

**bethlehem**  
housing and support services

**ANNUAL REPORT**

*Proud past, dynamic future!*

**13-14**

## **MESSAGE FROM THE PRESIDENT OF THE BOARD AND EXECUTIVE DIRECTOR**

It has been the year of change and a time of evolution at Bethlehem Housing and Support Services. We said goodbye and thank you to some long term staff members and leaders as they went off to enjoy a well-deserved retirement after many years of service. We hope they are proud of the contribution they have made in building such an important and successful community organization.

Over the past year we welcomed new management, staff members, volunteers and Board members. The new leadership is now charged with building a dynamic future for Bethlehem to continue serving the Niagara Region and respond as the community's needs change and grow. The leadership and management of Bethlehem thank all the staff for their endurance, resilience and cooperation through all the changes – we recognize that it was not always easy. We appreciate you and count on you to execute and deliver on the plans that will achieve our goals.

### **BUSINESS ACHIEVEMENT**

Management and staffing changes were an expected element of the 2012 - 2015 strategic plans. After a period of staffing adjustment in 2013 - 2014, we achieved other strategic objectives to further strengthen our capacity in the areas of:

- Finance with new funding opportunities and reaching our fundraising goals
- Technology and communications infrastructure upgrading with new computers, server, website applications and mobile devices
- Functional and operational systems integration through new management software
- Staffing structure alignment with process and procedural flow, and
- Program delivery and service enhancements through evaluation and assessment

This strong business foundation is continually reinforced through the leadership of the Board of Directors and underpinned by the consistent precision of the Administrative staff. The service delivery and all that we do would not be possible without our Development staff, team of fundraising committee members and relentless volunteers who communicate with and encourage our generous donors. Through our fundraising efforts and activities such as the annual mail campaign, general donations, events and donor stewardship we raised \$225,554, bringing in much-needed financial support.

In addition, we thank The Niagara Community Foundation, the Ontario Trillium Foundation, and Niagara Region for their commitment and support with their investment contributions toward the improvement of our infrastructure and service delivery enhancements.

### **CHALLENGES WE FACED**

Through the staffing adjustment, coupled with the sudden change in programming that included a participation opportunity for our clients in the successful Niagara Region's Housing First Program, we were challenged with a vacancy and occupancy gap over the course of a few months. We addressed the issue with an evaluation of our intake, property maintenance systems and unit turnover procedures and mitigated the problems with centralized intake, enhanced supports for at-risk tenants, new service partnership leases, property management systems, re-alignment of unit turnover procedures and a shift in the deployment of resources that will enable us to improve our move-out and move-in rates. Going forward we will develop rent arrears policies and eviction prevention plans to further assist our clients to manage their housing and be better prepared to prevent occupancy gaps.

The occupancy issues affected other programming areas including the Early Learning Centre sites. After a review and assessment of the ELCs, it was determined that outreach programming and resources required redistribution in order to more effectively meet family needs. Through the restructuring exercise new partnerships and programming opportunities were explored and developed to improve future family parenting and early childhood learning development outcomes.

## CLIENTS SERVED

This past year 2013 - 2014 we provided programs and services to:

- 48 families residing in Bethlehem Place
- 96 families residing in our Permanent Supported Housing and community homes
- 94 children living in our supported housing
- 32 women residing in our supported housing due to abuse
- 86 family households identified as at risk of homelessness living in supported housing
- 26 family households paying affordable market rent
- 107 women surviving abuse were supported through Transitional Outreach
- 64 family households at risk of homelessness supported through Community Outreach
- 1,742 parents visiting to participate in parenting programs
- 2,702 children visiting to play and learn at our Early Learning Centres

We thank the dedicated staff who served our clients this past year in so many ways. You are the sunshine in someone's cloudy day – or perhaps the person who holds the umbrella when life is teaming down!

