



Caring
TOGETHER



Dr. Bob

**KEMP
HOSPICE**

OVER 25 YEARS OF
COMPASSIONATE
PALLIATIVE CARE

MESSAGE FROM THE BOARD OF DIRECTORS



ANN HOLTON

*Chair of The Board
of Directors*

THANK YOU!

As I complete my first year as chair of the DBKH board, I look back and see a year of great change and progress for the Hospice. We welcomed new staff, new volunteers and new board members into our family. We were able to compassionately serve the emotional, physical, social and spiritual needs of 184 individuals until the end of their lives.

We continued to grow our expertise in the field of Pediatric Palliative Care and introduced new Bereavement Support Programs, Children's Wellness Program and Volunteer Visiting Outreach Programs. We are so pleased to now support families of children with progressive life-limiting illnesses.

We have also created a plan to guide us forward in the development of a much needed pediatric hospice and have been building partnerships in the community that will have a lasting and positive impact for children and their families.

Our connection with the community continues to grow stronger with our counselling programs, community workshops and seminars as well as Camp Keaton Hamilton.

All of this was possible due to the generous ongoing support of our donors, partners, staff and volunteers. We as a Board thank each of you.

Our Board along with our amazing management team is committed to continued future growth and change which will ensure we meet the needs of our community which now includes children.

BOARD OF DIRECTORS 2018/19

Ann Holton
Janice Shearer
Nancy Donohue
Ruby Sarmiento Amog
Brian Decker
Lynda Fraser
Joe Khan
Shairoz Kherani
Joe Mercanti
Rick Simmons
David Vainer

BOARD OF DIRECTORS 2019/20

*(Proposed to be accepted
September 2019 Annual
General Meeting)*

Ann Holton
Janice Shearer
Nancy Donohue
Ruby Sarmiento Amog
Anna Filice
Joe Khan
Shairoz Kherani
Joe Mercanti
David Vainer

MISSION

Inspired by the vision of Dr. Bob Kemp, we compassionately serve the emotional, physical, social and spiritual needs of individuals living with a progressive life-limiting illness until the end of life.

We support them, their bereaved and our community through our residential, outreach and bereavement programs.

VISION

We collaboratively lead, shape and deliver compassionate Hospice Palliative Care.

VALUES

- Dignity & Integrity
- Diversity
- Compassion, Kindness and Respect
- End of Life
- Continuous Enquiry and Learning

Providing excellence in care
to individuals and families
living with a progressive
life-limiting illness.



A MESSAGE FROM OUR EXECUTIVE DIRECTOR



CLARE FREEMAN
CYW, BA, MSW, RSW

Thank you to our community, our staff and volunteers for **Caring Together** to make a difference in the lives of so many in our community affected by illness, end of life and loss.

Caring Together, we have accomplished so much this year. We are proud to celebrate the work of our team that includes but not limited to, passing accreditation, expanding children services and serving more families with compassion. Our residential team welcomed more residents and thus had to say goodbye to 184 people in our community. Creating special moments and memories is what inspires all of us. We want to send out a special thank you to the Gentlemen's Charity and ArcelorMittal, Harold Ballard Foundation and Ultimate Software for your generous donation in supporting the renovation needed to improve the nursing station workspace. (see page 7).

Caring Together to meet the growing needs in our community, our board of directors identified three primary areas:

1. Bereavement services
2. Public education and awareness
3. Building community-based pediatric care for seriously ill children

