

Caring Together **Building Compassionate Communities**



A message from

THE BOARD OF DIRECTORS

Janice Shearer, Chair of The Board of Directors



"From caring comes courage"

- Lao Tzu

There were so many challenging moments during this past year that it did take courage to keep going. Just when we thought that the world had righted itself from the challenges presented by a virus that we knew little about, another even more challenging variant came our way forcing us to maintain, and at times heighten, our vigilance to keep our clients, our families, our families and our staff safe. The decisions we made to manage in the face of COVID were made because we care; because we remain dedicated, each and every day, to providing the very best compassionate care to those in our community who are at end of life, and to their families.

While the pandemic was global in scale, it has been personal in impact. All of us have suffered, and none more so than those who experienced the loss of a loved one. It has been our honour and our privilege to support families at bedside through our adult hospice, to provide social and emotional support, albeit

virtually, to individuals and families living with a life-limiting illness, and to continue to walk with those who suffered the death of a loved one through our growing bereavement programs.

In the face of the unknown of COVID, the continuation of our programming and the relentless determination to progress in turning our dream of a pediatric palliative care hospice into a reality took courage and commitment. The commitment of a staff and volunteers that remain second to none, a leadership team that were tireless in ensuring staff had the resources to do their work safely, and a community that endlessly supported us.

On behalf of the Board of Directors, it is with immense gratitude that I say thank you. Thank you to our staff and our volunteers who kept our doors open and our programs running. Thank you to our community for being by our side as we continue the work of Dr. Kemp in collectively building a caring, compassionate community.

Janice Shearer

THE BOARD OF DIRECTORS

2021/ 2022

Janice Shearer	Shairoz Kherani
Emma Dalziel	Joe Mercanti
Anna Filice	Ruby Sarmiento-Amog
Ann Holton	David Vainer
Joe Khan	Karen Watters

Proposed to be accepted at the 2022 Annual General Meeting

Janice Shearer	Joe Khan
Diane Murray	Joe Mercanti
Emma Dalziel	Ruby Sarmiento-Amog
Anna Filice	David Vainer
Ann Holton	

A message from

OUR CHIEF EXECUTIVE OFFICER

Danielle Zucchet, HBSc, HBA



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

Our 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 lifelimiting illness until the end of life. We support them, their bereaved and our community through our residential, outreach and bereavement programs.

Our Vision

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

Our Values

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

We endured another difficult year, adjusting along the way as the pandemic continued. Despite the challenges, our board of directors, staff and volunteers have remained committed to providing compassionate care illustrating their resiliency and perseverance. Our Adult Day Wellness Program which supports members of our community living with a serious life-threatening illness began again in person as did our Volunteer Visiting Program. It has been beautiful to hear people in our Great Room again.

We continue to foster education and learning about the way we approach death and dying in our culture. Through conversation in our Advanced Care Planning series, we have candid discussions on preparing and sharing our own wishes and embracing life fully.

Dr. Bob Kemp Hospice has been a pillar in providing quality, compassionate care through end-of-life to the Greater Hamilton area at no cost. Our highest priority is the emotional, spiritual, and physical comfort of our residents and their loved ones. We offer a home-away-from-home during one of life's most important moments: the end-of-life journey. Dr. Bob Kemp Hospice is only partially government-funded, requiring more than \$1.5 million annually in community support and the generosity of over 140 volunteers to provide our services to our communities.

We extend our gratitude to the City of Hamilton, the Hamilton Community Foundation, the Ontario Trillium Foundation, and our Provincial and Federal governments for their generous financial contributions, which enabled us to continue offering all our services and providing compassionate support to our communities.

I would also like to thank our board of directors, our incredible staff, amazing volunteers, and our community for their continued support. Because of all of you, we can continue to provide compassionate care and bereavement services.

With kindness and deep gratitude,

Thank you to our Government, community partners and individual donors.



Apollo Fund
Carolyn E. & Robert J. McCormick Foundation
CIBC Children's Foundation Miracle Day
Dr. Bob Kemp Hospice Endowment Fund
Dr. Sandra F. Witelson Fund
Gilmour Family Foundation
Hamilton Community Foundation
Hamilton Golf & Country Club Foundation
Kiwanis Club Hamilton East Inc.
Lord Booty Family
Malloch Foundation
Martin Foundation Fund
Ontario Chamber of Commerce Student Grant
Rotary Club of Hamilton-East Wentworth

A message from the

DIRECTOR OF FINANCE AND FACILITIES

Norma Luison



It is a privilege to be able to share the financial statements for the 2021/2022 fiscal year as we celebrate our 30th year as a continually growing and strong organization. Our sincere gratitude and thanks go out to all our generous donors and funders for their support, especially as the COVID-19 pandemic continued to make things difficult for everyone. With their support, we were able to meet all of our funding requirements.