## WHAT LIES AHEAD FOR 2014 - 2015

- The Board of Directors will review community needs and respond with an enhanced strategic plan to include opportunities for growth and new partnerships
- The staff team will implement our capacity building plan with the roll out of new technologies and systems that will strengthen our infrastructure
- In partnership with our volunteers and donors, we hope to raise \$200,000 in donations
- We will align and build upon our services and programs with revised funding support and partnership with Niagara Region and other community partner service providers through the Niagara Homelessness Service System project
- We continue to work in partnership with supports from Niagara Regional Housing, Niagara Region Children Services, the Ministry of Community Social Services Violence Against Women unit and Ministry of Children and Youth Services to deliver affordable housing and support services every day to people in the community who turn to us for assistance to support their personal growth and rebuild their lives
- The Early Learning Centre outreach services will be redesigned to focus on Family and Child Resource coordination for our families in transition and to build partnerships with schools to assist parents in school readiness and early childhood learning development

We've come a long way since 1988 and we are all proud of our history! The current team of directors, staff, volunteers, funders and community partners is proud of what we have accomplished this past year. We could not be in a better position to proceed into the coming year and we are ready to build a dynamic future for Bethlehem Housing and Support Services!



Robin Lewis  
President, Board of Directors



Lori Beech  
Executive Director





# 22%

When women are poor, their children are poor. In Niagara, 22% of families with children at home are led by a single mother.

At Bethlehem we are seeing an increase in single dads too. We currently house and support four single dad families.

All children who grow up in single-parent poverty are at higher risk of living in poverty when they're adults.

Providing transitional supports for parents with a focus on achieving goals can change the future of their children.

## SUPPORTING MEN, WOMEN, FAMILIES. HELPING TO REBUILD LIVES.

### **WHY WE ARE NEEDED**

Poverty and lack of affordable housing affects us all!

The overall housing system and lack of affordable housing, coupled with economic and low employment conditions, affects all Niagara residents. There are some population groups that face additional challenges related to housing and supports such as seniors, new immigrants and refugees, physically and mentally disabled, victims of domestic violence and poverty.

Bethlehem Housing and Support Services is a multi-service organization that provides housing and targeted programs, supports and services for those individuals and families who are designated homeless or at risk of becoming homeless due to issues with poverty, physical disability, mental health, domestic violence and family breakdown. Many of these population groups typically have lower incomes compared to the population in general. Many must rely on social assistance and this is insufficient to affordably cover average market rents and often require additional supports to allow them to live independently and accessing supports can be another challenge.

### **VICTIMS OF DOMESTIC VIOLENCE**

In 2010, the Niagara Regional Police Service responded to just under 7,000 domestic violence-related calls, increasing from about 3,700 in 2006 (Niagara Region, Domestic Violence Report Card 2011 - 2012).

The number of victims of domestic violence being served by agencies in the region has increased over the last few years. While this may be partly due to an increase in those seeking assistance, it also suggests an increased need for housing and supports for this population group. Victims of domestic violence require affordable housing that is also safe and appropriate, particularly for those who have children.

They also require supports to assist them in transitioning to more stable living environments and rebuilding their lives.



285

## HOMELESS EVERY NIGHT

### POVERTY AND HOMELESSNESS

According to the most recent statistics (Niagara Region Housing and Homeless Action Plan for Niagara) approximately 15% of the households in the Niagara Region live on less than \$20,000 annual income.

The average rent for a one bedroom apartment is \$718 per month and is up to 50% of their monthly income. Throughout the region there are approximately 6,000 households on the affordable housing wait list, 589 are identified as homeless. On any given night, it is estimated that there are 285 people who are absolutely homeless, 125 people staying in emergency shelters, 100 staying in transitional housing, and 60 sleeping outside.

There are a total of 256 emergency shelter beds, 64 dedicated to victims of domestic violence. There are 112 transitional housing units which does not meet the need and most providers have a wait list that create backlogs in the system leaving the homeless population to compete for housing. There is a dire need for additional supportive housing and support service options for all population groups throughout the Niagara Region.

# SERVICE STATISTICS/OUTREACH SERVICE STATISTICS

## WHAT WE DO

**Transitional Housing Program** is a staged approach to assist and support client residents to make a successful transition to having a safe, stable home and tenancy. An individual or family household's program can include; outreach supports pre (on waitlist), during and post residency, structured transitional housing with mandatory supports for approximately one year, information referral and connection to community services, lifeskills and capacity building programs, goal and safety planning, support and advocacy, rent subsidy programs, child development and parenting supports, and continued supports post-move out to reside in Bethlehem permanent housing sites or in the community throughout the region.

