

On the Horizon

Mission

Our mission is to develop and provide living environments that enable the developmentally disabled individual to live life to the fullest. We strive to provide health and safety, habilitation services, a transportation program, and recreational activities that instill a sense of self-worth and inclusion which will enrich their quality of life.

Donna Merrill
Executive Director
Rodney L. Sutton, Sr.
Editor/Publisher

Contributors

Anette Montgomery
Charlotte Salsberry
Jill Campbell
Frank Larkin

March Is Developmental Disabilities Awareness Month

Advances and Setbacks

By [Robert B. Fleming, CELA](#)

In 1987 President Ronald Reagan proclaimed March “Developmental Disabilities Awareness Month.” The deinstitutionalization movement of the seventies and early eighties had laid the foundation for significant social change, and the presidential proclamation called upon Americans to provide the “encouragement and opportunities” necessary for people with developmental disabilities to reach their potential.

As those citizens began living within the general community in larger numbers, programs to provide career planning, job coaching and supported employment began to emerge. The idea that individuals with developmental disabilities could become productive members of the workforce was new to many people, and entrenched preconceptions had to be overcome. Advocates recognized a moral imperative to engage individuals with developmental – and other – disabilities. With passage of the Americans with Disabilities Act in 1990, workplace discrimination against people with disabilities became sanctionable.

The expectations of young people with developmental disabilities and their parents began to shift. Productive, self-directed lives within the community increasingly became the goal, and (increasingly) an obtainable goal. At the same time, due to improvements in healthcare, people with developmental disabilities were living longer, leading to questions about the lifestyle of “retirement-age” individuals. In short, the national conversation began to address the full spectrum of services needed for people with disabilities to live secure, fulfilling lives. Passage of the Individuals with Disabilities Education Act (IDEA) in 2004, further cemented the resolve of self-advocates and their supporters. With its guarantees of early intervention, special education and services to transition high schoolers into adulthood, IDEA opened a world of possibilities.

I wish that I could say that, as a result of all these changes, stereotyping has decreased. Some observers might be encouraged by sensitive portrayals of people with disabilities in film, literature and onstage. At the same time, though, bullying of students with special needs has become a serious—and growing—national problem. Stereotypes remain, undoubtedly contributing to the continued high unemployment rate among people with disabilities. Hurtful words are too commonplace, and we are far from free from experiencing incidents of abuse and neglect. Taxpayer-funded programs for people with disabilities, always under pressure, are more at risk in today’s economic environment. Discussions at all levels of government threaten the advances made during the past 25 years. School districts across the country are faced with shrinking budgets, and sometimes they complain about special education mandates. Medicaid, which has funded many employment and community-based residential programs, is under fire.

Yes, a quarter century after the establishment of Developmental Disabilities Awareness Month, the world has changed in important ways. Much, though, remains to challenge us. In the coming years, we’ll need to fight not only for more advances but to retain the accomplishments of past decades. **It is a fight in which we must all engage.**

PATH Graduation



PATH Graduates: From Left to right: Lucina Carter, David Millard, Carol Kreps, Anna Norris, Wendy McMorrow, Melody Alexander, Charlotte Salsberry, Tim Corpman, David Hellein, and Jackie Robinson

On the evening of November 22, 2013, a group of about twenty-five people gathered at the Dutch Valley Restaurant in Sugar Creek, Ohio to honor and celebrate the accomplishments of ten Direct Support Professionals. Each DSP earned their Certificate of Initial Proficiency (CIP) credential through their employer (Horizons, Inc.) and the Ohio Alliance of

Direct Care Professionals (OADSP). Each candidate completed sixty hours of classroom instruction in addition to a portfolio that detailed their professional development essay and work samples which demonstrated their competencies as a Direct Support Professional. In addition to the honorees, Julie Hardesty and Rheda McCartney were honored for their service to the

DSPATHS candidates through teaching and mentoring. Executive Director, Donna Merrill, gave each candidate a personalized gift that represented the work which was showcased in their portfolio. The graduates and their guests were treated to a delicious Amish style buffet. To learn more about DSPATH certification go to www.oadsp.org.