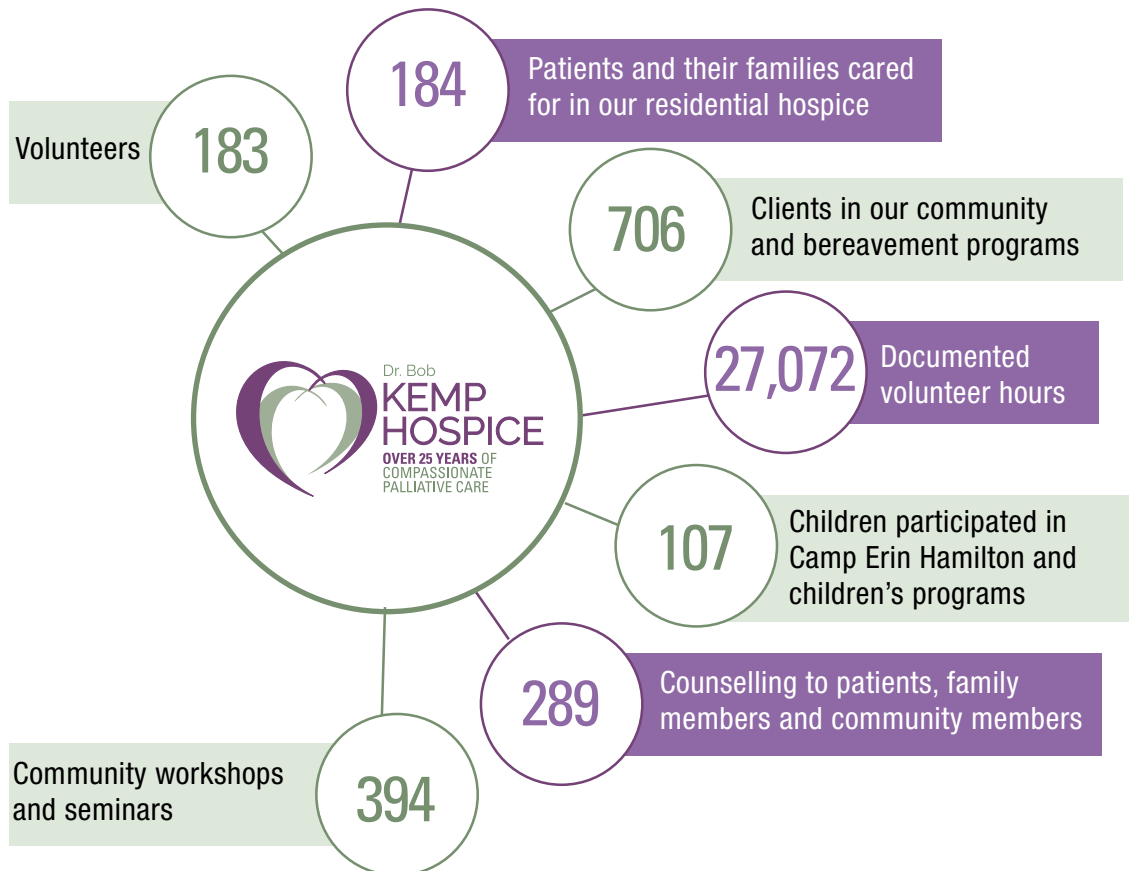
We are excited to work with our pediatric partners from McMaster Children's Hospital and local children organizations as we continue to work together to find ways to improve services for children. We are grateful for the initial support we received from the Hamilton Community Foundation to assist us in completing a much needed feasibility study on the concept and opportunities of building a pediatric hospice. We were pleased by the announcement last year by the HNHB LHIN to provide additional funding to expand our Volunteer Visiting and Day Wellness programs that included the development of a pediatric Volunteer Visiting, Day Wellness and Bereavement program. We welcomed Susan Repa to help us expand our children's programming (see page 8).

Caring Together, we needed to start a broad community conversation about planning end of life before illness, and end of life and bereavement supports and thus we continued to expand on our community awareness campaign. We hosted three Talk About the End Journey events throughout our community that had over 150 people attend to learn ways to engage in a conversation about end of life wishes, advance care planning and creating a legacy. We also hosted a six part series with CHML on Advance Care Planning information and Grief and Bereavement Supports. Thank you to Sandra Andreychuk and all of our guests for your continued support in this important work.

Caring Together last year made a difference in the lives of well over 1,000 people. You will see the profound impact throughout the pages in this report.

With deep gratitude.

YEAR IN REVIEW



2018/2019 HOSPICE FINANCIAL REPORT



NORMA LUISON,
Manager of Finance

We are pleased to present our financial statements for the year 2018/19. We want to thank you our funders and donors for your support. Our team works diligently to keep costs down and provide excellence in care.

We were pleased with the expanded funding provided by the HNHB LHIN for our Visiting Hospice Volunteer Services and Day Wellness Programs.

We also received support from the Gentlemen's Charity, ArcelorMittal, the Harold Ballard Foundation and Ultimate Software (in honour of Carmella Uggenti) to renovate our nurses/work hub station. Due to this renovation you will see the increase in professional fees expenses over last year.

Thank you to our auditors at KPMG for your work.

THE DR. BOB KEMP HOSPICE FOUNDATION INC.

Statement of Operations and Changes in Net Assets

Year ended March 31, 2019, with comparative information for 2018

	2019	2018
Revenues:		
Grants	\$ 1,540,853	\$ 1,475,710
Donations	892,817	817,261
Special events	469,504	405,492
Other	87,063	30,884
	2,990,237	2,729,347
Expenses:		
Wages and benefits	1,960,120	1,869,674
Advertising and promotion	91,405	87,630
Interest and bank charges	27,031	14,218
Insurance	18,634	11,943
Office expense	34,103	21,583
Professional development	5,798	18,074
Professional fees	107,218	45,966
Program and services	114,137	123,283
Repairs and maintenance	55,986	63,603
Travel	8,081	5,910
Special events	205,128	166,184
Utilities	48,771	48,159
	2,676,412	2,476,227
Excess of revenues over expenses before the undemoted items	313,825	253,120
Other expenses (income):		
Amortization of property and equipment	170,486	171,431
Amortization of deferred capital contributions	(92,410)	(84,750)
Interest income	(25,295)	(9,419)
Unrealized (gain) loss on investments	(19,283)	13,505
Realized loss on investments	257	2,644
Donation to the Hamilton Community Foundation	-	10,000
	33,755	103,411
Excess of revenues over expenses	280,070	149,709
Net assets, beginning of year	4,043,403	3,893,694
Net assets, end of year	\$ 4,323,473	\$ 4,043,403

For the Full Audited Financial Statements please contact Dr. Bob Kemp Hospice.