- 48 families including 70 children lived at Bethlehem Place in 2013 - 2014
- The waitlist is between 8 to 15 families at any given time
- 38% of the occupants are victims of domestic violence
- 62% were identified as homeless or at risk of becoming homeless
- Approximately 60% of the residents moved on to live independently in community-based subsidized housing and 30% moved to market rent and the remainder acquired other types of housing. Many continue with supports through our outreach programs while transitioning to this next stage which helps to ensure housing retention, a stable safe environment and connection to resources and services

**Permanent Supported Housing** is long term permanent affordable and/or subsidized housing with on-site support services, counselling, information referral and connection to community services, social and recreational activities.

- 96 families lived in our permanent supported housing buildings and community homes
- 15% of the residents are survivors/victims of domestic violence
- 23% are persons with physical or mental disabilities
- 50% have past evictions and/or are at risk of becoming homeless
- 12% are market rent under affordable housing



*"I hope that you always have this service at your buildings because I am only one story out of a whole building full of stories. I know that the services provided by both the community support worker and property manager at kenmore court are used regularly... I am so grateful for this service offered."*

**Bethlehem Housing and Support Services client, 2012**

**Community Outreach Support Program** offers support services in collaboration with service provider/agency partners for those individuals and families who are designated homeless or at risk of becoming homeless. A Community Support Worker (CSW) connects with households where they are at in the community who then navigates and links them to housing through intake triage and case management processes, assesses needs and program fit, develops service plans, refers and transfers them to services and programs that will assist to achieve goals and retain housing. Supports are provided pre and post transitional housing. Through new web-based client management and mobile technologies, we will be enhancing our itinerant capability to access client records, conduct intake and connect to services while out in the community.

- 64 families identified with homeless or at-risk of homelessness were supported through our community outreach support program to ensure safety, housing retention and transition to housing. Most were supported while on affordable housing waiting lists

**Housing First Program** Bethlehem provides administration to family households by facilitating and supporting tenant landlord relationships, rent subsidies and payments; and through the Community Outreach program provides supports to the families with counselling, services, information referrals and connections as needed to achieve goals and retain housing.

- 16 family households were provided community-based affordable housing through the Housing First Program and supported by our CSW

**Community Transitional Outreach Support - Violence Against Women (VAW) Program** offers flexible support services to women and children in the Niagara Region who have experienced domestic violence. A Transitional Support Worker (TSW) helps women residing in emergency shelters, transitional housing, social and other accommodations to identify and access the supports they need to establish violence free lives in their community.

- 107 women who are victims of domestic violence were supported through transitional outreach
- 52 established safety plans
- 27 established housing transition plans

**Personal Capacity Building Programs** include housing supports, goal planning, safety planning, community based life skills for personal capacity building, employability, empowerment, self-esteem and leadership, mental health awareness, legal matters, anger management, healthy lifestyle, budget and money management, community-based recreational and arts activities.

- 92 group sessions were conducted including a variety of lifeskills, information workshops, personal empowerment and development programs
- 118 individual clients participated in organized social, arts and recreation activities

**Early Learning Resource Centres (ELC)** include a variety of parenting and early childhood development programs for all transitional housing clients and for families in three Niagara Regional Housing locations. Going forward into the next fiscal year, the Early Learning Centre outreach services will be redesigned to include Child and Family Resource outreach for our families in transition that are on our community support caseload to continue parenting supports. New partnerships with neighbourhood schools have been built to enhance the Early Learning Centre outreach location programs. The Early Learning Centres welcomed:

- 2,888 child visitors
- 1,717 parent/caregiver visitors

# GIVING CREATES A STRONGER COMMUNITY

We are humbled and grateful for the generosity and support of our community. Many of you recognize the need for Bethlehem's diverse services and programs to meet the needs of people across the Niagara Region. Through the kindness of caring donors, dedication of more than 200 volunteers each year, and our staff, Bethlehem has been able to serve thousands of people since we opened our doors in 1988. We thank you for your commitment and support.

The Fashion Show in April was a huge success with a sold out crowd and raised \$8,000! Special thanks to committee co-chairs Mary Lynn Pidduck and Sandra Lethby for all of their hard work in organizing this event.

The sun was shining brightly at our annual Golf Tournament held in July at Willodell Golf Club of Niagara. An early shotgun start made for happy golfers who enjoyed on-course contests and used their 'Lucky String' to make for an interesting game. We are appreciative for the golf committee volunteers, donors, sponsors and of course the golfers who helped raise over \$6,500 after expenses.