Change Builds:

Character. Change creates challenge, and challenge has the capacity to teach people about their limitations and gifts. When things go wrong or mistakes are made it builds humility; when we overcome new obstacles, we build our gifts.

Wisdom. A new level of sensitivity and relating to others comes from surviving life challenges.

Gratitude. When we have it all, we tend to take it for granted. When what we have is taken away, we often gain new appreciation for what we had and a new recognition of what we still have. When you fail to appreciate life you lose your Joy.

By confronting problems you can find healthier solutions. In the midst of chaos, loss and frustration you may learn to:

- Balance toughness with sensitivity
- Go deep inside and embrace fear for real self-development
- Build mental and emotional toughness
- Persevere toward success
- Be on purpose when you are off balance
- Be hard on problems and soft on people
- Manage perceived threats
- Deepen social support
- Believe, have hope, and find inspiration



Christmas Comes to Horizons



Just as you and I look forward to the Christmas season, a time of giving and receiving gifts; so does individuals with developmental disabilities. And since many of our individuals do not have family to purchase and give gifts to them it is because of friends like you who generously contribute to Horizons, Inc. fundraising events and

requests for donations that we are able to host such parties as this one at the National Guard Armory in Dover on December 13, 2013. There were many delicious dishes and baked goods prepared by Horizons, Inc. employees, Christmas music, dancing, and a general festive atmosphere as individuals with developmental disabilities, their families, staff and their families gathered to celebrate this season of giving. And of course Santa made his appearance and gave gifts to all. On behalf of the individuals with developmental disabilities that we serve “Thank you, for your generosity”.

Your total giving for the Christmas season was \$4,880.35.



Fundraisers

Once again our Little Caesars Pizza Kit fundraiser was a success. With the help of dedicated staff and the generous support of you in the community we sold 105 Pizza Kits, 14 Cookie Dough, and 7 Cone Kits with sales totally \$2274, and a net profit for our individuals with developmental disabilities of \$651. A special thanks to our two top sellers Charlotte Salsberry and Carol Ferguson who won \$100 and \$50 gift cards for first and second place respectively.

On December 7, 2013 the

staff of Avenues of Adventures – Horizons, Inc. Adult Day Services Program – held the “Shop Til You Drop Craft Show” at Jim’s Place in New Philadelphia. Horizons, Inc. thanks John Seney, Sara Forney and friends for their efforts which raised \$156. If you missed this event but would like to purchase items which have been handcrafted by our individuals with disabilities come by the Horizons, Inc. office at 220 W. 4th Street, Dover, Ohio, Monday thru Friday 9:00 a.m. to 5:00 p.m. Your support is greatly appreciated.



Brian Hoffman's Ultimate Hulk Hogan Experience

Submitted by Jill Campbell



Her determination and affection for Brian paid off. Jill was able to surprise Brian and accompany him to the big wrestling extravaganza. Needless to say, Brian was more than thrilled when he realized where his trip had actually taken him – Jill said that he never stopped smiling or dancing once he entered the stadium to meet Hulk Hogan, and he just continued to say, “I love im”.

Brian will never forget his “ultimate experience”, and he came home with many souvenirs to add to his wrestling collection. One of his favorite souvenirs is a video of the Hulk Hogan & Roddy Piper wrestling match; which shows Brian & Jill sitting ringside in the audience. Jill took nearly 300 photos to mark the special weekend for Brian. When you see Brian, be sure to ask him to share his album with you.

Some hopes and dreams really do come true! Just ask Brian Hoffman who was able to meet his long-time hero Hulk Hogan this past Fall. Brian has spent many hours watching Hulk's videos and trying to perform many of Hulk's wrestling moves. He calls Hulk his “big cousin”, and has always wanted to meet him.