2018/2019

HOSPICE FINANCIAL REPORT

\$1,449,384.00

PRIVATE DONATIONS,
HOSPICE RUN SIGNATURE
EVENTS & GRANTS

\$1,540,853.00

GOVERNMENT FUNDING

THANK YOU

TO ORGANIZATIONS AND CORPORATIONS FOR
MAJOR SPONSORSHIPS AND SPECIAL DONATIONS



King Luminaire • StressCrete • Est. 1953
**STRESSCRETE
GROUP**

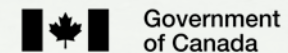


Phil Groves
Sewer 911
To Service And Inspect



THANK YOU

FUNDERS AND GRANTS



- Harold Ballard Foundation
- Reise Family Foundation
- Hamilton Naval Veteran's Association
- Carolyn & Robert McCormick Foundation
- Edith H. Turner Foundation Fund
- The McCallum, McBride Fund
- Malloch Foundation Fund



RESIDENTIAL CARE

A MESSAGE FROM...

RESIDENTIAL CARE DIRECTOR

Thank you to everyone for giving our team a beautiful and renewed space to work in.

Thank you to our amazing team for serving 184 patients and their families. Our RNs, RPNs and PSWs go above and beyond everyday. When asked what caring together meant to them, this is what they collectively wrote:

- C**ompassionate care at the bedside
- A**ttention to symptom management
- R**espect for choice, culture and lifestyle
- I**magination to make wishes happen
- N**urturing residents and families
- G**race in all our relationships
- T**houghtfulness for those special moments
- O**utdoors when weather permits
- G**ifts of strength, hope and quality of life
- E**ncouragement to remain independent as long as possible
- T**imely answering of call bells with teamwork
- H**onest answers for families during difficult times
- E**ducation to continue growth of knowledge
- R**ewarding work to journey alongside of families we are privileged to serve each year



DEBBIE ROBINSON
Reg N, CHPCN(C)
Director of Residential Care



OUR MEDICAL DIRECTORS

It is an honor and a privilege to go through this stage of life with our residents and their families. A few facts about patient referrals; A patient will be referred to hospice palliative care when prognosis is approximately three months. This along with other assessment tools is utilized to enable admission. Both Dr. Kanani and I along with our Residential Care Director meet with every patient that is admitted and work closely with them to assist with their goals of care. We are on call 24 hours a day and hold rounds every Thursday where we meet with the whole team and see every patient in the house. We are dedicated to ensuring that symptom and pain management are handled as efficiently and as quickly as possible.

Improving patient access to palliative care is one of our constant mandates. This includes admittance on weekends and implementing steps that make the referral process easier for patients and families.



DR. SABIRA KANANI



DR. SHARON RUSSELL

FROM THE KITCHEN THE HEART OF OUR HOME



KYLIE NATTRESS
Kitchen Manager

The kitchen at the hospice is a very special place filled with love, laughter and generosity. You will always find freshly baked treats and two homemade soups for families. Our dedicated staff and team of volunteers work hard to provide our residents with their favourite food, just like home.

A special thank you to Costco for your generosity. The hospice kitchen greatly appreciates all the wonderful donations we receive from our community.



SARA KLINCK,
MMT, RP, MTA
Music Therapist

OUR MUSIC THERAPY PROGRAM

In Residential Care:

Approximately 250 music therapy sessions were provided for residents and loved ones this past year. Sessions typically took place at bedside, in the reflection area, the great room, or in the gardens. Music experiences were implemented within a caring therapeutic relationship to address the unique needs of residents and/or family members.

Techniques such as clinical improvisation, song writing, lyric analysis, instrument playing, song choice and music listening were employed to lessen the negative effects of end-of-life symptoms (pain, anxiety, shortness of breath), and to enhance quality of life, facilitate dialogue, reminiscence, relaxation, creative self-expression, and/or legacy work. Some residents also chose to select and prepare music for their own memorial service during sessions.

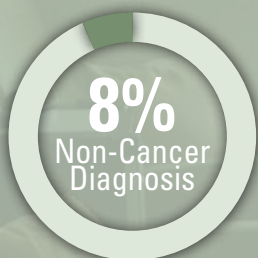
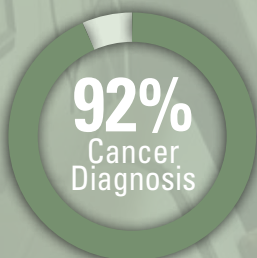
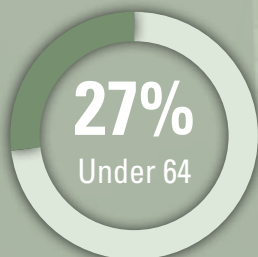
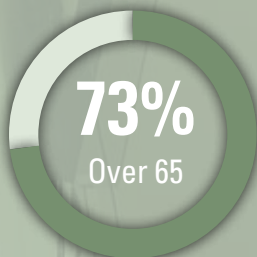
In the Day Hospice Program:

Music therapy group sessions were provided by Music Therapy Interns once per month (January through August). 6-8 community participants and 2-3 volunteers/caregivers attended on average. The group engaged in singing/vocalizing, improvisation, musical games, instrument playing, and writing songs together.