August brought along the fourth year we have had our famous car rally, with Kenmore Homes' Amazing Race bringing in almost \$11,000! The day was filled with team spirit, strategy, timing and lots of laughs as 12 teams competed against each other for bragging rights. A lot of creativity and brainstorming went into organizing this event and we thank the committee for their time and dedication.

"The Art of Giving for a Souper Cause" is the tagline of our signature fundraising event, Empty Bowls. Nine years running, this event features local pottery married with soups from Niagara's finest chefs, wineries, beverage boutiques and dessert shops. A dedicated committee spent over seven months planning and nearly 400 guests participated in the 'souper' event which raised close to \$30,000! Special thanks to all of our sponsors, donors, soup chefs, restaurants, caterers, wineries, coffee/tea shops and breweries for their support - and thank you to our wonderful volunteers for all of their hard work!

Every Spring our Annual Campaign kicks off and is followed by our Phone-a-thon which encourages people to consider making a donation. We are grateful to our generous supporters who give toward our annual fundraising goal allowing us to continue to serve the men, women and families across Niagara who need our programs, services and affordable housing.

# \$225,554

raised from yearly  
fundraisers & donations

# DONATIONS OVER \$500 APRIL 1, 2013 - MARCH 31, 2014

Abitibi-Consolidated Foundation  
Dorothy Barley  
Elsie Bedford-Jones  
Busy Bee Junk Removal/Tresham Painting  
Burtnik Printing Inc.  
Estate of Eleanor Eugenie Campbell  
Canadian Tire Financial Services  
Canadian Women's Foundation  
Linda Cavin  
Chapel Singers  
Richard and Maureen Chudyk  
Steven and Stephanie Collins  
Covenant Christian Reformed Church  
Fairview Mennonite Brethren Church  
First Grantham United Church  
Val Fleming  
Friends of Linhaven  
Greater Niagara Chamber of Commerce  
Diane Goldsworthy  
Jubilee Fellowship Christian Reformed Church  
Kenmore Developments Inc.  
Knox Presbyterian Church  
Estate of Freda Kelly  
David and Donna Lailey  
John and Harriet Lehnen  
Dugal MacMillan  
Maranatha Christian Reformed Church

Mennonite Foundation of Canada  
Anne Mirynech  
Randy and Mary Momot  
Mary D. Newman  
O'Brien - Jackson Family Foundation  
PenFinancial Credit Union  
Providence CRC  
Robert and Margaret Reid  
Tom and Gail Richardson  
Tim and Gini Rigby  
Mark and Wendy Rittenhouse  
Elda Ryan  
Sandra Sabo  
Paula Shaw, Paula's Elegant Bride  
Shaw Festival, Shaw Acting Ensemble  
St. Ann Catholic School  
St. Catharines United Mennonite Church  
St. Thomas' Church  
Tina Triano  
Graham and Mary Turner  
Trinity United Church  
David and Carolyn Vilim  
Vineland United Church  
Walter Hildebrand Marine Services Ltd.  
Willy's Greenhouses Ltd.  
Elsje Zwart and Richard Klajnscek

We also wish to acknowledge the contribution of our donors who wish to remain anonymous and those who gave to the United Way and designated Bethlehem Housing and Support Services as the recipient of your gifts.



*"We make a living by what  
we get. We make a life by what we give"*  
- **Winston S. Churchill**

# THIRD PARTY FUNDRAISERS

Many businesses and individuals have given back through fundraising events they have organized on behalf of Bethlehem. We are appreciative of all the hard work that has gone into these events, and it is with thanks that we recognize: CC Swirls for serving up frozen yoghurt at their charity fundraiser, Paula's Elegant Bride and her ever-growing Bridal Fashion Show, the Chapel Singers Christmas benefit concert, Friends of Linhaven for donating proceeds from their fun 'Mystery Shoebox Sale', St. Ann Catholic School's Christmas Gift Shop, and the Shaw Acting Ensemble for their performance of A Christmas Carol. Through your generosity Bethlehem received donations totaling over \$11,000 – we are truly blessed to have such a caring community!

