



COMMUNITY ENGAGEMENT FOR GREATER IMPACT

ANNUAL REPORT 2015-2016

## **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**

Stable affordable housing and support services contribute to a vibrant, caring and inclusive Niagara where everyone has a home.

#### We believe:

Safe, supportive and affordable housing is fundamental to the health, well-being and resilience of all people.

Responsive and person-centered support promotes our residents' independence, self-reliance and increased engagement in the community.

Stable housing, combined with personalized support, is fundamental to our residents gaining greater confidence and realizing their housing goals and life aspirations.

Affordable housing and support services provide a critical cornerstone for a vibrant, caring and inclusive Niagara community.



## **OUR VALUES**

Compassion: We provide the highest quality services with empathy, hope, understanding and caring.

**Integrity:** We act with integrity and honesty, treating all people with respect and fairness.

**Dedication:** We are passionate about our mandate and go above and beyond to deliver superior results through our services.

**Inclusiveness:** We welcome and accept all people, embrace individual differences, and create a culture of inclusion.

Accountability: We strive for excellence by being responsible, accountable, and committed to continual improvement.



# MESSAGE FROM THE PRESIDENT OF THE BOARD AND EXECUTIVE DIRECTOR





For a community to be whole and healthy, it must be based on people's love and concern for each other."

-Millard Fuller, Founder of Habitat for Humanity

### The Past Year In Review

This past year included the developmental work for an operations plan that will execute the three core commitments in our strategic plan:

- 1. Increase our impact in the community
- Build the community's engagement and investment in affordable housing solutions
- 3. Maintain a strong, adaptive and resilient organization

With some unanticipated adjustments to our management structure, we were given the opportunity to step back and examine very closely and carefully the realities of what it will take to deliver on these priorities, the investment that will be required to execute the proposed plan and the commitment at the leadership level to

achieving the expected results. This exercise included much transformational discussion and forward thinking, resulting in consensus for a plan that will harness the power of relationship building based on the principles of community and stakeholder engagement. The expected result is to realize our mission and vision for the people we serve with greater community impact.

## Operations and Service Program Achievements in 2015-2016

## **Housing and Property Management**

Although some of our buildings are aging, they continue to serve as home to over 120 families throughout the year. The property management and maintenance team works tirelessly to keep our buildings strong, in good repair and looking great. This past year, our funding partner, Ministry of Community and Social Services assisted with resources and supports for a major plumbing infrastructure replacement project at Bethlehem Place for which we are truly grateful.

## Support Services Delivery and Personal Capacity Building

The support service staff team successfully implemented a more coordinated and streamlined case management system for service delivery, including centralized intake with a no-wrong door triage approach to new clients for housing programs, outreach and support services, as well as providing information and referrals to connect with other services in the community. Upon intake, clients are connected to one support worker throughout their transitional journey which results in telling their story only once to avoid repetitive triggers of trauma. This allows consistency in supports for a forward focused journey to achieving their capacity building outcomes and goals. Support staff members have been trained to implement the Quality of Life Inventory as an evaluation tool to measure capacity building outcomes for clients. This will help staff to better assess the needs of clients when making service plans, monitor their progress and achieve post-service

outcomes. We are proud of our service reputation and cannot thank our program staff enough for their dedication and passion for their work. Our clients achieve their goals, sustain housing and improve their families' lives because you enter into their dark place to walk alongside them towards the light – however long it takes.

## Family and Children's Resources and Programs

Throughout the year the Early Learning Centre in partnership with Niagara Region Children's Services, the school boards and community service providers implemented new and innovative early childhood development and parenting programs at our Bethlehem Place site and three additional satellite sites located at schools throughout the region. In the pages of this report there are many photos of our children and families engaging in learning development activities. In the year ahead we will expand programming for our school age children, thanks to the United Way of St. Catharines for funding our after school program. We will also embark on a major project over the next year to completely overhaul the outdoor playground area at Bethlehem Place to maximize the usage and enjoyment of our outdoor space.

## **Community Partnerships**

Building partnerships and relationships with other service providers is essential to the success of every one of our programs and for achieving the service need outcomes of our clients. Bethlehem has many long standing partnerships in the community and every year we engage in new relationships that not only benefit the organization, they provide the opportunity to share our strengths and expertise where needed. There are too many to name individually, however we thank all of our service partners and funders for going down the road with us to collaborate on solutions and achieve greater community impact.

