

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 Cavasin



(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

www.bethlehemhousing.ca