Finally, Brian's wish came true when his Provider Jill Campbell (Horizons, Inc.) organized a trip for him to attend in late September, the Hulk Hogan “Wrestling Under The Stars” event in Fishkill, New York. This was no easy process, as Jill had to go through many hoops to make it happen.



Training Pays Off

Horizons, Inc. Training

- 1) CPR/First-Aid
- 2) Non-Violent Crisis Intervention Behavioral Courses
- 3) Major Unusual Incidents Systems Training
- 4) Bloodborne Pathogen Training
- 5) Hazardous Communication and OSHA Safety Regulation Training
- 6) Rights of Individuals Training pursuant to 5123.62 – 5123.64 of the ORC
- 7) Medication Administration Certification Training 14 Hours for Direct Support Professionals
- 8) Drug-Free Workplace Training
- 9) Adult Day Service 30 Hour Certification
- 10) Gentle Teaching of Dr. John McGee
- 11) P.A.T.H.S – Providing Advanced Training in Human Services

In Mid-March of 2013 Dan Kohler was beginning his training as a driver for Horizons, Inc. His trainer was Eugene Newton. It was a cool morning as Eugene began to go over the vehicle checklist with Dan, but Eugene seemed to be having some sort of hot flashes as they prepared to pick up their first client for the day. As they neared Boy Scout Rd. for the first pick up Eugene expressed his discomfort to Dan, and said he was also experiencing some blurred vision.

Nearing the Dover Dam Eugene pulled over and told Dan he would need to drive. As he drove the first client to his destination at the Goodwill in New Philadelphia, Dan kept a watchful eye on Eugene whose discomfort seemed to be increasing. Stopping at the Sheets Service Station Eugene obtained a donut, and Dan observed that at the first bite he was immediately sick. Getting back onto the van Eugene took hold of the trash can because he could not stop vomiting.

At this point Eugene believed he was witnessing signs of a heart attack or a serious viral infection. He informed Eugene that he was taking him to the hospital, and he immediately called the Horizons, Inc. dispatcher to apprise them of the situation. With Eugene still vomiting they arrived at Union Hospital.

Dan entered the Emergency Room Lobby and informed the personnel of the situation. The staff immediately dispatched someone out to the van to assist Eugene into the hospital. As he was being wheeled into the hospital, Eugene turned to Dan and said, "Welcome to Horizons".

It was later learned that Eugene had experienced a stroke, and the actions taken by Dan had saved his life.

Because Dan has known CPR/First Aid since working as a lifeguard as a kid of 16, and then during his military training he says he never had a feeling of panic, but one of urgency. A word of advice from Dan to all Horizons, Inc. drivers: "Pay attention. You never know when you may need to use the training you receive as a Horizons, Inc. employee."

Avenues of Adventure – Adult Day Services Program

Submitted By
Charlotte Salsberry



Avenues of Adventure (AOA) was established in 2006 to serve individuals with developmental disabilities. The morning program begins Monday thru Friday 8:30 a.m. to 3:00 p.m., and the afternoon program is Tuesday thru Friday 3:00 p.m. to 9:00 p.m. and Saturday 11:00 a.m. to 5:00 p.m. The work

program teaches responsibility and increases job skills. The Vocational Habilitation Skills currently taught are mowing grass, vehicle cleaning, and general office cleaning, and vending boxes. Individuals at AOA also do craft items such as jewelry, tie dying shirts and hoodies, wood crafts, wreath designs for

all occasions, and baking. Our individuals are paid from the sale of these craft items. Participants also go on field trips in the community to develop socialization and integration skills. They have lots of fun. You can view craft items at the Horizons Office Gift Shop or call 330-343-6322 asking for Anna or Charlotte to place orders.

