



beth**le**hem
housing and support services

From Vision to Impact: A Year of Transformation

ANNUAL REPORT 2024-2025

Our Mission Statement

Bethlehem Housing and Support Services is a multi-service organization serving the diversified needs of Niagara residents by offering support for individual growth through housing and other focused services.

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 caring 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.



Inclusiveness

We welcome and accept all people, embrace individual differences and create inclusion.



Accountability

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

The social impacts of the housing crisis will be severe and experienced most profoundly by those living in or close to poverty, as well as those unexpectedly thrown into poverty by the accompanying post-pandemic economy. Planning for recovery must take into account the long-term impacts of the crisis on our most vulnerable citizens and provide a roadmap to ensure their sustained health and well-being – the journey begins with the commitment to housing as a human right.

EXCERPT FROM THE CANADIAN POVERTY INSTITUTE

Message from the Board Chair and Executive Director



LORI BEECH
EXECUTIVE DIRECTOR



BRYON JOHNSTON
BOARD CHAIR

“Transformation is a journey without a final destination.”
-MARILYN FERGUSON

Transforming Housing. Transforming Lives.

As a community housing and service organization.....

We are good at what we do – but we can do more – we must do more - our community needs us. Change is necessary to achieve new results. Change is scary and exciting at the same time. It takes great courage for the leaders of a well-established reputable organization to take it on a path of true transformation. We knew we must, so we did.

Forging a new path forward.....

We are part way through the 2nd year of a 2 year strategic organization transformational undertaking. Through this exercise, we have taken a good look at ourselves as an organization and closely examined the current and emerging housing needs so prevalent in our community.

We asked, how do we transform and pivot the

organization to place us in a better position to respond to the growing demand and remain true to our mission?

After several discussions, stakeholder consultations, and gathering input, five transformational directions have been identified for our new path forward.

1. Financial Sustainability & Stewardship

Strategically manage and leverage resources to build lasting financial strength and operational excellence

Objective: We will strengthen our financial position through strategic asset planning, innovative financing approaches, and expanded social enterprise activities, establishing BHSS as a model for sustainable growth and financial resilience.

2. Client Sustainability and Success

Establish clear and sustainable frameworks to effectively deliver housing and supportive services

Objective: We will develop and implement clear, data-informed policies that define service eligibility, quantify support costs and align resources effectively, enabling sustainable client outcomes and informed decision-making.

3. Collaborative Strategic Partnerships

Facilitate unified strategies, shared investments and collective advocacy to enhance housing outcomes

Objective: We will lead and facilitate coordinated partnerships within Niagara’s housing sector, using

the Community Land Trust of Niagara as a platform for collaboration, resource-sharing and joint advocacy. BHSS will prioritize partnerships for all future housing developments, focusing its role on service delivery rather than sole property development or ownership.

4. Awareness, Impact, Leadership and Human Resources

Enhance BHSS's visibility, strengthen leadership and build capacity to influence sector-wide change

Objective: BHSS will reposition itself publicly and strategically to clearly communicate its secular identity, leadership role and innovative practices within the housing sector, while strengthening internal leadership capacity.

5. Scaling Housing Impact

Expand and innovate housing solutions responsibly through disciplined planning and strategic collaboration

Objective: BHSS will responsibly scale housing solutions through disciplined planning, strategic partnerships and pilot innovations, positioning itself as a catalyst for sustainable housing impact across Niagara.

Next steps.....a roadmap

The final steps in our transformational change will be to equip ourselves with new tools, tactics and partnerships to carry out an action plan following these roadmap directions we have carved out for ourselves and the community over the next few years.

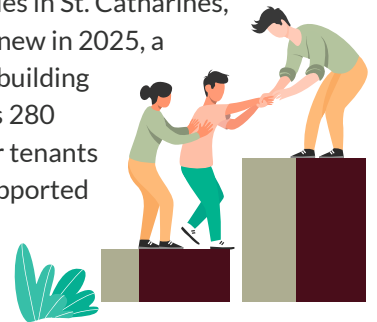


In future annual reports we will measure and demonstrate our progress and our challenges against our new goals, objectives, directions and actions.

As people serving people.....

Simultaneously, we continue our work to meet our mission every day. The impact we have on our clients is life-changing. Through both our housing and supports in combination, BHSS provides a path forward, stability and a future for people and families that otherwise face insurmountable challenges related to mental health, addiction, violent trauma, housing insecurity and homelessness.

Through our three facilities in St. Catharines, one in Niagara Falls, and new in 2025, a 5th Transitional housing building in Fort Erie, BHSS houses 280 households annually. Our tenants and residents are also supported through partnerships with other service system agencies, and the Niagara Region municipal community service programs, for which we are truly grateful.



The Transitional Housing support program is partially supported with government funds and has consistently accomplished a 100 percent success rate to keep our clients housed after they move from a BHSS transitional housing unit.

With no government funding for providing permanent housing support services, we achieve a 98% rate at keeping people housed over the long term through a successful eviction prevention service model.

It is our team of amazing people who walk with individuals every day on their journey forward and are responsible

for achieving positive outcomes for our families. The more families we house, serve and support, the greater the collective impact on the community.