We are thankful to the Hamilton Community Foundation, the Ontario Trillium Foundation, Kiwanis Club of Hamilton East, and Ontario Health for the extra funding we received due to the expansion of bereavement services for adults, children, and families. The funding also allowed the creation of a palliative portal to further support the community.

We are grateful for the additional support we received from the Federal, Provincial, and Municipal governments to ensure that the extra pandemic expenses were met to support a recovery plan for the COVID-19 reserve.

There was an increase of community donations this year restricted to cover the increase in costs that were used for the start-up of the pediatric hospice campaign.

This year our team has been able to provide excellent service and compassionate care once again while at the same time always working to keep expenses at a minimum.

Finally, we would like to thank Pettinelli Mastroluisi LLP, our auditors, for working with us again this year.

The Dr. Bob Kemp Hospice Foundation Inc.

Statement of Operations and Changes in Net Assets

Year ended March 31, 2022, with comparative information for 2021

	2022	2021
Revenues		
Grants	\$ 2,433,594	\$ 1,829,746
Donations	1,211,097	777,070
Special events	288,791	274,400
	<u>3,933,482</u>	<u>2,881,216</u>
Expenses		
Wages and benefits	2,655,437	2,444,604
Consulting and professional fees	321,757	35,342
Programs and services	155,542	122,039
Advertising and promotion	131,738	74,737
Repairs and maintenance	86,705	93,581
Special events	55,637	57,401
Utilities	51,440	49,148
Office and general	46,935	43,754
Interest and bank charges	24,344	22,452
Insurance	22,171	18,029
Professional development	8,664	7,630
Travel	5,707	6,394
	<u>3,566,077</u>	<u>2,975,111</u>
Excess (deficiency) of revenues over expenses before the undernoted items	<u>367,405</u>	<u>(93,895)</u>
Other income (expenses)		
Government assistance (Note 13)	228,295	723,998
Amortization of deferred capital contributions	93,093	94,482
Interest and dividends	48,029	32,363
Unrealized gain on investments	18,408	105,957
Realized gain on investments	2,902	18,441
Donation to the Hamilton Community Foundation	(10,000)	(50,000)
Amortization of property and equipment	(154,168)	(160,290)
	<u>226,559</u>	<u>764,951</u>
Excess of revenues over expenses for the year	593,964	671,056
Net assets, beginning of year	<u>5,324,052</u>	<u>4,652,996</u>
Net assets, end of year	<u>\$ 5,918,016</u>	<u>\$ 5,324,052</u>

\$1,845,495.00

*Private Donations,
Signature Events and Grants*

\$2,087,987.00

Government Funding

Residential Care



Debbie Robinson RN, CHPCN(c)
Director of Residential Care

It is my pleasure to let you know that we have served nearly 1800 clients and families since opening our doors in 2007. This fiscal year we served 118 families. We are very fortunate to have employees who have been here from nearly the beginning and continue to serve our clients and families. Brenda Fortin and Mary Klingenberg, thank you both of you for your long service to Dr. Bob Kemp Hospice.

Our staff continues to strive for excellence in palliative care and education. All continue to provide compassionate care to everyone they meet, going above and beyond to make each family's experience meaningful.

We are still finding our ways with COVID, looking forward to returning to our previous hospitable ways, and maybe soon having our doors open to all. Our families will again be able to enjoy our fresh baking and form new relationships over coffee and soup.

We have been able to do some room upgrades this year, and we are looking forward to having our new bedside tables and dressers in each room. Our team has been amazing and committed to serving each family.



Armila Kajani, RN, BScN, MN, CHPCN(c)
Clinical Nurse Specialist

This past fiscal year was challenging with the team continuing to work during the pandemic. We received 442 referrals from the LHIN, all of which were assessed within 24 to 48 hours. Each patient and family encounter guided our decisions as we remained respectful of patient goals of care and continued to prioritize our waitlists. Some patients wanted to stay home a little longer, and others wanted hospice or another placement right away. For each referral we continued to collaborate with multiple disciplines and organizations to ensure they received the best possible care in a timely manner.