(right)  
Peter Millard and Jeff  
Cummings (SHAW  
Festival) presenting a  
cheque to Bethlehem's  
Development Manager,  
Dawn Marie Cvasin



(right)  
Wendy Stafford (Chapel  
Singers) and  
Bethlehem's Executive  
Director, Lori Beech



"For it is in giving that  
we receive"  
- **Fancis of Assisi**

(right)  
Friends of Linhaven



(right)  
Mrs. Wegelin, Principal  
of St. Ann Catholic  
School with her students  
receiving a certificate of  
appreciation



# FINANCIAL

Our core revenues for fiscal 2014 remained relatively consistent with the prior fiscal year. Overall revenues were up 3% from the prior year, largely due to additional one-time grants including a Niagara Region Housing Stability Program grant, a Niagara Region Housing First Extended Job Placement Grant and a MCSS Capital grant. These monies allowed us to bolster our IT infrastructure for better delivery of support programs to provide two paid work placements in maintenance and grounds keeping, as well as carry out major capital enhancements to two of our community support homes. Expenditures increased marginally year-over-year, by 3.8% paralleling the increase in revenues and demonstrating strong management of housing, program and administrative costs. This is a commendable result, considering the severe winter weather which subsequently increased our utility and snow removal expenses. The consistency in year over year financial results is paramount as Bethlehem continues to expand its much-needed services.

The overall net operating deficit for fiscal 2014 was \$20,759. In terms of fund category, housing projects recorded a deficit of \$79,670 which was largely a result of the amortization of building costs per accounting standards. Direct service programs recorded a surplus of \$16,906 largely due to cost savings in salaries as a result of staff turnover. Restricted reserve fund activity resulted in an overall increase in assets by \$41,996, all of which are set aside and tracked in secure investments. These funds are essential to the organization's long-term sustainability, as they provide a concrete level of funds for future capital requirements and emergencies. It should also be noted, title and administration of Bethlehem's Endowment Fund was transferred to the Niagara Community Foundation to hold and manage in perpetuity, thereby allowing Bethlehem to focus solely on building and strengthening its core services. Income earned on the fund will be distributed to Bethlehem on an annual basis.

We are pleased to report we have maintained a healthy and stable financial position, moving into fiscal 2015. As a result, Bethlehem will continue to provide our valuable and highly regarded services for years to come.

## STATEMENT OF OPERATIONS FOR THE YEAR ENDING MARCH 31, 2014

### REVENUE

Government subsidies and grants	\$1,107,475
Rents	786,616
Fundraising, donations, and miscellaneous	225,554
Amortization of deferred building contributions	<u>133,344</u>
TOTAL	\$2,252,989

### EXPENSES

Wages and benefits	\$911,761
Housing related	764,270
Amortization of building cost	390,341
Programs and administration	<u>207,376</u>
TOTAL	\$2,273,748

**(DEFICIENCY) OF REVENUES OVER EXPENSES (\$20,759)**

### THANK YOU TO OUR FUNDERS

Business Education Council of Niagara  
Ministry of Children and Youth Services  
Ministry of Community and  
Social Services  
Ministry of Municipal Affairs and Housing  
Niagara Community Foundation  
Niagara Region Children's Services  
Niagara Region Community Services  
Niagara Regional Housing  
United Way of Niagara Falls and  
Greater Fort Erie  
United Way of St. Catharines and District  
YMCA (Youth Employment Fund)

# THE FACES OF BETHLEHEM

## BOARD OF DIRECTORS

Robin Lewis, President  
Steve Stone, Vice President  
Brian Mocha, Treasurer  
Drew Semple, Secretary  
Karin Barnes  
Todd Bright  
April Brunet  
Pamela Guyatt  
John Lee  
Sara Prince  
Sandra Richards  
Lindsay Rose  
Amanda Sagon-King  
Jo-Anne Thibodeau

## THANK YOU TO OUR WONDERFUL VOLUNTEERS!

Our volunteers are an essential part of our organization. Their kindness, dedication and commitment are an inspiration to us all. We are very fortunate and appreciative of their time, talents and efforts in showing that they want to make a difference in our community and for Bethlehem.

This year an incredible 3,700 hours were provided by our wonderful volunteers from all walks of life. We had 98 regular volunteers who assisted in a variety of roles including office duties, Board committees, special event committees, fundraising, caregiving, maintenance and other special projects. In addition to that number, there were over 100 volunteers who assisted us during our fundraising events. Students from Ridley College continue to be a consistent presence for caregiving in our Early Learning Centre during evening adult programs offered to our residents.

Thank you to the women, men and youth who generously donate their time and talents to Bethlehem. Bethlehem could not function without your support. We are forever grateful.