#### **Fundraising**

Although we had to make adjustments to our fund development team in the middle of the year, we achieved our fundraising goals and raised \$204,944. This was largely

due to the consistent reliable generosity of our donors and supporters in the community and some new partners that pitched in to help such as; Niagara College Event Management program staff and students, many loyal volunteers, corporate sponsors and the procurement of the creative communications team at Symetric Productions. All are recognized with our heartfelt appreciation within the pages of this report. We couldn't have done it without you! The funds raised support the programs and services that are essential to the success of our clients, residents and families who have come to us for help. In the year ahead, we will introduce our new Philanthropy and Fund Development team who are eager to build relationships and further engage our donors, supporters, partners and stakeholders in our growth and development plans. The administration and finance department staff went through a restructuring of our operational processes and we are truly grateful for their diligence and persistence to improve efficiencies. Our business foundation remained strong through the leadership of the Board of Directors, the work of experts on our sub-committees and by the steadfast precision of the Administration staff.

## The Journey Forward to Achieve Greater Community Impact

Community engagement is about the power of relationships. When people come together it is possible to create positive, significant and lasting differences in communities. This coming year we will be inviting you as a stakeholder to engage in inspired action to work together with us on behalf of our clients and community to create and realize bold visions for the future.

Sincerely and Respectfully,

Lori Beech

Levi Beach

**Executive Director** 

**John Lee**Board President

# HELPING MEN, WOMEN AND FAMILIES ACROSS THE NIAGARA REGION

#### What We Do

## **Our Programs and Services include:**

**Transitional Housing Program** (Bethlehem Place) 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 while on the housing waitlist

Structured transitional housing with mandatory supports for up to one year

Information referral and connection to community services

LifeSkills and capacity building programs

Child development and parenting supports

Goal and safety planning, support and advocacy

Access to rent subsidy programs and continued supports post-move out to reside in Bethlehem permanent housing sites or in the community throughout the region

Many continue with supports through our outreach programs while transitioning to the next stage which helps to ensure housing retention, a stable safe environment and connection to resources and services.

49 families including 59 children lived at Bethlehem Place in 2015–2016

Our waitlist is between 10 to 20 families at any given time

24% of the transitional families moved on to live independently in community-based subsidized housing

72% moved to market rent units and the remainder acquired other types of housing



**49** families including **59** children lived at Bethlehem Place in 2015–2016

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

95 households lived in our permanent supported housing buildings and community homes

24% of the residents are survivors/victims of domestic violence

54% are persons with physical or mental disabilities

53% have past evictions and/or were at risk of becoming homeless

69% are market rent at affordable housing rates

70% of those who moved out of supported housing transitioned to independent home ownership or market housing

**Community Outreach and Transitional 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, and who have experienced domestic violence. A Community Support Worker (CSW) connects with households where they are at in the community such as in emergency shelters, social and transitional housing. The outreach worker then navigates and links them to housing through intake triage and case management processes, assesses needs and program fit, develops service plans, and then refers and transfers them to services and programs that will assist to achieve goals and retain housing.

296 new outreach client households were served

131 women who are victims of domestic violence were supported through transitional outreach

165 were homeless

Housing First Program in partnership with Niagara Regional Housing, Bethlehem provides administration for housing allowances to family households, advocacy services with tenant landlord relationships, rent subsidies and payments; and through the Community Outreach program provides supports to the families with advocacy services, information referrals and connections as needed to achieve goals and retain housing.

19 family households were provided community based affordable housing allowances and community outreach support services.

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.

74 group sessions were conducted including a variety of life skills, information workshops, personal empowerment and development programs, social and recreational activities



Early Learning Resource Centres (ELC) includes a variety of parenting and early childhood development programs for all transitional housing clients and for families in two other Niagara Regional Housing locations. Child and Family Resource outreach for our families in transition receive one-on-one parenting supports. New partnerships with James Morden Public School, and other family service agencies enhance and provide a variety of services to the program.