Due to visitor restrictions at the hospice, we found that many families wanted to try to keep their loved ones at home until the end or for as long as possible. We supported and honored their wishes wherever possible.

My role continued to educate and support patients, families, nurses in the community, and family physicians to achieve optimal pain and symptom control. We continued to do our best and provided the highest level of care. This included having informal education sessions with community nurses, caregivers, and patients during and after each patient assessment.

Weekly medical rounds continued in the hospice, and informal education was provided to the hospice nurses each time based on current best evidence-based practice.

Formal education on various topics was provided to our residential staff virtually via case-based scenarios. Some of the topics included palliative sedation, documentation standards, policy reviews, medication errors, and dyspnea.

It is truly an honor to provide compassionate care to the patients and families we serve in the community and hospice. I am proud to be part of our very dedicated and exceptional team.

" The dignity offered to the patient and the caring support offered to the family, allowing me staying overnight, gave me the most precious time with my husband."

-Family Member

118

Residents in 2021/2022
1796 residents since
opening

50%

Female, 50% Male

91%

Cancer Diagnosis,
9% Non-Cancer

25%

Under age 64,
75% over age 65

A Message From

OUR MEDICAL DIRECTORS



Dr. Sabira Kanani



Dr. Sharon Russell

The COVID-19 pandemic continued to provide many challenges this year. Ongoing illness and isolation requirements resulted in staffing challenges, which unfortunately hasn't allowed the hospice to fully fill all ten residential beds. Despite this, we have tried to continue to admit patients in need in as timely a manner as possible.

On the positive side, decreases in visitor restrictions has allowed more family members to visit their loved ones and allowed the hospice to support the whole family once again through their most difficult times. This year the residential hospice also welcomed back our support services, including and not limited to our volunteers and music therapy. This has had a positive impact on our residential patients and is an integral part of the care we provide.

Another challenge we have faced is the frequent interruption in essential palliative care medications due to COVID-19 related supply chain problems. This remains an ongoing issue and means that we can't always treat patients with the medications that are optimal for their circumstances.



OUR KITCHEN

Kylie Nattress
Kitchen Manager

The kitchen is the heart of our home. A place filled with love, laughter, and generosity. What makes the kitchen buzz with love and excitement is all the wonderful and very talented volunteers who come in and share their love of baking with us. Fresh baked goods and homemade soups can always be found in the kitchen to nourish the souls of our residents and their loved ones.

When we are aware of a special day like a birthday or family celebration, we try to make it as special as possible. We pull out the white linen and china plates to have a nice candlelit dinner. We will make their favourite meal and try to make it a memorable day for them.

Every Wednesday we invite those in the community living with progressive life-limiting illnesses to visit our day program. Our staff and volunteers work hard to cook and serve fantastic theme-guided lunches. The hospice has also added many new grief support programs that have many requests from the kitchen.

We do our very best to make sure that everyone who comes to this house or comes to any of the grief support groups or programs are all well looked after and feel welcomed. We will continue to build on bringing compassionate care to our communities.



MUSIC THERAPY

Sara Klinck, MMT, RP, MTA
Music Therapy Supervisor

The music therapy team was delighted to continue compassionately serving clients and families within residential care, day hospice, and bereavement support. Certified music therapists use music and elements of sound within a therapeutic relationship to address various domains of health. The team consists of a clinical supervisor/leader, on-site music therapist, and various music therapy/psychotherapy interns. Music therapy sessions are designed with diverse music-making and music-listening experiences to address the unique needs and goals of individuals or groups.

Some residents engaged in songwriting or active instrument playing, while others preferred intentional music listening to reduce pain or anxiety or song-based discussion to promote life review. Music therapy interns facilitated monthly group sessions (virtually and in-person) for day hospice participants during which the group improvised on instruments, wrote songs, sang together, and discussed life experiences.

The music therapy bereavement group was offered twice this year, providing opportunities for grievers to engage in a six-week topic-based and music-centered program. Music-making and music-listening experiences held space for expressions of grief and loss while enhancing the discovery and development of coping resources within the group context and beyond.



DAY HOSPICE & VOLUNTEER VISTING

The Volunteer Visiting and Day Program are two of our longest-running programs, both initiated almost 30 years ago by Dr. Kemp and his wife Mildred. This initial wellness program began in their home, over pastries and coffee; a space for the palliative to share their stories and be with others experiencing the same.