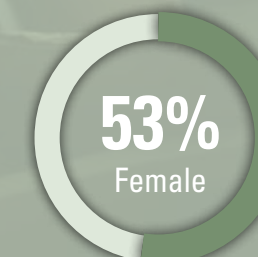
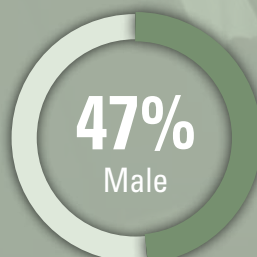
COMPLIMENTARY THERAPIES

Throughout the year our day hospice participants get to benefit from the generosity of community organizations, businesses and individuals who give of their time to provide healing therapies. These include hair cutting, touch therapy, Reiki, reflexology, massage therapy, spa treatments and animal therapy. In addition to these we also have entertainers from clowns to singers who give of their talents to bring joy to our day hospice program. **Thank you all so very much!**

2018/19 RESIDENTS: 184



Gender



- 27% referrals from Hospitals
- 73% referrals from Home or Retirement Home



Caring TOGETHER | Dr. Bob Kemp Hospice

Thank you to **ArcelorMittal, The Gentleman's Charity, Harold Ballard Foundation and Ultimate Software** for making the renovation of our nurses station possible.



The **Hamilton Tiger-Cats** have made many, many special visits to fans who have stayed in our hospice.

DAY HOSPICE VOLUNTEER VISITING PROGRAMS

A MESSAGE FROM...

OUR DAY HOSPICE

Through our Wellness Programs for those with a progressive life-limiting illness at the hospice we encourage, lift and strengthen each other.

The Adult Day Program held on Wednesdays offers companionship, relaxation, activities, entertainment and a home cooked meal.

"In caring together, our volunteers celebrate life with the dying. Whether it is a favorite pastry, learning to meditate, writing a song; no matter how small, hospice staff and volunteers celebrate with you."

We are grateful to our community sharing their talents with our program. This year we enjoyed in-services from the Hamilton Conservatory of the Arts, The Greater Good Musical Choir, Aromatherapy/DoTerra, Bel Canto Strings and the Hula Wahines, Massage Therapy provided by Mohawk students, Reiki, Touch Therapy and Reflexology and so much more. All of these services are an integral part of helping our patients in the program relax, reduce stress and calm emotions. Participants in the Day Hospice Program come from their homes in the community and from our residential patients.

This fiscal year we have 27 new, active volunteers offering their time visiting palliative clients in the community, cooking for our residents, fulfilling administrative tasks including reception, gardening, planning and participating in events and keeping vigil at bedside.



CHERYLYN KISLOSKY-MCLELLAN
BA, RPN

Manager of Children/Adult Wellness and Volunteer Programs



SPONTANEOUS PHOTO OF A FEW OF
OUR DAY HOSPICE VOLUNTEERS
WHO MAKE THIS DAY SO SPECIAL FOR EVERYONE THAT ATTENDS



Far left; Kristen Johnston, summer student and far right Cherilyn Kislosky-McLellan (Cher) Manager of Volunteer Programs, along with a few of our volunteers that help support our Day Hospice.

COMMUNITY EDUCATION

OUR CLINICAL NURSE SPECIALIST

A patient can live with a life-limiting or palliative illness for many years before an end-of-life prognosis is known. Patients living at home can make a referral to our hospice that is assessed by the Clinical Nurse Specialist within 48-72 hours. Every effort is made to support patients and their families at home with excellent symptom management and family support, collaborating with the family physician, palliative physicians, HNHB LHIN, visiting nurses and hospice volunteers. These education and supportive interventions result in decreased emergency visits and allow patients to be cared for in their home as long as possible with admission to hospice when appropriate.

Ongoing education and mentoring, for our residential staff and community partners, involves collaboration with the co-medical directors and the residential director. This remains an integral component of providing the highest level care to patients and their families, with evidence based practice.



ARMILA KAJANI
RN, BScN, MN, CHPC
Clinical Nurse Specialist



COMMUNITY VISITS:

1589

Service Education Interactions

28

Community Workshops and Seminars

403

Referrals

302

Assessments

IN MEMORIAM



We had the honor of working with **Dr. Joshua Shadd** who passed away suddenly on December 15, 2018. Dr. Shadd will forever be remembered for his compassion for palliative care and the many lives he touched.



GRIEF & BEREAVEMENT PROGRAMS

Grief is a normal reaction when someone we love dies, however it can make us feel completely abnormal, and at times very alone in our grief. At Dr. Bob Kemp Hospice, the Bereavement and Supportive Care team continues to provide support to residents and the community at large, so we can come together in care and support one another in our grief.