3,700 volunteer hours



## VOLUNTEERS SERVING APRIL 1, 2013 - MARCH 31, 2014

Jordan Adelstein  
Suzanne Arnedt  
Karin Barnes  
Elsie Bedford-Jones  
Mary Bell  
Mary Bondarchuk  
Patrick Boucher  
Grace Bowman  
Vicky Bradshaw  
Nel Brest van Kempen  
Todd Bright  
Lisa Breault  
April Brunet  
Grace-Ann Cambray  
Michelina Carnrite  
Melanie Cavasin  
Sue Chapman  
Maureen Chudyk  
Jessica Ciaramella  
Pat Cicci  
Vic Cicci  
Andrea Clarke  
Marilyn Colbert  
Traci Colli  
RoseMary Collini  
Domenic Cortese  
Robin Cotton  
Maggie Cunningham  
Vicki Davis  
Laura De Santis  
Manuela Domingos  
Tasha Dowd  
Cynthia Duarte  
Laura Dunkley  
Dave Edward  
Juliana Faucher  
Jennifer Fitzpatrick  
Victoria Foschini  
Diane Gendron  
Dawn Gordon  
Chuck Greenham  
Liz Grimwood

Pamela Guyatt  
Sonya Guzzi  
Christel Haeck  
Becky Hare  
Angie Harris  
Sheena Jamieson  
Jackie Jurkus  
Tom Kelcey  
Bill Keogh  
Val Kerr  
Frazer Kon  
John Krawec  
Varenya Kuhathaas  
John Lee  
Katherine Leger  
Sandra Lethby  
Robin Lewis  
Sara Limone  
Vicki Little  
Trish Loat  
Rebecca Ma  
Gail MacDonald  
Carol MacPherson  
Kirk Martin  
Pat McLean  
Anne Mirynech  
Brian Mocha  
Adam Montgomery  
Scott Nicholson  
Kathleen Orth  
Christine Patterson  
Jessica Pavkovic  
Mary Lynn Pidduck  
Sara Prince  
Janice Quinn  
Lori Reed  
Elena Reyes  
Sandra Richards  
Christopher Richardson  
Gail Richardson  
Mark Richardson  
Lindsay Rose

Rylee Rudling  
John Howard Sandham  
Amanda Sagon-King  
Kaitlyn Samways  
Paul Schankula  
Roberta Schmidt  
Tom Schmor  
Irma Sebastiano  
Drew Semple  
Terry Shergold  
Lynne Silver  
Esther Ann Smith  
Pauline Smith  
Robyn Stevenson  
Steve Stone  
Nancy Sutherland  
Alexandra Szabo  
Brittany Szabo  
Danielle Szabo  
Jan Tanouye  
Jo-Anne Thibodeau  
Gerda VanderKloet  
John Van Every  
Alan Veale  
Meaghan Vendromin  
Thaia Wasson  
Tom Whitelaw  
Meggan Willis  
Sonja Zanuttini  
Karen Zegers

“The best way to find  
yourself is to lose yourself  
in the service of others”  
- Mahatma Gandhi

## **VOLUNTEER MILESTONE ACHIEVEMENT AWARDS**

### **FIRST YEAR**

Lisa Breault  
Melanie Cavin  
Jessica Ciaramella  
Traci Colli  
RoseMary Collini  
Vicki Davis  
Laura De Santis  
Cynthia Duarte

Laura Dunkley  
Julianna Faucher  
Jennifer Fitzpatrick  
Victoria Foschini  
Chuck Greenham  
Sonya Guzzi  
John Krawec  
Varenya Kuhathaas

Rebecca Ma  
Gail MacDonald  
Lori Reed  
Lindsay Rose  
Rylee Rudling  
Kaitlyn Samways  
Irma Sebastiano  
Robyn Stevenson

Nancy Sutherland  
Alexandra Szabo  
Brittany Szabo  
Danielle Szabo  
Karen Zegars

### **FIVE YEARS**

Brian Mocha  
Sara Prince

### **TEN YEARS**

Maureen Chudyk  
Marilyn Colbert

### **TWENTY YEARS**

Grace-Ann Cambray

## **COMMITTEES**

### **DEVELOPEMENT**

Karin Barnes  
Grace-Ann Cambray  
Pat Cicci  
Vicki Davis  
Dawn Gordon  
Val Kerr  
Robin Lewis, Chair  
Gail MacDonald  
Mary Lynn Pidduck  
Amanda Sagon-King  
Irma Sebastiano