Today, we continue Dr. Kemp's legacy and celebrate life every Wednesday with those in the community suffering from progressive illness. A four-course luncheon is shared, and we celebrate milestones, laugh, cry, and enjoy non-medical therapies and theme-based activities. Talking about the journey of life and illness is a means of connecting with each other.

Our volunteer visiting clients and volunteers were incredibly creative in continuing visits during the pandemic with Zoom and other digital platforms, driveway visits, and telephone calls.

Without the help of over 150 volunteers, including board members and students, we could not support our community with our current wellness and bereavement programs. As well, the hospice kitchen, administration, grounds keeping, and fundraising are volunteer-driven under the supervision of the management team. In the midst of COVID we had an additional 38 new volunteers, including student interns, complete training. We are proud of the diligence, adaptability, and commitment of our volunteers during the COVID pandemic; some of whom, 30 years ago, sat in Dr. Kemp's kitchen with a dream to support the dying in the Hamilton community.



Cher Kislosky-McLellan, BA, RPN
Manager of Adult Wellness
and Volunteer Programs



Karen Nowicki
Senior Administrative Assistant
Volunteers



GRIEF & BEREAVEMENT PROGRAMS FOR ADULTS

"Grief Coaching is such an innovative service. I get so many great ideas and resources to support my students."

"Thank you being there and supporting me during this time. I didn't know where to turn."

"Your organization is a beacon, lighting the way to grief and bereavement support."

SESSIONS
2367

CLIENTS SERVED
879

LEGACY
PROJECTS
75

HOURS OF RESIDENTIAL
SUPPORTIVE CARE
642

PEER TRAINED
VOLUNTEERS
34

PLACEMENT
STUDENTS
6



Susan Repa, CYW
Director of Programs and Services
and Camp Keaton

Adult Bereavement has continued to grow and develop. We added a dedicated Bereavement Support Worker to support the needs of our in-house patients and their families. We have continued to recruit volunteers, specifically bereavement volunteers, to support our international Grief Text and Online Chat Service as well as develop a new Compassionate Listeners Program to assist in decreasing our waiting list for one-on-one grief counselling.

We have supported over 800 adults this year through 2367 sessions. Our students contributed a great deal in our ability to support such a large number. We continue to deliver excellent groups to support instrumental and intuitive griever and have developed programs in an effort to fill the gaps in services.

COVID-19 has impacted the need for our services exponentially with the overall feeling of grief that individuals are trying to manage. This year we started a grief support group for front line workers who have been impacted by the increasing numbers of deaths and losses that they have experienced.

We are hearing from our community regarding the gaps in services, waiting lists, and limited opportunities for grief counselling and are working to meet these needs by continuing to build and develop programs to support compassionate communities.

1:1 COUNSELLING
PEER GROUPS
GRIEF COACHING
COMPASSIONATE LISTENERS
GRIEF TEXT AND ONLINE CHAT

GRIEF & BEREAVEMENT PROGRAMS FOR CHILDREN



Susan Repa, CYW
Director of Programs and Services
and Camp Keaton

This year the Child and Family Bereavement Program continued to maintain virtual programming and one-on-one sessions while COVID-19 was still profound. Program promotion and development continued throughout the year, and word of our easily accessible and community-friendly programs spread like wildfire.

All closed seasonal programs including Cooking Up Care, Story Time Explorers, and Gaming Through Grief ran through the Winter, Spring, and Fall seasons; and most sat at a maximum capacity of seven for each group.

Each program is provided with a weekly activity kit that corresponds with the teachings of that session. For Cooking Up Care, weekly food delivery kits are provided.



Kathryn Turco CYC
Child and Youth Counsellor

We maintained our one-on-one counselling virtually with youth and were able to reopen face-to-face counselling in March 2022.

It was apparent that our monthly Family Nights and Games Nights were best suited for the participants virtually, as they come from all kinds of places across the GTA. Having the ability to still get that support and the meet-and-greet feel through the comfort of your home has helped continue to significantly grow our clientele. We are hosting an average of ten different families equalling 40 to 50 participants in total.

New developments are currently underway to begin our Spring and Fall 2022 seasons with the knowledge of at-home comfort but not wearing out the participants with being virtually bound to cameras.