JANUARY - MARCH BIRTHDAYS

I wish you the
best birthday ever,
one that's so
fantastic that
it lives in your heart
forever.
And I want you
to know
that wherever
you go,
I'm always
wishing the best
for you.



January

3 Rodney Sutton
9 David Blank
10 James Thomas

| | |
|----|------------------------|
| 11 | Melissa Burkhart |
| 12 | Cindy Duvall |
| 13 | Alice Cullen |
| 17 | Tonya Lavender |
| | Francoise Osborn |
| 18 | Dena Charvat |
| | Sherri Weidman |
| 19 | Jasper Amore |
| 22 | Michael Lehr |
| | Ralph Perry |
| 24 | Darlene Rummell |
| 25 | Brandie Glauser |
| 26 | Daivid Heid |
| 27 | Launna Schupp |
| | <u>February</u> |
| 2 | Wendy McMorrow |
| 3 | Jo Mutschelknaus |
| | Terry Pippin |
| 4 | Randy Conway |
| 5 | Jean Evans |
| | Tricia Mascotti |
| 7 | Kasondra Chaney |
| 9 | Kalynn Fletcher |
| 13 | Brenda Hinkel |
| 14 | Diane Dray |
| | Lauren Millard |
| 16 | Julie Hardesty |
| | Alicia Mulkey |
| 17 | Shelia McCluney |
| 19 | Sarah Castellano |
| | LuAnna Gilmore |
| | Craig Mackey |

| | |
|----|-------------------------|
| 20 | Shawn Cummings |
| 22 | Georgia Hairston |
| 24 | Jannette Devine |
| 25 | Angel Bennett |
| 27 | Kimberly Baugh |
| | Lois Millard |
| 28 | Christina Tallichet |
| | <u>March</u> |
| 1 | James Diano |
| 2 | Jeanna Clark |
| 3 | Maxine Eberhart |
| | Sharon Johnson |
| | Michael Reifenschneider |
| 7 | Sarah Forney |
| 8 | Dawn Shoup |
| 13 | Mary Garland |
| 16 | Tracey DeMattio |
| | Shirley Inman |
| 17 | Nala Colliers |
| 21 | Christopher Kalp |
| 23 | Bobbi Chio |
| 24 | Samantha Hetrick |
| 25 | David Layfield |
| | Jessica McCullough |
| | Albert Trolio |

No Call-Offs

On December 9, 2013 at a managers meeting Donna Merrill, Executive Director commended the managers for working diligently with their staff to decrease the number of call-offs for the months of August thru October. Managers were given certificates of appreciation to give to the following employees:

Bolivar Group Homes A & B: Heather Heid, Brenda Hinerman, Dennis Wagner, Norma Poorman, Tim Rothacher, Kaitlyn Webb, Lindsey Callahan, Linda Bachtel, Melody, Alexander, Leslie Roney, Mary Boader, Sharon Keifer, Frank Larkin, Brittany Spiker, James, Griffith, and Doreen Wright.

Twin City Home: Tim Corpman, Craig Mackey, James Diano, and Darlene Gastaldo.

619 Jefferson St.: Kimberly Baugh.

Lockport: Carol Ferguson, Launna Schupp,

Rittman Home: Mary Engstli, Tom James, Lynn Bridger, and Brenda Hinkle.

617 Jefferson St.: Shirley Inman, Yolanda Poirier, Elaine Newman, Terry Pippin, Dena Charvat.

Hoffman House: Jill Campbell, Gary Smith, Ann Rossey, Tommy Nicholas, Zack Pinski, Dave Hellein, Rick Lucas.

Avenues of Adventure: Lisa Clark, Melissa Burkhardt.

Coshocton County: Vicky Bryant, Ann Phillips, Beth Crooks, Megan Carpenter, Virginia Baker, Kaylee Clough, Wendy McMorrow, Brittany Weekley, Sarah Fritzpatrick, Karen Mercer, Amber West, Sara Ashcraft, Shannon Sikora, Jade Mercer, Jeanna Clark.