The Early Learning Centres welcomed:

- 1.996 child visitors
- 1,100 parent/caregiver visitors



# INVESTING IN OUR COMMUNITY

As donors, volunteers and supporters, your giving invests in our work and enables us to continue to provide the programs and services to help build a stronger community. Whether you donate monthly, annually, attend our fundraisers, volunteer your time, provide in-kind services, or have given a major gift, we are grateful for your contribution. It is through your giving that you express to the men, women and families that someone cares about their wellbeing.

#### **Amazing Race**

It was our sixth year of holding the Amazing Race famous car rally, scavenger hunt and team competition. This year, there were 11 Superhero themed teams that competed against one another with Super Powered clues and activities. The event raised more than \$15,000 in net proceeds, which will be used to assist Bethlehem Housing and Support Services and the Kristen French Child Advocacy Centre Niagara to continue to provide support to children and families throughout the Niagara Region. Each year our organization assists hundreds of children and families by providing free programs and services helping them to cope with life altering situations on their journey to healing and rebuilding their lives.

I cannot say enough about Bethlehem Place, I knew I had made the right decision. Along with all the support services and programs they provide, the building protocol is safety first – you can't understand what that means to a woman and her children who escaped an abusive situation unless you've gone through it."















## **Empty Bowls**

The 11th Annual Empty Bowls event took place on March 9th at Club Roma, with more than 400 guests in attendance. Guests enjoyed sampling gourmet soups, local wine and craft beer. We also had a Mystery Soup Can Raffle where every can was a winner and a raffle for two tickets to anywhere West Jet flies! The event raised close to \$34,000 in proceeds after expenses. The proceeds from the event will help to continue to provide affordable housing, targeted programs, supports and services to help individuals and families who are designated homeless or at risk of becoming homeless due to issues with poverty, physical disability, mental health, domestic health, domestic violence and family breakdown. Bethlehem helps hundreds of people in the Niagara Region each year to improve the quality of life for themselves and their families.

## Community Support

It is through the kindness and generosity of individuals and businesses that have organized fundraisers and Christmas campaigns to support Bethlehem and our clients. Your commitment is a demonstration of good social responsibility that makes an impact on our community and those around us.

With special thanks to the Canadian Women's Foundation, CC Swirls, Fashion in Bloom, Fernwood Block Party, Friends of Linhaven and Paula's Elegant Bride for donating over \$11,000 in proceeds from their fundraiser events.

Kindness in words creates confidence. Kindness in thinking creates profoundness. Kindness in giving creates love."

- Lao Tzu

Christmas holds a special place in the hearts of our supporters who liberally donate wrapped presents to ensure that our families have something to unwrap on Christmas morning. Thanks to Henley House, Henry Schein, Mastermind Toys, Mennonite Foundation of Canada, Penn Terra Group, St. Catharines Meridian Credit Union branches and St. George's Church who helped to make the holidays magical for our families.







## Donations over \$500 from April 1st, 2015 - March 31st, 2016

raised from annual fundraisers and donations

- Airbus Helicopters
- · Dorothy Barley
- **Emily Barry**
- Craig Bartlett
- **Beatties Basics**
- Brouwer Construction (1981) Ltd.
- · Curtis Brown
- Busy Bee Junk Removal Services
- · Court Holdings Ltd.
- · Canadian Tire Financial Services
- Canadian Women's Foundation
- · Maureen Chudyk
- Douglas Court
- Covenant Christian Reformed Church
- · T.J. Critelli
- DJ Dominoes Disc Jockey Service
- · Estate of Iva Muriel Grant
- First Reformed Church of St. Catharines
- · Valerie K. Fleming

- Josephine Franzak
- Friends of Linhaven
- · Grant Thornton
- Mike & Anne Jones
- Jubilee Fellowship C. R. Church
- · Kiwanis Club of St. Catharines
- L. Walter & Sons Excavating Ltd.
- M & N Walker Foundation at the Niagara Community Foundation
- Randy & Mary Momot
- · David & Karen Morgan
- · Niagara 21st Group Inc.
- O'Brien/Jackson Family Foundation
- · O'Hara Trucking & Excavating
- Paula's Elegant Bride
- Penn Terra Group
- Lisa Punch
- Gail Richardson
- · Mark Rittenhouse
- Rotary Club St. Catharines South

- Elda Ryan
- · Sam's Delights
- Carmen Sauer
- ServiceMaster of Niagara
- Chris Sora
- St. Andrew's United Church
- St. Catharines United Mennonite Church
- St. John's Anglican Church
- St. Thomas' Church
- Sullivan Mahoney
- Sunmar Films
- **Beverly Swann**
- Synergy Benefits Consulting Inc.
- The Ontario Paper Thorold Foundation
- Mary L. Turner
- **David Vilim**
- Willy's Greenhouses Ltd.
- Sonja Zanuttini
- **Anonymous Estate**













## Thank You to our Funders

In addition to your donations, government, regional and local agencies help to support our housing maintenance, programs and operational costs. We are truly thankful for the support they've given us.