Community Partnerships:

- Hospice Niagara –collaboration
- BC Help Line
- Supports for grief text and online chat
- Training modules
- Suicide prevention
- Children's Aid
- Hamilton Police Victim Services
- Hamilton Regional Indian Centre
- Alternatives for Youth
- HWDSB
- HWCDSB
- Canadian Virtual Hospice
- Canadian Alliance for Grieving Children and Youth
- Dundas Valley School of Arts
- McMaster University
- Yorkville University
- York University
- University of Toronto
- Mohawk College
- Wilfred Laurier University
- Humber College
- University of Windsor
- University of Waterloo
- Ryerson University



Susan Repa, CYW
Director Camp Keaton Hamilton



Karen Nowicki
Camp Keaton Hamilton Administrator

Camp Keaton Hamilton is an annual three-day overnight bereavement camp for children and youth aged 7 to 17 years. Our camp provides children and youth the opportunity to tell their story in a safe environment, process their grief in healthy ways, build new friendships with those in similar circumstances, and know that they are not alone. They participate in fun camp activities, grief activities, and build a toolbox of coping skills and resources while remembering, honouring and memorializing their loved ones. A very special thank you to all the volunteers over the past eight years who have given of their time and made it possible for all campers to have a great experience.

Due to COVID-19, Camp Keaton was unfortunately unable to happen in 2021. Families and children were supported through integration into our other bereavement services, participating in our programs and receiving grief support one-on-one and in groups. We are very grateful to our community for their continued support of this program and look forward to hosting campers again when it is safe to do so.

Camp Keaton Hamilton 2023 Date: June 9-11



“

**A Compassionate Community
is built when people feel
empowered to engage
with and increase their
understanding about the
experiences of those
living with a serious
illness, caregiving, dying
and grieving and those
who are isolated,
marginalized or
vulnerable."**

-Hospice Palliative Care Ontario



Tara Zimmerman creating 'Remember Balls' for our 2021 Hike For Hospice boxes.



The talented Shelly Cameron painted beautiful murals on the windows and doors of our residential building entrance.



Thank you so much to Dodsworth & Brown Funeral Home - Robinson Chapel, Dodsworth & Brown Funeral Home - Ancaster Chapel, LG Wallace Funeral Home and White Chapel Memorial Gardens for the beautiful baskets from Denninger's Foods of the World for PSW and Nurses Week!



A very special moment was created for one of our residents. Her love of horses compelled our team and police to plan a visit just for her and her family.



Joanne Chalifour, one of our trained volunteers, helping at our peach outdoor market and garage sale.

DEVELOPMENT & EDUCATION

This year had many highlights with innovative projects and workshops engaging our community.

We were the proud recipients of the St. Joseph's Healthcare Hamilton Spirit of Hope Award for our Grief Text and Online Chat Support and the Hamilton Spectator's Readers Choice Awards for Bereavement Counselling.

More than eight incredibly brave youth from our grief programs shared their personal stories to create a project called 'Voices of Grief'. This video was made available through our social media outlets and local media partners leading other organizations to utilize the video in their own communities or as inspiration to create their own.

During Bereavement month in November we also hosted the first (virtual) bereavement workshop with participants and speakers from around the world.



Doug Mattina
Director, Public Affairs
and Pediatric Hospice Project

It is always difficult when a project that conjures such passion and has the potential to fill such a gap in our community is sidelined – in this case, because Dr. Bob Kemp Hospice (DBKH) and its regional healthcare partners stepped up to the challenge of caring for our community during the COVID-19 pandemic. The Pediatric Hospice Project, while officially launched in an exploratory phase in 2019, was a priority project for DBKH that was put on hold in 2020.

2021-2022, however, saw a relaunch of the project with renewed passion and a plan to meet the needs of the community for pediatric palliative care as well as robust programs addressing grief and bereavement. DBKH hired a director to oversee the project as well as a capital campaign team (CCT) to re-test the feasibility to raise the required capital dollars.



**Children's
Hospice**

CARING TOGETHER
WITH LOVE CAMPAIGN

In addition, the partnership with Hamilton Health Sciences was reinvigorated and resulted in an active Executive Steering Committee, the development of a Memorandum of Understanding, as well as striking committees charged with ensuring the project harnesses synergies and will provide wrap-around care to children and families.

While much work lies ahead and the ideal location of the pediatric hospice is yet to be identified, the project has moved from an exploratory phase, and the dream has turned to reality. The CCT has started receiving gifts from donors, plans have manifested into milestones, partnerships have been solidified, and there is a vision to providing these crucial services to families and children of Hamilton and beyond in 2024.



