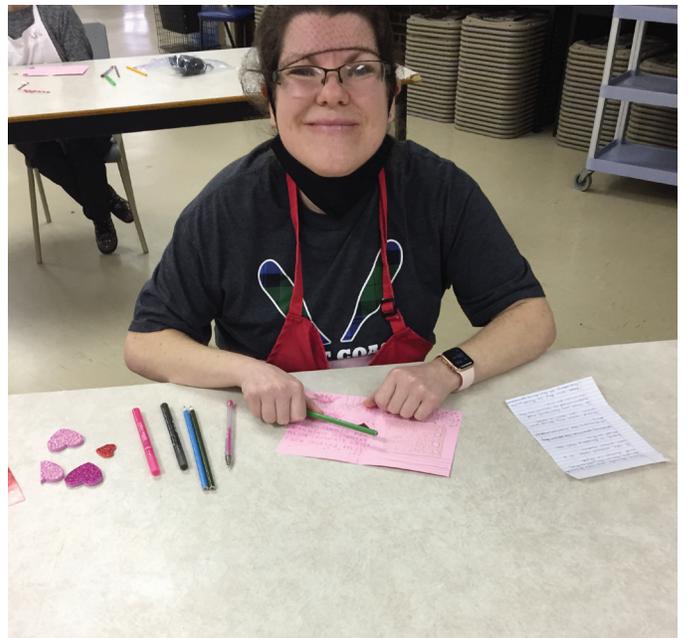
**This page:**

*Left column: Nicole at our booth at Mayflower promoting the program, Rebecca Campbell at her placement at New Dawn  
Middle column: Bryce MacLeod on placement at Food Land, Kevin and Robert with our Tim's cookies  
Right column: Kevin presenting to Michael Thomson [participant of the year for EDC 2020] and Gary Colson.*

# COMMUNITY

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The Community is our space for learning and connecting! We volunteer and give time back to other community organizations to promote inclusion.



**Valentine's Day Cards for Seniors //**  
Food Services workers had some time to create Valentine's Day cards for residents of local seniors' homes.



**Virtual Choir Concert //** The Horizon Singers produced their third online performance video of the pandemic! Thanks to Director Nicky Duenkel and to Jonathan Keller for video expertise.

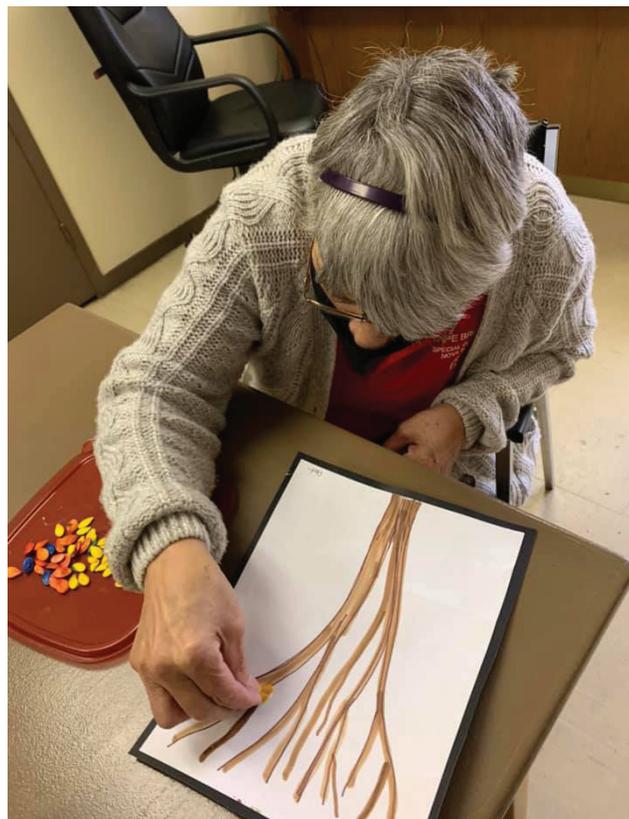
**Vaccine Clinic //**  
We held two vaccine clinics here, partnered with Public Health and Sexton's Pharmacy. Our staff helped with sanitizing. Clients got their first and second doses!



# HALLOWEEN 2020

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We weren't able to gather and have Halloween festivities this year, but we did manage to have some fun with crafts, and take walks in the community to check out Halloween decor.



# CHRISTMAS 2020

This year we had a different kind of Christmas celebration but Santa still visited! And we still got to share the traditional turkey dinner - we just had to do it in two shifts!