Lincoln Avenue Home: Wanda Kincaid, Jean Evans
I/O Waiver Apartments: Hazel Bryan

Front Street Home: Carla Thomas.

A drawing of four names netted Bob Grant-Harrison, Tom Jones – Jefferson, Aaron Smith – Tuscarawas, and Jean Evans – Wayne \$50 gift certificates. **January to March is the Overtime Challenge – See your manager for details.**



IN THE SPOTLIGHT

Managing a Safe Environment

Submitted by Anette Montgomery – Safety Committee Chairperson

The Safety Committee meetings are held monthly on a county rotation schedule to discuss safety awareness, solutions to areas of concern and group discussions on areas for training our employees. Our goal is to reduce the number of accidents and injuries. In 2013 we had a total of 20 BWC claims. Our first phase of Safety Awareness for 2014 will be to introduce each quarter an area that the Safety Committee selects to enhance staff prevention of injuries, practical safety tips

or advice. The committee has selected Back Safety as the topic for the first quarter of 2014. So be on the lookout for information and training that the committee will roll out for your participation. In addition, if you have any safety suggestions, please complete a suggestion form and give it to a safety member in your area.

Tuscarawas/Carroll/Coshocton

Becky Welz, Cindy Duvall, Mike Groh, Sharon Keifer, David Millard, Wendy McMorrow, Kate Thompson

Wayne/Ashland/Knox

Richard Lucas, Rachael Moore, Scott Perry, Jack

Robinson, Lynn Bridger

Jefferson/Harrison

Betty Alvey, Ed Corn, Diana Dray, Kay Kreps, Jamie Shields





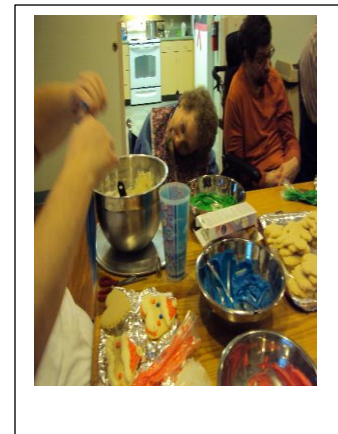
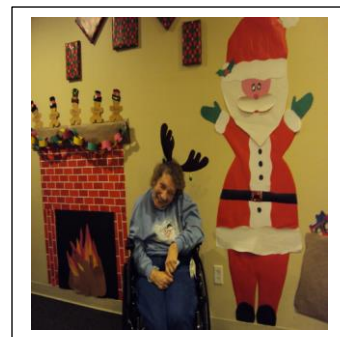
A Very Bolivar Christmas

Submitted by Frank Larkin

It was a very Merry Holiday season at the Bolivar Group Home. On Dec. 8th the Gnadenuhnten UMC Carolers and their Girl Scout Troop paid us a visit - bringing Christmas baked goods and decorations, to the delight of the residents. The Horizons, Inc. Christmas Party was held Dec. 13, and we were all in attendance – singing, dancing, and enjoying the good food. There was also a surprise visit by a certain bearded gentleman.

Christmas Eve the Bolivar residents held their House Party with a gift exchange. Christmas Day was filled with unwrapping presents and a whirl of happy celebration. Then to bring in the New Year there was a New Year's Eve Party replete with noisemakers, excellent food, and happy games of charades to usher in the New Year.

The staff at Bolivar and the developmentally disabled individuals we serve thank all the individuals, companies, and foundations who helped us to have a great year.