We have begun to expand upon the ways in which residents and their loved ones can care together during their time at the hospice. Legacy projects are ways in which residents and their family, with the support from Supportive Care Team members, can come to create something incredibly unique to the resident that their loved ones can have as a physical reminder of their love and connection to their loved one. Examples include our offering of hand molds, completing word art with families and providing materials for residents to record a message for their loved one which is then in-

serted into one of our Dr. Bob Kemp Hospice teddy bears.

The Bereavement and Supportive Care team has also been fortunate to begin offering additional support groups to meet different types of grievers' needs, these include a mindfulness-based support group called Grieving Mindfully, a drop-in based support group entitled Support Over Supper, and Finding Our Way: Learning to Live with Loss – a group designed for individuals grieving any type of loss. It is the vision of the Bereavement and Supportive Care team to continue to offer different ways the bereaved can come together in healing their grief, especially for those who have experienced losses that are more stigmatized in the community, including opioid, substance-related death, and death by suicide. It is our imperative to continue to expand upon our services so all of our grieving community members can feel less alone and come together in a caring and supportive environment.



JESSICA MILLETTE

Manager of Bereavement and Supportive Care



Caring TOGETHER

TO ALL OF OUR DONORS, FAMILIES, COMMUNITY SERVICES, VOLUNTEERS AND STAFF, THANK YOU FOR HELPING US **SUPPORT THE NEXT FAMILY.**





NEW CHILDREN'S PROGRAMS

CHILDREN'S DAY HOSPICE

We were so excited to introduce The Pediatric Day Wellness program which began in January 2019. Prior to the start of the program specific pediatric volunteer training was done to prepare our volunteers to work effectively with the participants.

This program is designed for children with a serious illness or palliative diagnosis. Each Thursday from 10am-12pm the children and their parents attend the program at the hospice where we have our music therapist and volunteers offering various types of programming. The children engage with each other and are

able to participate in our multisensory room. The parents connect and offer each other supports and networking.

We offer compassionate listening, music therapy and sensory stimulation in a kind supportive atmosphere. The children who have attended and their caregivers have offered incredible insight to this growing program. A special thank you to Baby's World in Stoney Creek for donating the 'special chair' used in this program.

Thank you so much!

"This really helps me cuz I know you will listen."

Individual client age 13

"When's our next group? What activity are we doing? I love them! I love Feelings Jenga best.....can we play that again?"

Group participant boy age 9

CHILDREN'S BEREAVEMENT PROGRAM

The Children's Bereavement program continues to develop. Starting in October of 2018 we began providing a continuum of bereavement programs to support children ages 7 - 17 and their families. The Children's Bereavement Program has developed from October 2018.

Offerings include individual counselling, peer support groups, school/community consultations and legacy work. Thank you to the Hamilton Wentworth Catholic District School Board and the Hamilton Wentworth District School Board for your support over the last year.



SUSAN REPA,
Coordinator of Children
and Family Support
Programs and
Director of Camp Erin



CAMP ERIN 2018

The theme that is common from our campers is that this is the first time they haven't felt alone in their grief. Finally there are other kids out there like them. This common thread carries throughout the camp activities and experience. It's not unusual to see campers standing by the memory wall and introducing their new friends to their loved ones. Comforting one another with a hug or a supportive arm around each other. The rock wall encourages each camper to move outside of their comfort zone with the support of their cabin mates and each camper is encouraged to ask for what they need when they need it. Caring Together!

"Camp Erin helped me learn that other people are going through grief. I also learned that more than my family, friends in my neighbourhood and school that the people here also care for me. I met new friends. That is what I learned at Camp Erin."

– Noah, age 10



KAREN NOWICKI

Senior Administrative
Assistant for Volunteers
and Camp Erin

"Camp Erin helped me because I thought I was the only one my age who had lost a family member. Now I feel like I can share my feelings with others."

– Carter, age 8



In January 2019 Camp Erin Hamilton was renamed to **Camp Keaton Hamilton**



"Camp Erin helped me by letting me meet all these other kids that have also lost someone very special. It also helped me by letting us do all these activities to express our grief which really helped because now I know easy outlets to express myself when I need to. I really love Camp Erin and I would love to come back."

– Mya, age 11



After 10 years with our hospice, **TRUDY COWAN** has moved on to new adventures. She will be greatly missed. **THANK YOU** Trudy for everything you gave.



THANK YOU!

We are honoured to have the **support from local businesses, community organizations, and individuals who raise money independently for the Hospice.** From car washes to corporate dunk tanks, the effort and organization does not go unnoticed and we are grateful for your dedication as an ambassador for the Hospice.

DONATIONS THROUGH COMMUNITY EVENTS:

- 50/50 Draws and Grand Prize VIP Car Draw
- Albion Falls Block Party
- Celebrate Fall
- Fire and Ice
- Funding Innovation Inc. Art Easel Program
- Fundraising done by the Trevisani Family
- Garage Sale
- Heroes 2018 Event
- Nie Spa Spring Fling
- Oak Gables Golf Tournament
- Party with Purpose
- Richard Reble Bruce Trail
- Rotary Clubs
- Silicone Tech Tailgate Party
- Trudy Deys Art and Calendar Sale
- Turkstra Lumber BBQs
- Holiday Market
- Wentworth Heights and Fortinos
- Wine Survivor
- Winona Peach Festival

SIGNATURE EVENTS FOR 2018

Dr. Bob Kemp's vision was to provide all of the programs, including residential care, at no cost to the patient and their families. In order to continue to follow his vision we are required to raise just over 1.2 million dollars annually. Every year we run four major events that are generously supported by our community and corporate sponsors.