## STAFF & CLIENT APPRECIATION DAY

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In years past we've held an event in recognition of Staff contributions, as well as an event in recognition of Client contributions ... but of course this past year gathering in person wasn't possible. In lieu of that everyone got a Gift Card and a card. Here is Ernie showing off his. Hopefully next year we can all gather together for a big celebration!

## ONE YEAR OF COVID-19

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March 22nd - we held an inservice day to show videos and celebrate all that we've done in the year since the first lockdown began. Pictured here, Executive Director Carol Pendergast addresses participants.



# PROFESSIONAL DEVELOPMENT

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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:

- Standard First Aid
- Communications for Supervisors
- Transformational Leadership
- Human Resource Essentials



Change Management Committee



## BUILDING CAMPAIGN UPDATES

In late September we were pleased to receive confirmation of \$2.6 million dollars in funding from the Federal government for our building project. With the previous commitment of \$2 million dollars from the Province, and \$1.3 million raised by HAC, the building committee made a decision to begin the project in early October and to develop a capital campaign fundraising strategy for the remaining costs. With the assistance of a consultant, the committee developed

a donor recognition program and fundraising strategy which included:

- Seek, and apply for, additional funding from government sources
- Research, identify, and make applications to various foundations
- Create a personal contact list from the business community which was assigned to individual committee members
- Mail out donation packages to over 175 businesses/supporters

\$1,842,047  
RAISED

\$3,000,000  
GOAL



- Public Service Announcements on local radio stations including CTV Live at Five Community calendar
- Interviews with Cape Breton Post and CBC radio.

Through these efforts, and continued support from family and friends, we raised over \$475,000 bringing HAC's

contribution to date more than \$1.8 million dollars. The committee was also successful in securing funding from ACOA for equipment and a grant from the Community Access-Ability Program. Covid continues to affect construction costs, as well as our ability to fundraise. We ask for your continued support with this project.



“ ” Stay Positive. Work Hard. Make It Happen.

# DONORS

As of March 31, 2021

## Planet

**\$50,000-\$99,999**

Estate of Dorothy MacDonald  
Claire Sullivan  
Tim Hortons

## Comet

**\$25,000-\$49,999**

## Gold Star

**\$10,000-\$24,999**

The Wesley and Patricia  
Armour Foundation Inc.

## Silver Star

**\$1500-\$9999**

Howie & Donna Burt  
Breton Brewing Co.  
Capers Helping Capers  
John & Sheila Coleman  
Dora Construction  
The John And Jean Eyking Family  
Foundation  
Ford Motor Company  
Darrell MacAulay  
Dorothy MacDonald  
Carole MacKinley  
Joseph Marsh  
Nofrills  
Riverview Y'S Men  
Vera Pendergast  
Aubrey Rogers  
Maureen Sullivan

## Bronze Star

**\$100-\$1499**

3227396 Ltd Ns  
Jennifer Addicott  
Judith Allen  
David & Frances Alteen  
Lorne AuCoin  
Darlene Aucoin  
Norma Aucoin  
Karen Ayre  
Chrissy Bain  
Loretta Baker-Wilson

Mary Barrett  
CAPE Society Glace Bay  
Howard Beattie  
Ben Eoin Campers  
Ben Eoin Beach Ltd.  
Dianne Beauchesne  
Brian Beckett And Brenda  
Gerald Bedeck And Kimberly  
Susan Bishop  
Norma Blinkhorn  
Horizon Achievement Centre Staff  
Board And Participants  
Tracey Boutilier  
Shirley Bryden  
Nadara Budden  
Peter & Marlene Burke  
Cheryl Burke  
Brenda Butley  
Karen Butterworth  
June Cadegan  
Heather Calder  
Theresa Campbell  
Nicole Campbell  
The Campbell Family  
Cape Breton Horseman's  
Association  
Olive Canning  
Angus & Sally Capstick  
Anndelynn Carroll  
Casino Nova Scotia  
Chuck & Susan Champion  
Walter & Jeanette Chapman  
Keith Chiasson  
Mary F Chisholm  
Catherine Chisholm  
Colbourne Chrysler  
Connors Basics Office Supplies  
Clansmen  
Church Of Christ The King ACW  
Charlene's Nutrition