- Ministry of Community and Social Services
- Ministry of Children and Youth Services
- Niagara Community Foundation
- Niagara Region Children's Services
- Niagara Region Community Services
- Niagara Regional Housing
- Service Canada
- United Way of Niagara Falls and Greater Fort Erie
- United Way of St. Catharines and District

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.



## **FINANCIAL HIGHLIGHTS**

Our core revenues for the fiscal 2016 remained relatively consistent with the prior fiscal year. Overall revenues were up by 3% from the prior year, largely due to additional one-time grants including an MCSS capital grant, a Niagara Region children's grant, a Niagara Community Foundation grant and two anonymous estate gifts, and significant hydro recovery. These monies allowed us to undertake a major plumbing replacement project at our transitional housing building to enhance our social media presence in the community, to provide a children's summer camp program, to provide on-going training for our direct service staff and to secure the expertise of a Legacy Giving consultant to support the development of our new Legacy Giving Program. Expenditures increased by 2%, in correlation with revenues, over the prior year demonstrating strong management of housing, program and administrative costs. The consistency in year over year financial results is paramount as the organization continues to expand its much-needed services.

The overall net operating surplus for fiscal 2016 was \$61,560. In terms of fund category, direct service programs recorded a surplus of \$6,451 largely due to additional one-time grants and increased fundraising from last year. Housing projects recorded a small surplus of \$1,757 which was largely a result of the amortization of building costs per accounting standards. Long-term debt related to property mortgages was reduced by \$250,738. Restricted reserve fund activity resulted in an overall increase in assets by \$53,352 all of which are set aside and tracked in secure investments. These funds are essential to the organizations long-term sustainability, as they provide a concrete level of funds for future capital requirements and emergencies. The organization is pleased to report we have maintained a healthy and stable financial position, moving into fiscal 2017. As a result, Bethlehem will continue to provide our valuable and highly regarded services for years to come.

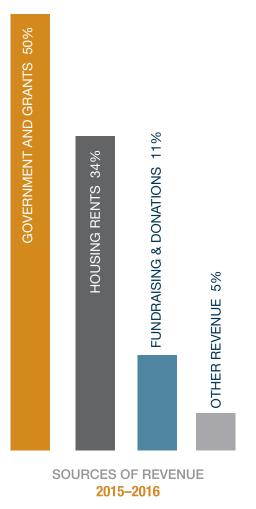
## Statement of Operations for Year Ending March 31st, 2016

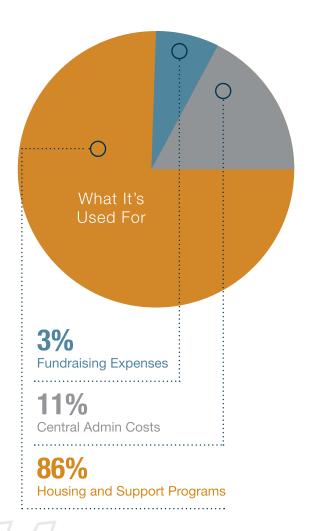
Revenues	
Government subsidies and grants	\$1,166,824
Rents	\$804,732
Fundraising and donations	\$204,944
Miscellaneous	\$57,740
Other	\$122,891
Total	\$2,357,131

Expenses	
Wages and benefits	\$859,110
Housing related	\$797,804
Amortization of building cost	\$374,754
Programs and building cost	\$263,903
Total	\$2,295,571
Excess of Revenues Over Expenses	\$61,560

## **FUNDING SOURCES**

Bethlehem has a diversified source of revenue and although we receive some financial assistance through Funders, Foundations and Government subsidies, these are additional funds that we must raise on an annual basis through the generosity of the community to continue to maintain our affordable and transitional housing buildings, support services and targeted programs.