CORPORATE SPONSORS:

Johnston



Deloitte.



- Ancaster Mill
- Boehringer Ingeheim
- City of Hamilton
- Collyer Benson Capital Inc.
- Effort Trust
- First Ontario
- Ferrell Building Supply
- Hutchinson Family
- Ippolito Group
- KCG Therapies
- Lafarge Canada Inc.
- Lehigh Cement Company
- Meridian Credit Union
- Michelangelo Events & Conference Centre
- Mohawk College
- Multi Area Development Inc.
- Pearle Hospitality
- P.X. Dermody
- RBC Royal Bank
- Ross & McBride LLP
- Starward Homes
- St. Mary's Cement
- Stresscrete Group
- The Dunham Group
- Waterford Sand and Gravel

10TH ANNUAL PAINT THE TOWN RED



Held at Michelangelo Events and Conference Centre, over 400 guests in attendance. Our generous community were able to help raise close to **\$180,000.**

11th Annual – Was held on May 2, 2019

12th Annual – To be held May 7, 2020

14TH ANNUAL HIKE FOR HOSPICE



A wonderful day was had by all 250 attendees at Confederation Park. This amazing group of sponsors, walkers and donors were able to raise over **\$65,000.**

15th Annual – Was held in June 2019

16th Annual – To be held June 13, 2020

13TH ANNUAL GOLF DAY FOR HOSPICE



Beautiful weather for the 120 golfers that came out to support our day. We were able to raise over **\$69,000.** A special thanks to our long time event sponsor, **Old Republic Canada.**

14th Annual – Was held on Sept. 5, 2019

15th Annual – TBA

1ST ANNUAL HANDBAGS FOR HOSPICE



With special thanks to our wonderful event sponsor **Johnston Motors**, we raised over **\$120,000.** Was held on October 16, 2018 at Michelangelo Events and Conference Centre.

2nd Annual Handbags for Hospice, October 9, 2019

3rd Annual Handbags for Hospice, TBA



DEVELOPMENT

A MESSAGE FROM OUR DIRECTOR OF DEVELOPMENT...

On behalf of Dr. Bob Kemp Hospice we are so grateful for every personal donation, every corporate sponsorship and every family that gives back to help the next family. We receive just over half of our funding from the government which means we must raise over 1.2 million dollars through grants and community support.



DANIELLE ZUCCHET
Director of Development

A LIST OF WAYS YOU CAN GIVE...

MEMORIAL GIFTS/CELEBRATIONS OF LIFE

Consider naming us as your "Charity of Choice" to encourage others to support the Hospice. Donations can be made on the Hospice web site or donation cards are available in our office.

MEMORY PATH

Join the many families that have added their loved ones to our beautiful garden memory path. For a gift of \$1,000, a customized stone plaque is added to our garden. Ask our office for a form.

COMMUNITY FUNDRAISING – DO YOUR OWN THING

Hosting your own fundraising event to benefit the Hospice is a wonderful way for individuals, businesses, groups and service clubs to support the Hospice and raise awareness of our programs and services. Big or small, every dollar matters. Ideas: garage sale, golf tournament, car wash, dance, lemonade stand, BBQ, coffee fund.

HOME & HEARTH MONTHLY DONOR

A convenient way for you to give a set amount through the year. \$5 per month makes a difference and helps us continue to offer care for the next family.

LEGACY AND DIGNITY GIFT

Make a gift through a will, insurance, securities or bequest/capital gift or endowment.

SUPPORT OUR SIGNATURE EVENTS

Each year, the Hospice hosts four events to suit a variety of interests: a gala, a family hike, golf day and fashion show. For details and to order tickets see kempshospice.org/events

CAMPAIGNS

Consider joining our community donor list to make your contributions to our seasonal appeals mailed to area residents.

CORPORATE LEADERSHIP

Several companies proudly sponsor Hospice programs. We can help you become a corporate sponsor and customize a package to meet your needs.

SPECIAL PROJECTS AND FUTURE EXPANSION

Please ask us about our wish list that is always changing depending on the current needs of our hospice. Check out our website for the most current wish list. One of needs we have is to replace each one of our 10 beds which are 11 years old. One of the most asked for requests from our families is to be able to lie in bed with their loved one. This is a big project that requires all door ways to be widened and then the purchase of specialized beds. We are also looking to expand our programs for children and in the near future to start a capital campaign for a children's hospice. Please let us know where your interests are and we would love to work with you.