March Birthdays Continued

- 27 Eileen Cresong
- 28 Gary Bumgardner
- 30 Lena Canfield
- 31 Mary Border
- Tredella Floyd
- Lora Ledford
- Jennifer Vaughan
- Crystal Young

April Birthdays

- 3 Hazel Bryan
- Kathryn Kitchen
- 6 Carol Ferguson
- 10 Angela Maloy
- 12 Lynn Van Ostenbridge
- 15 Arthur Conn
- 19 Courtnie Hackney
- Nicole Sawdy
- 22 Lynn Bridger
- 25 Caitlyn Miskimen
- 26 Vincent Fantin
- Beth Johnson
- 27 Catherine Mcintee
- 28 Sylvia Meese
- 30 Elaine Newman
- Johanna Williams

Anniversaries

5 years

- Kirk Baker 3/30/09
- Beth Crooks 1/29/09
- Renee Fitpatrick 1/27/09
- Georgia Hairston 1/05/09
- Samantha Hetrick 3/30/09
- Tamara Hill 3/29/09
- Jo Mutschelknaus 2/18/09
- Darlene Rummell 3/03/09
- Dawn Wilson 2/10/09
- Alicia Mulkey 4/03/09

We Applaud the Following for Their Contributions & Support in 2013

- The Reeves Foundation
- The Timken Foundation
- The Haman Foundation
- The Austin/Bailey Foundation
- Tuscarawas Community Foundation
- The Rosenberry Foundation
- The Aultman Foundation
- The Kimble Foundation
- Ohio Department of Transportation – JARC
- Tuscarawas County Jobs & Family Services
- Pepsi Beverages Company – Wintersville, Ohio
- Mary Zifer Pizza – Dover, Ohio
- Ann’s Pet Grooming – New Philadelphia, Ohio
- Johnson Auto Service – Uhrichsville, Ohio
- Take 2 Video & Tanning – Uhrichsville, Ohio
- Tan Four Seasons – Dover, Ohio
- Dover Health Alternatives – Dover, Ohio
- Dayspring Christian – New Philadelphia, Ohio
- Gips – New Philadelphia, Ohio
- Catola Dry Cleaners – New Philadelphia & Dover, Ohio

There are too many individuals to name, but know that we applaud you all as well.



UPCOMING EVENTS/DATES TO REMEMBER

(FEBRUARY)

2nd Groundhog Day
14th Valentine's Day
17th Presidents Day

(MARCH)

Developmental Disabilities
Awareness Month
5th Ash Wednesday
9th Daylight Savings Time
17th St. Patrick's Day

Flu Shots Available (Dover Office)

1st Annual Awards Banquet & Silent Auction

On April 5, 2014 Horizons, Inc. will be holding its first Recognition Banquet and Silent Auction to recognize the growth and achievements of our individuals with developmental disabilities and staff accomplishments. Our Keynote Speaker will be April Holmes, 2008 Paralympic Gold Medalist. Go to www.aprilholmes.com to learn more. We are seeking items to be placed in the Silent Auction (Gift Baskets, Gift Certificates, Furniture, Electronics, Vehicles, etc.), and sponsorships for our individuals to attend the Awards Banquet. Dinner will be \$20 per person (\$100 will sponsor (5) of our individuals). Call Rodney Sutton to donate items for the Silent Auction, and mail checks for sponsorships to the Dover Office marked Recognition Banquet. We look forward to seeing you there.

Seeking Program Sponsors

| | |
|------------|---------------|
| Corporate | \$1,000 |
| Nonprofit | \$500 |
| Individual | \$ 50 - \$100 |

HORIZONS, INC.
220 W. 4th Street
Dover, Ohio 44622

Main Office
220 W. 4th Street
Dover, Ohio 44622
(330)364-5415
800-251-5204
Fax: (330) 364-4359

Jefferson County Office
120 Springdale Ave.
Wintersville, Ohio 43953
(740) 266-2248
(740) 266-2548
Fax: (740) 266-2553

Wayne County Office
443 W. Liberty St.
Wooster, Ohio 44691
(330) 262-4183
(330) 263-2979
Fax: (330) 262-5291

We're on the Web!
(New site coming soon)
See us at:
www.horizonsoftuscandcarroll.org