The thing that's special about Bethlehem Place is the support me and my children received. I met with my Support Worker on a weekly basis to talk and share updates and was very comfortable doing so. I have a team of people that listen to me, believe in me and have my back."

## WE ARE GRATEFUL FOR OUR VOLUNTEERS

Volunteers are an essential part of our organization. Your kindness, dedication and commitment are an inspiration to us all. We are very fortunate and appreciative of your time, talents and efforts in showing that you want to make a difference in our community and for Bethlehem.

This year an incredible 1572 hours were provided by our 177 dedicated volunteers who contribute their skills consistently in the office, on Board committees, event committees, for fundraising events, meeting support and caregiving. Our Early Learning Centre Program had 9 volunteers who contributed 301 volunteer hours to provide a healthy and safe educational environment. There were over 95 volunteers who assisted us during our fundraising events, including the Amazing Race and Empty Bowls, for a total of 730 volunteer hours! At our 11th Annual Empty Bowls fundraising event, in addition to some of our annual volunteers, we had 19 volunteers from the Event Management program at Niagara College, contributing 308 hours of volunteering.

Thank you to the hardworking women, men and youth who generously give their time and talents to our organization. We couldn't do this without you!

Volunteering is at the very core of being a human. No one has made it through life without someone else's help."

- Heather French Henry



Left Photos: 2015-2016 Board of Directors

## Volunteers Serving April 1st, 2015 – March 31st, 2016

#### **Board of Directors**

John Lee - President
Karin Barnes - Vice President
Brian Mocha - Treasurer
Drew Semple - Secretary
Steve Stone - Past President
Larry Anderson
Todd Bright
Bryon Johnston
Sara Prince
Sandra Richards
Amanda Sagon-King

### **Finance Committee**

Jo-Anne Thibodeau

Erica Walters

Andrew Costantini Chuck Greenham Bill Keogh Brian Mocha

## **Human Resources Committee**

Mary Bondarchuk Liz Grimwood John Lee Sara Prince

#### **Governance Committee**

Todd Bright
Drew Semple
Jo Anne Thibodeau

## **Development Committee**

Larry Anderson
Karin Barnes
Grace-Ann Cambray
Vicki Davis
Dawn Gordon
Bryon Johnston
Val Kerr
Erica Walters

## **Amazing Race Committee**

Ramon Bake
Lisa Breault
Steve Dainard
Cassie Gilmore
Carol Hubert
Olivia Hubert
Farzeen Hossen
Jane Matthews
Susanne McCarroll
Gail Richardson
Karyne Sawatsky

# Empty Bowls Emcees Brad Baker Martin Flynn









# Help others achieve their dreams and you will achieve yours."

- Les Brown

## **Early Learning Centre Caregivers**

Mari-Anne Collee Courtney Seguin
Traci Colli Alex Szabo
Becca Hare Brittany Szabo
Natalia Ramirez Karen Zeggers

Renata del Rio

## **Niagara College Event Management Students**

Cari Brunton Sarah Matthews Katie Clarkson Colleen McGuire Amanda Derksen Eric McLouglin Sarah DiCresce Ashley Murray Alicia Giansante Stephanie Nobles Michelle Graves Katelyn O'Neill Rhiannon Hoadley Alayna Simpson Sarah Westerhoff Robvne Karas Amy Lloyd Rachel Wilson

### **Social Activity Volunteers**

Andrea Clarke
Carol MacPherson





### Volunteer Milestone Achievement Awards

First Year Five Years Ten Years
Larry Anderson Karin Barnes Dawn Gordon
Andrew Costantini Liz Grimwood Roberta Schmidt
Bryon Johnston Drew Semple Sonja Zanuttini
Erica Walters Jo-Anne
Thibodeau

Twenty Years
Mary Bondarchuk

## **OUR TEAM**

Our dedicated staff is committed to serving the Niagara community and it is with thanks that we recognize their contributions to Bethlehem.