OUR DEDICATED STAFF & TEAM MEMBERS IN 2018/19

Clare Freeman

Executive Director

Trudy Cowan	Manager of Events Community Engagement
Melissa Howes	Payroll-Administrative Coordinator
Armila Kajani	Clinical Nurse Specialist
Cherilyn Kislosky-McLellan	Manager of Children/Adult Wellness and Volunteer Programs
Sara Klinck	Music Therapist
Norma Luison	Manager of Finance
Lynda McLean	Housekeeping
Jessica Milette	Bereavement & Supportive Care Manager
Edward Moriarity	Maintenance
Kylie Nattress	Kitchen Manager
Karen Nowicki	Senior Administrative Assistant
Susan Repa	Coordinator of Children and Family Support Programs
Sophia Rikic	Special Events Assistant-Student
Deborah Robinson	Director of Residential Care
Bruce Thomson	Maintenance
Leisa Vanderheyden	Part Time Kitchen
Danielle Zucchet	Director of Development
Kathy Adams	PSW
Nasrin Alakoozi	Casual PSW
Sharon Lee Alvarenga-Carballo	RPN
Leah Bullock	Casual RPN
Jenny Clause	PSW
Kathryne Cobbett	Casual RN
Autumn Covill	Casual PSW
Jane Frances Crover-Wells	RPN

Placement Students

Victoria Laine	Bereavement Program
Liza Fawcett	Bereavement Program

Summer Students

Luke Uzey Cosgun	Volunteer Programs Assistant
Mariana Hormooz	Student Administrative Assistant
Kristen Johnston	Volunteer Programs Assistant

Patricia Daly	Casual RN
Laura Dicioccio	Casual RN
Beryl Fitzpatrick	RN
Brenda Fortin	PSW
Emily Gagnon	Casual RPN
Ashley Gardrie	Temporary FT RN
Terri Gilmour	PSW
Jessica Gladu	PSW
Johanna Griffioen	RPN
Evelyn Hamilton-Laurent	RPN
Gayle G Jansen Van Doorn	RPN
Mary J Klingenberg	RN
Sarah Laing	PSW
Yvette Larocque	PSW
Shannon MacKenzie	RN
Christy Magyar	PSW
Meagan McCallum	RN
Darlene McKillop	RN
Cameron Meyers	PSW
Urszula Nowak	Casual PSW
Leoncie Ntigirankabo	RN
Jessica Parrington	RN
Bonnie Peekstok	PSW
Vivian Pelletier	RN
Travis Schoenholz	RPN
Emily Renee Skoutarou	Casual RN
Janet Thompson	Casual PSW
Jennifer Toth	RPN
Rita Trotter	RPN
Amanda Truffen	PSW
Candice Unsworth	RPN
Naomi Zohoor	Casual RPN

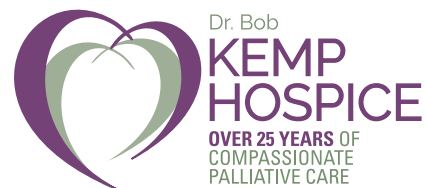
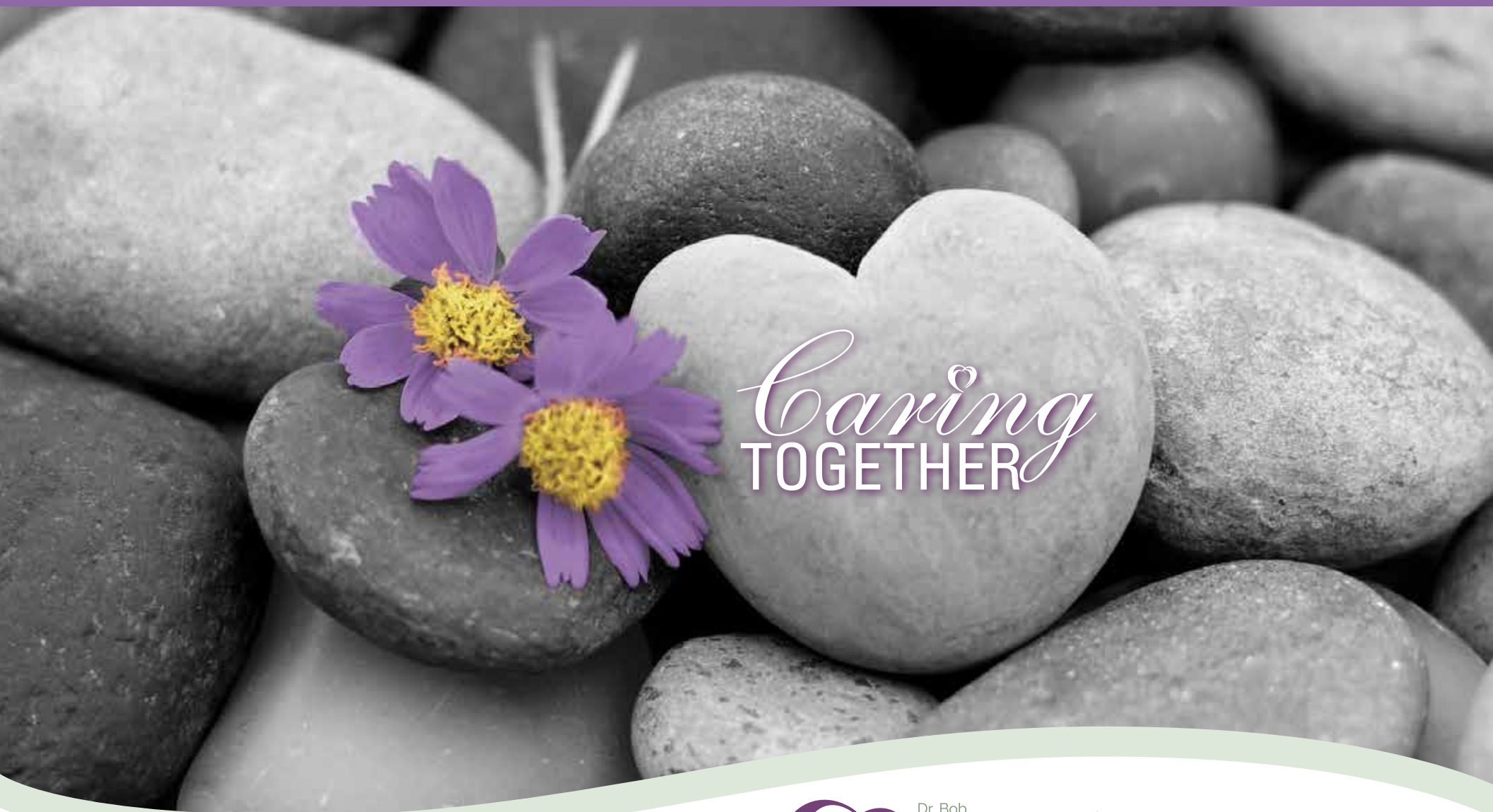
THANK YOU VOLUNTEERS!