Celtic Creatures Veterinary Clinic  
Dominion Community Hawks Club  
Bill & Carmel Coffin  
Kathryn Cogswell  
Donna Colbourne  
George Collier  
Andrew Creaser - Barrington  
Consulting  
Kendra Coombes  
Rose Courage  
Louisbourg Crabfest  
AnnMarie Curry  
Carolyn Degg Sid &  
Audrey Denpsey  
Deborah Desveaux  
Phil Deveaux  
Rita DiPersio  
Dr. Faith Dodd  
Anne Doyle  
Diane Doyle  
Dragonflys and Dreams  
Graham Dunlop  
Eric Estey  
Joanne Evelyn  
Estelle Levangie Thyme  
For Ewe Farm  
Carol & Bud Farmer  
Earl & Carol Farmer  
Our Lady Of Fatima  
Patsy & Gina Field  
Joyce Fitzgerald  
Pat Foley  
Colbourne Ford  
RBC Foundation  
Beverly Fraser  
Donna Fraser  
Veronica Fraser  
Phyllis Frost  
Michelle Fudge  
Catherine Gallagher  
Delores Garland  
Garbage Night Sessions  
Peggy Gaskell  
Geraldine Geddes  
Maureen Genteman  
Deborah Gillis  
Rosalie Gillis  
John Gilmet Edmund  
Gary Grant



Willena Gregor  
David Guliford  
Lynn Hadley  
Camille Hall  
Ronald Hanson  
Heather Hanson  
Mary Agnes Harriss  
Angela Hawkins  
Dana Hawley  
Dan Hemmings  
Ed Hemmings  
Mr. & Mrs. Hemmings  
Ann Heydon  
Kimberley Hines  
Monica Hollohan  
David & Maria Horton  
Sean & Kindra Howard  
Marilyn Huntington  
First Class Skip Tracing Inc.  
MCA Consultants Inc.  
Doug Ivany  
Chris Jay  
Connie Jennings  
Susan Jessen  
Patricia Johnston  
Harvey Johnstone  
Dorothy Kaiser  
Joy Kanne  
Jerry Karrel  
J. Kate Enterprises  
Mary & Mike Keating  
Betty Jo Kehoe  
Sandra Kelly  
Helen Keough  
Khattar & Khattar  
Holly & Yoshi Kitamura  
Knights Of Columbus  
Hazel Kokocki  
Wanda Krawchuk  
The Lakes Monday  
Ladies Fellowship  
Lori Lahey  
Dorothy Langlois  
Colleen Lapierre  
Cheryl Layton  
Cyril Leblanc  
Lisa Lee  
Janice Lewis  
Steve & Marie Lewis

Francis "Kayo" & Morena  
Libbus  
The Libbus Family  
Richard Lipkus  
Lions Club Of Sydney  
Deana Lloy  
Priscilla Lotherington  
Shelley Lund  
Sarah Lupien  
Debbie Lush  
Maureen Lynch  
Delores Lynds  
Elmer & Delores Lyons  
Jennifer M  
Annemarie MacAskill  
Donnie MacAskill  
Mr. & Mrs. Jim MacCormack  
Janice MacDonald  
Ann & Barry MacDonald  
Kimberly MacDonald  
Elizabeth MacDonald  
Donald MacDonald  
Sharon MacDonald  
Sandra Faye MacDougall  
Catherine MacGillivray  
Elizabeth MacGillivray  
Joe & Jeanette MacIntyre  
Geraldine MacIsaac  
Darlene MacIsaac  
Betty MacIssac  
Claire MacKay  
Barrie MacKay Contracting  
Valerie MacKeigan  
Brenda MacKenize  
Darlene MacKenzie  
Colleen MacKenzie  
Jenna MacKenzie  
Kathy MacKillop  
Charlie & Colleen MacKinnon  
Brenda MacKinnon  
Debra MacLean  
Lillian MacLean  
Linda MacLellan  
Carole MacLeod  
Leslie MacLeod  
Alan MacLeod  
Stephen MacLeod  
Heather MacLeod  
Greg MacLeod

Patricia MacLeod  
Theresa MacLeod  
Arlene MacNeil  
Linda MacNeil  
Lucy MacNeil  
James MacNeil  
Sadie MacNeil  
Erna MacPherson  
Betty MacVicar  
Theresa Macneil  
Lise Marois  
Michelle Marsh  
Trudy Martin  
Kyle McCarthy  
D. McCormick Landscaping  
Michelle McInnis  
Eileen McIntyre  
Paulette McKenna  
Kelly McKenzie  
Mary McNeil  
Lois Mercer  
Patti Merrigan  
Donna Millar  
Daniel Millar  
Jane Mombourquette  
Philomena Moore  
Margaret Moore  
Barbara & Ronald Morrow  
Loretta Mosher  
Deborah Muldoon  
Dan Muldoon  
Rose Murphy Ann  
Debra Murray  
Carolyn Murray-Farrell  
Paul Nardocchio  
Julia Nash  
Wade Neal  
Patsy Neville  
Karen Nicholson  
Katherine van Nostrand  
Kristin O'Rourke  
Ashley Oakley  
Natalie Paris  
Kimberly Paruch  
Alan Pendergast  
Carol Pendergast  
Frank Plesche  
Ioanna Poulakis  
Catherine Power