#### **Under 5 Years**

Lori Beech, Executive Director Alieshia Allen, Early Childhood Educator Charles Booth, Community Support Worker Carolyn Fish, Program Manager Kathy Fraser, Property Manager Tiffany Grant, Early Learning Centre Coordinator Jessy Halls, Grounds Maintenance Dave and Betty Kelley, Superintendents Yvonne Kulawic, Community Support Worker Dell Wilson and Lori MacFadyen, Superintendents Lindsay McKillop, Community EngagementCoordinator Mayra Orellana, Community Support Worker Chris Richardson, Finance Manager Laura Sauer, Community Support Worker Jennifer Sinclair, Philanthropy Manager Sandra Wismer, Administrative and Accounting Assistant

## 5 - 9 Years

Courtney Counsell, Intake Worker Diane Gendron, Security Resident Paul Kwiatkowski, Maintenance Kirk Martin, Security Resident

#### 20 - 24 Years

Catherine Chambers, Early Childhood Educator

#### **Over 25 Years**

Laura Arbour, Community Support Worker Joan Gordon, Community Support Worker





Give to the world the best that you have, and the best will come back to you."

- Madeline Bridges



Growing up Valerie moved from home to home as her mother worked on the ships in Ontario. At the age of 15 years old, she left home and worked as an exotic dancer in order to provide for herself. When she reached an age where she could support herself more, she became a waitress and worked in the hospitality industry for a number of years. "By my 20's, I was in an abusive marriage with two children." Her partner controlled every aspect of her life and she had very little freedom. Although Valerie worked her entire life, her partner controlled all of the money. Along with finances he also controlled the children, her friendships and her relationships with family. He became abusive, both physically and verbally, and Valerie began to fear for both her and her children's safety. Feeling like she had nowhere to go, Valerie turned to alcohol to help cope with her problems.

Bethlehem assisted me in becoming more secure with my life and finding peace within myself. The support of the community has given me a sense of belonging."— Val

Valerie struggled with alcoholism for much of her life but in November 2012 things took a turn for the worse. "My younger brother passed away while serving time in prison." Because of her struggles with addictions she had spoiled relationships with her friends and her family. Valerie felt alone and her life began to spiral out of control. Unable to handle the grief of the loss of her brother, she continued to drink to numb the pain. By 2014 she was homeless and living on the streets of St. Catharines.

During the cold winter months she decided she had enough and she looked to get help. Valerie staved at

enough and she looked to get help. Valerie stayed at the YWCA and during her stay they introduced her to Bethlehem Housing and Support Services, where her journey to recovery began.

The YWCA put Valerie in contact with support workers at Bethlehem and in July 2015 she had a place to call home at Bethlehem Place. At Bethlehem Place she was able to talk about trauma, the disease of addictions and how to cope with both so that she can move forward in life. Valerie attended many of the life skills programs provided at Bethlehem, which has made her feel useful again. Through the positive mentoring and support she has seen a change within herself and a change within the other people living at Bethlehem. She noticed children began to smile again and women began to raise their heads with confidence. "Bethlehem assisted me in becoming more secure with my life and finding peace within myself." The support of the community has provided her with a sense of belonging, giving her a more positive attitude towards life. The support from the workers at Bethlehem, along with their hard work and dedication, is why Valerie is at the place she is today. Once living in complete fear, Valerie now feels a sense of security in her life.

Seeing her younger brother struggle with addictions and spend his life in prison is what encouraged Valerie to seek help. She isn't only doing it for herself but for the memory of her brother as well. Valerie believes that faith plays a huge role in encouraging her to live a more spiritual and grounded life. "Because I have been able to grow spiritually, I see myself helping others in the future so that I can help guide others out of the life I once lived." This encourages her to stay sober and keep moving forward. At one point Valerie was asked what it was like to live at Bethlehem Place and she replied, "It's where miracles happen." Valerie loves living in St. Catharines and because of the support and guidance from Bethlehem Housing, she now feels like she is a part of the community.

Both spiritually and emotionally, Valerie is at a wonderful place in her life. At the end of July she is moving to a place of her own and she is so grateful to Bethlehem Housing for helping her get to this point. Bethlehem has given her the opportunity to heal her relationship with her children and she keeps in contact with them regularly. "Both of my children are university graduates and they are also very thankful for the new beginning that Bethlehem provided their mother." Valerie's face lights up with joy when talking about her children and the accomplishments they have made.

If there is one thing Valerie wants anyone to take from her journey is that if you are struggling with homelessness, addictions, or domestic abuse, you are not alone.

Bethlehem Housing is here to support you and guide you towards a better life."

















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www.bethlehemhousing.ca

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