Thank you to our 2018/2019 Volunteers! Below is a list of those who submitted their volunteer hours but we thank all volunteers who give of their time to helping families in our community.

Stephanie Angell	Josephine Knott	Norah Rigley
Lou- Ann Bick	Bonnie Konowalchuk	Kathleen Roberts
Nazlim Bilgi	Andy Korosi	Bryon Robertson
Sheryl Boblin	Anne Kozlowski	Linda Robson
Carla Borstad Klassen	Nicole Kucheran	Lily Romano
Stephanie Bristo	Audrey Labute	Joyce Ross
Eleanor Brown	Liz Laing	Sharon Ross
Carrie Browne	Jo-Anne Lavigne	Jean Ryan
Deborah Byrne	Anne Lech	Amna Saigal
Diane Cameracci	Rosanne Leddy	Fran Scott
Tammy Camposilvan	Michele Legault	Maureen Shaw
Angela Canci	Deborah Lindeman	Sally Shea
JoAnne Chalifour	Eva Liu	Dorothy Skalne
Brandon Chan	Helen Lund	Mary Smith
Everett Colburne	Pam Lyn	Camille Soo Lum
Margaret Cottrell	Kristen MacAulay	Susan Spence
Ankie Cowan	Celia MacKenzie	Doreen Stallard
Carmel Davieau	Loretto Mahony	Christianne Stephans
Janie Davis	Florence McLaughlin	Helene Strecker
Susan De Iulio	Charles McMillan	Peggy tenBrinke
Cassandra DePaiva	Alan McQueen	Coco Toth
Patti Dudek	Leslie Milburn	Sely Trail
Jane Evans	Dakota Millar	Carol Turner
Nicole Fraser	Susan Miller	Sara Van Barneveld
Sandy Gagich	Cindy Milne	Maggie Van Rooij
Karen Galer	Julie Morelli	Gerda Vander Meulen
Chris Garner	Robert Morton	Harmen Vander Meulen
John Girolami	Don Munro	Grace Vanderwoude
Robyn Gossen	Sylvia Murphy	Geoff Walker
Linda Greenway	Eileen Nagtegaal	Susan Walker
Nancy Groppo	Janet Nagy	Jennifer Wall
Megan Groves	Kristina Nedelka	Patricia Ward
Mary Ellen Hall	Lisa Oliver	Jackie Watt
Jack Hallman	Susan Oliver	Kim Wiley
Leni Haveman	Andrew Osyany	Susan Williams
Vanessa Henry	Jean Packer	Mary Wilson
Norah Hickey	Cassandra Pakula	Lauren Winemaker
Cornelia Hogeterp	Susan Parkinson	Thea Woudwyk
Marie Holland	Daphne Payne	Petra Wuppermann
Michael Hooghiem	Susan Petruccelli	Shashinder Yadav
Eileen Huang	Rose Philip	Lori Zivanovich
Margaret Hudson	Laura Pinter	Paul Zucchet
Baqir Kedwai	Roxanne Rapedius	
Kathie Kiel	Richard Reble	

This list does not include **Camp Erin Volunteers, Mohawk Massage Students, NIE Spa, Event Committee Members or Board Members.**

Compassionate Hospice Palliative Care



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