# DONORS, CONTINUED

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Erin Power  
Doug & Clare Price  
Lorraine Pye-Varnes  
Marilyn Quinn  
Lisa Ramsay  
Kevin Ratchford  
Lisa & Tim Reiley  
Retired Teachers Organization  
Denise Richardson  
Ms. Merle Richardson  
Royal Bank Of Canada  
Pliny Rudderham  
Jasmine Rudderham  
Vielka Salazar  
Rhonda Sampson  
Elizabeth & Garnet Sampson  
Francis Sampson  
Heather Schmidt  
Joann Shanahan  
Leslie Shepard  
Colleen Sives  
Nancy Skinner  
Ray Steele  
Steve Lewis Auto Body  
Sunrise Rotary Club  
St. Anthony Daniel Mens Club  
Sydney Pensioner's Club  
St. Mary's CWL East Bay  
Leanne Stone  
Employees Of Stream  
Cathy Sutherland  
Amanda & Mike Sweeney  
Ann Tataryn  
Ms. Bonnie Thompson  
Christine Thomson  
Claire Timmons

Carla Traynor  
Shelley Bennet Trifos  
Anne & Ray Tynski  
United Way Of Cape Breton  
Lana Verschuren  
Wendy Wadden  
Ann Wall Marie  
Linda Warner  
John McPhee University Of  
Waterloo  
Anita Webb  
Joan Weeks  
Rose Westbury  
Brent White  
Barbara White  
Darlean Whiting  
Brenda Wilson  
Williston Women  
Kim & Vince Young  
Azadeh Zakeriabeiazhi



# REVENUE & EXPENDITURE SUMMARY

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*As of March 31st, 2021*

## REVENUE

Provincial Subsidy .....	\$1,812,491
Self Generated.....	\$638,570
Other Grants .....	\$640,917
<b>TOTAL REVENUES.....</b>	<b>\$3,091,978</b>

## EXPENDITURES

Operating/Administrative .....	\$602,570
Maintenance/Utilities .....	\$89,026
Wages & Benefits .....	\$1,575,478
Other Grants .....	\$636,630
<b>TOTAL EXPENDITURES.....</b>	<b>\$2,903,704</b>

**Excess of Revenues Over Expenditures .....\$188,274**

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 \$3,091,978

Within this total, departments generated sales of \$638,570 a decrease over last year due mainly to COVID-19. Department Revenue profits offset the Revenue not received through external funding and keep the organization from running into a deficit.

Our assets total \$6,228,346 with liabilities of \$5,278,021.

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 25.

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

# ABOUT THE HORIZON ACHIEVEMENT CENTRE

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## 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.

# OUR BOARD & STAFF

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As of August 31, 2021

## HORIZON ACHIEVEMENT CENTRE BOARD OF DIRECTORS

Jim Davis, *Chair*  
Carl Stapleton, *Vice-Chair*  
Aubrey Rogers, *Treasurer*  
Irene Carroll, *Secretary*  
Darlene Aucoin  
Clayton Bartlett  
Mike Bartlett  
Mike Campbell  
Chuck Champion  
John Coleman  
Bill Laurie  
Marcie Stanley  
Wayne Weatherbee  
Christine Murray

## HORIZON ACHIEVEMENT CENTRE STAFF

### **Administration**

Carol Pendergast  
Amanda Burt  
Kaley Ivany  
Theresa O'Brien

### **Life Enhancement**

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

### **General Contracts**

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

### **Food Services**

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

### **Program Staff**

Heather MacLeod  
Maggie Mombourquette  
Leah Noble  
Kyle McCarthy

## **Employment Development Centre**

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

## **Contract/Volunteer**

Shelly Allan  
Jordan Nearing  
Donelda MacPherson  
Brandon Oakley  
Sylvia MacNeil  
Cheryl Hall  
Paula MacDonald  
Liam Campbell  
Nicola Duenkel  
Roseanne Blewer

# THANK YOU

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As we move forward into another exciting year we must acknowledge those who have made 2020-21 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!





[902] 539-8553  
780 Upper Prince Street, Sydney, NS, B1P 5N6

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 [www.horizon-ns.ca](http://www.horizon-ns.ca)

#HACbeyondthehorizon