EVENTS & FUNDRAISING



Jennifer Rowan
Manager of Events
and Communications



Lindsay Barnett
Signature
Events Coordinator



Karley Lamb
Events Assistant
and Social Media

Our signature events account for nearly one third of our development targets. COVID impacted the ability to hold gala events and so in this fiscal year our team got creative and with the help of Lisa Mercanti-Ladd and the Southbrook Golf and Country Club we were able to add a culinary experience mixed with golf through our 'Summer Series'. We also added a winter fest which had families and friends participating in a weekend long car rally that ended with an open skate at Mohawk 4 Ice Rink.

After more than a decade at the Beverly Golf and Country Club, we made the switch to host our signature golf day to Whistle Bear in Cambridge. 144 golfers and more than 50 sponsors raised over \$115,000, the highest gross for this event. The same outcome was had at our Virtual Hike For Hospice event, with more than 300 participants raising over \$110,000.

THANK YOU TO OUR CORPORATE SPONSORS

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CREMATION SERVICES
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TD PRIVATE WEALTH MANAGEMENT
TEAAM FOUNDATION
TRANSURE INSURANCE
ZUBER & COMPANY LLP

Thank You To Our Staff & Volunteers

Danielle Zucchet, Chief Executive Officer
 Clare Freeman, Chief Executive Officer (January 2022)
 Norma Luison, Director of Finance and Facilities
 Douglas Mattina Director, Public Affairs and Pediatric Hospice Project
 Susan Repa, Director of Programs and Services
 Deborah Robinson, Director of Nursing Services
 Kathy Adams, Bereavement & Supportive Care Worker
 Lindsay Barnett, Signature Events Coordinator
 Nicole Belanger, Coordinator - Volunteer Bereavement
 Eva Donovan, Covid Residential Support Worker/Screeners
 Melissa Howes, Payroll-Administrative Coordinator
 Ashley Jeffery, Manager of Supportive Care
 Armila Kajani Clinical Nurse Specialist
 Cherilyn Kislosky- McLellan, Manager of Volunteer Programs
 Sara Klinck, Music Therapist
 Laura Layden, Human Resources and Administration Coordinator
 Jessica Milette, Bereavement Coordinator
 Kylie Nattress, Kitchen Manager
 Karen Nowicki, Senior Admin for Volunteers and Camp Keaton
 Cynthia Roberts, Bereavement & Supportive Care Worker
 Jennifer Rowan, Manager of Events & Community Engagement
 Kathryn Turco, Child and Youth Counsellor
 Kia Williams, Executive Assistant to the CEO and Board of Directors

Residential Care Team

Ashley Gardrie, Full Time RN
 Mary Klingenberg, Full Time RN
 Meagan McCallum, Full Time RN
 Dawn Rajewski, Temp Full Time RN
 Darlene McKillop, Part Time RN
 Jessica Parrington, Part Time RN
 Sandra Andreychuk, Casual RN
 Louise Bilodeau, Casual RN
 Kathryne Cobbett, Casual RN
 Christine Corby, Casual RN
 Patricia Daly, Casual RN
 Aimee Leduc, Casual RN
 Leoncie Ntigirankabo, Casual RN
 Donna Richards, Casual RN
 Antonio Tugade, Casual RN
 Leanne Winkel, Casual RN
 Sharon Lee Alvarenga-Carballo, F/T RPN,
 Erin DeJong, Full Time RPN
 Johanna Griffioen, Job Share F/T RPN
 Manprit Singh, Job Share Full Time RPN
 Elizabeth Bliss, Part Time RPN
 Whitney Genz, Part Time RPN
 Kimberly Fewer, Casual RPN
 Evelyn Hamilton-Laurent, Casual RPN
 Deborah MacDonald, Casual RPN
 Ellaine Melicio, Casual RPN
 Brenda Nijenhuis, Casual RPN
 Elizabeth Onigbinde, Casual RPN
 Candice Unsworth, Casual RPN
 Naomi Zohoor, Casual RPN
 Brenda Fortin, Full Time PSW
 Terri Gilmour, Full Time PSW
 Sarah Laing, Full Time PSW
 Urszula Nowak, Part Time PSW
 Donna Scriven, Part Time PSW
 Jessica Bristol, Casual PSW
 Madison Chapados, Casual PSW
 Autumn Covill, Casual PSW
 Lily-Claudia Kamariza, Casual PSW
 Susan Macfarlane, Casual PSW
 Christy Magyar, Casual PSW