### **FINANCE**

Laura De Santis  
Chuck Greenham  
Bill Keogh  
Brian Mocha, Chair  
Christopher Richardson

### **GOVERNANCE**

Todd Bright, Chair  
Drew Semple  
Steve Stone  
Jo-Anne Thibodeau

### **HUMAN RESOURCES MANAGEMENT**

Mary Bondarchuk  
Sue Chapman  
Liz Grimwood  
Christel Haeck  
John Lee  
Sara Prince  
Lynne Silver

### **RETIREMENT (EXECUTIVE DIRECTOR)**

Suzanne Arnedt, Chair  
Grace-Ann Cambray  
Maureen Chudyk  
Pat Cicci  
Tom Kelcey  
Gail Richardson

### **AMAZING RACE**

Karin Barnes  
Vicki Davis  
Laura Dunkley  
Vicki Little  
Trish Loat  
Scott Nicholson  
Gail Richardson, Chair  
Mark Richardson

### **EMPTY BOWLS**

Grace-Ann Cambray  
Melanie Cavin  
Jessica Ciaramella  
Pat Cicci  
RoseMary Collini  
Gail MacDonald, Vice-Chair  
Mary Lynn Pidduck  
Irma Sebastiano, Chair  
Robbie Schmidt  
Sonja Zanuttini

### **GOLF**

Jordan Adelstein  
Marilyn Colbert  
Dave Edward,  
Vice-Chair  
Val Kerr, Chair  
Adam Montgomery  
Paul Schankula

### **FASHION SHOW**

Vicky Bradshaw  
Manuela Domingos  
Sandra Lethby, Co-Chair  
Mary Lynn Pidduck,  
Co-Chair  
John Howard Sandham  
Pauline Smith  
Jan Tanouye

## BETHLEHEM STAFF

It is with gratitude that we recognize our staff for their contributions to Bethlehem and dedication to serve our clients and the greater Niagara community.

### UNDER FIVE YEARS

Lori Beech, Executive Director  
Chantelle Berry, Community Support Worker  
Laura Caballero, Transitional Support Worker  
Dawn Marie Cavasin, Development & Communications Manager  
Courtney Counsell, Intake Support Worker  
Carolyn Fish, Program Manager  
Kathy Fraser, Property Manager  
Carla Giavedoni, Family & Child Resource Coordinator  
Jessy Halls, Grounds Maintenance  
Deanna Henry, Activities Coordinator  
Dave and Betty Kelley, Superintendents  
Robert Kinns, Maintenance  
Dell Wilson and Lori MacFadyen, Superintendents  
Jessica Mantesso, Transitional Support Worker  
Lee Mucci, Community Support Worker  
Paula Ollier, Finance Manager  
Laura Sauer, Community Support Worker  
Julie Uyeda, Transitional Support Worker  
Sandra Wismer, Administrative Assistant

### FIVE - NINE YEARS

Kristin Foschini, Volunteer Coordinator /  
Early Learning Centre Assistant  
Paul Kwiatkowski, Maintenance

### TEN - NINETEEN YEARS

Catherine Chambers,  
Early Learning Centre Assistant  
Jane Miller, Housekeeping

### OVER TWENTY FIVE YEARS

Laura Arbour, Support Worker  
Joan Gordon, Support Worker

### RETIRED 2013 - 2014

Julie Dennis  
Eleanor Reed



## *Our Mission*

Bethlehem Housing and Support Services, in partnership with the community, provides affordable housing and services to support the personal growth of individuals and families.

## *Our Vision*

Our vision is affordable housing and support services as a cornerstone of a vibrant, caring and inclusive Niagara community.

**bethlehem**  
housing and support services

### ADMINISTRATIVE OFFICE

166 James Street | St. Catharines | Ontario | L2R 5C5

Business Line 905.684.1660 | Support Services/Transitional Housing 905.641.1660

Affordable Housing 905.685.9217 | [info@bethlehemhousing.ca](mailto:info@bethlehemhousing.ca)

[www.bethlehemhousing.ca](http://www.bethlehemhousing.ca)

Creative design donated in-kind by: Jessica Pavkovic, Vintage Hotels