Lydia Maniraho, Casual PSW
 Cameron Meyers, Casual PSW
 Jason O'Marra, Casual PSW
 Helen Smith, Casual PSW
 Janet Thompson, Casual PSW
 Jennifer Wall, Casual PSW
 Dr. Sharon Russell, Medical Director
 Dr. Sabira Kanani, Medical Director
 Gary Gold, Maintenance
 Lesia Harasym, Kitchen
 Jennifer Johnston, Residential
 Lynda McLean, Housekeeping
 Leah Myers, Residential
 Bruce Thomson, Maintenance
 Leisa Vanderheyden, Kitchen

Students

Izabella Achkewich, Residential
 Winston Bashford-Land, Residential
 Annie Burgess, Art Therapy
 Tessa DiLoreto, Nursing
 Dharlyne Estayo, Accounting
 Geneva Frater, Events
 Ellis Freedman, Music Therapy
 Mariana Hormooz, Accounting
 Athena Johnston, Events
 Kaitlyn Kasha, Music Therapy
 Hayley Clin, Bereavement
 Karley Lamb, Events
 Breyane Lepinski, Bereavement
 Rebekah Lim, Music Therapy
 Vanessa Maradiaga Rivas, Nursing
 Tara McLellan, Residential
 Rania Mohamed, Bereavement
 Erica Palmer, Art Therapy
 Myrna Ragheb, Bereavement
 Joshua Sebastian, Bereavement
 Kathryn Van Kampen, Events
 Alex Smith, Bereavement
 Julia St. Cyr, Music Therapy
 Nicole Wilson, Bereavement

Volunteers April 2021 - March 2022

Anna Agostinho	Alessia Macaluso
Harlee-Jean Alexander	Kirsten MacAulay
Danika Amodeo	Lindsay MacLeod
Stephanie Angell	Alexis McLaren
Sara Barker	Florence McLaughlin
Carrie Batt	Leslie Milburn
Terry Beninger	Susan Miller
Lou-Ann Bick	Julie Morelli
Nazlim Bilgi	Don Munro
Beatrice Boahene	Sylvia Murphy
Sheryl Boblin	Cindy Murray
Lisa Bontje	Eileen Nagtegaal
Eleanor Brown	Zainib Nazir
Carrie Browne	Kristina Nedelka
Vanessa Bueno	Liz Oddi
Diane Cameracci	Lisa Oliver
Tammy Camposilvan	Susan Oliver
Angela Canci	Jean Packer
JoAnne Chalifour	Susan Parkinson
Richard Cheng	Barbara Patriquin
Alessandra Chiarot	Susan Pauhl
Everett Colburne	Daphne Payne
Betty Collura Dressler	Erinn Pinard
Margaret Cottrell	Daksha Rangan
Ankie Cowan	Roxanne Rapedius
Krista Currah	Richard Reble
Janie Davis	Anne Reid
Susan De Iulio	Norah Rigley
Michelle Doherty	Kathleen Roberts
Patti Dudek	Linda Robson
Dawn Elston	Lily Romano
Peter Elton	Joyce Ross
Jane Evans	Sally Shea
Ann Fiala	Marci Shea-Perry
Sandy Gagich	Sarah Shikh
Karen Galer	Paula Skowronski
John Girolami	Mary Smith
Nancy Groppo	Jin Son
Mary Ellen Hall	Sharon Spence
Karen Harkness	Susan Spence
Vanessa Henry	Christianne Stephens
Norah Hickey	Heather Sutherland
Cornelia Hogeterp	Peggy TenBrinke
Jett Hwang	Vetri Thangavelu
Lisa Karl	Sely Trail
Catherine Keyes	Carol Turner
Joe Kielb	Sara VanBarneveld
Kathie Kielb	Grace Vanderwoude
Geraldine Killikelly	Maggie Van Rooij
Tara King	Rhea Vemula
Josephine Knott	Geoff Walker
Andy Korosi	Susan Walker
Anne Kozlowski	Pat Ward
Liz Laing	Joanne Watson
Jo-Anne Lavigne	Jackie Watt
Rosanne Leddy	Susan Williams
Nicholas Li	Mary Wilson
Debbie Lindeman	Thea Woudwyk
Eva Liu	Eliza Wu
Pam Lyn	Shashinder Yadav
Ashley Ma	Tara Zimmerman
	Paul Zucchet