There are many other stories of impact over the next pages of this report that are due to the efforts of our dedicated staff and the relationships they have with the people we serve. Thank you to everyone on our Staff Team for all the dedication put into their work every day!

It takes a village.....

The importance of partnership is highlighted in our mission statement. Intrinsic to the success of a partnership is the value of the relationship that has been built. We are very grateful for the relationships we have with our partners; you make us so much stronger than we can be on our own. Many of our partners and our funders have been given honourable mention throughout the pages of this report.

We are pleased to announce our newest partnership with the Indigenous Community including Fort Erie Native Friendship Centre, Niagara Chapter-Native Women Inc. and Niagara Regional Native Centre. Together, we will share operations and delivery of a Transitional Housing program for women and children with wraparound Indigenous cultural supports and services.



The heart and soul of BHSS are our generous donors, supporters, and volunteers. People who are willing to give up some of their time, talent and treasure. Many are feeling the effects of a challenging economy, yet over this past year so many individuals, families, businesses, and corporations have demonstrated their loyalty to

supporting the good work of our organization as a charity and most importantly for the people we serve.

We held many successful fundraising events and activities this year including our signature event and 20th Anniversary for Empty Bowls. The event was our best ever and we exceeded our overall fundraising targets for the year with a total of \$388,933. Congratulations to the Team and a BIG THANK YOU to all who participated and supported our fundraising efforts.

To make fundraising events successful takes a houseful of volunteers. 87 volunteers assisted us through 589 hours of their valuable time at our events, on our committees, and through the leadership of our Board of Directors. THANK YOU to all of our supporters from the bottom and top of our hearts!

The journey forward.....

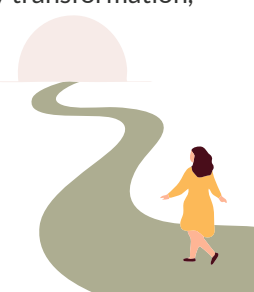
Over the next few years, Bethlehem Housing and Support Services will help lead the necessary transformation, one that will strengthen the organization while simultaneously enhancing the capacity of the entire housing sector to meet community needs.

Because transformational change cannot happen in isolation, we are committed to help lead the way forward together.

Stay with us and thank you for being part of this journey. Sincerely,

Lori Beech
Executive Director

Bryon Johnston
Board Chair



Helping Women, Men & Families in the Niagara Region

HELPING WOMEN, MEN & FAMILIES IN NIAGARA

This past year our Housing Services and Community Support Workers have worked diligently advocating for our client's food, income, and housing stability to improve their quality of life and wellbeing. Our Support Services have surpassed previous years as we have increased our impact across our support programming. Our growing number of partnerships across Niagara have established a network of resources and supports for our tenants and clients.

Partnerships Across Niagara

We have continued collaboration with other agencies:

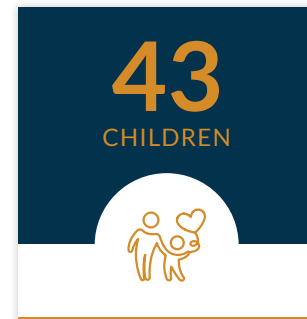
- To be able to offer our clients more opportunities for counselling and programming - Niagara Wellness, Nova Phoenix, ATTCH for counselling services and parenting programs.
- Strive continues to come into BP on Wednesday mornings to offer parenting support
- Big Brothers/Big Sisters
- Start Me Up offering lunches once a month at GC
- Niagara Hospice – working with clients and staff to assist with grief and loss
- Immigration, Refugees, and Citizenship Canada department, and Bridges (formerly multicultural centre)
- REACH provides tenants at NCC, GC, and BP with no-cost, low-barrier counselling services
- Niagara EMS provides essential medical services to tenants at NCC and GC
- Niagara Region – coordinated access – assisting with clients who have been unhoused for an extended period of time
- Work with Seniors on the Move to provide furniture free of charge

Our Programs and Services Include

Transitional Housing (Bethlehem Place)

A one-year housing program that assists and supports program participants to work on client-centered goals, leading to a successful transition to permanent housing in the community. Supports offered to clients may include:

- Outreach support while on the housing waitlist
- Information, referrals and connection to community services



43 families including 43 children lived at Bethlehem Place in 2024-2025

- Life skills and capacity building programs through support groups
- One-on-one meetings with Community Support Workers
- Recreational workshops
- Child development and parenting support
- Safety planning, support and advocacy
- Access to rent subsidy programs and continued support post-move out

Many people continue with support on an outreach basis while transitioning to permanent housing in the community, which helps to ensure housing retention, a stable safe environment, and connection to resources and services.

- On average there are approximately 10 families on our transitional waitlist at any given time
- 25 of the transitional residents were survivors/victims of domestic violence
- 626 educational hours were offered through groups, specifically to program participants at BP
- Approximately 1800 hours of one-on-one support were provided to the program participants
- 13 residents moved out of BP into permanent housing
- 100% of transitional clients did not return to homelessness 180+ days after graduation

Permanent Supportive Housing

Long term affordable and/or subsidized housing with on-site support and advocacy services. Support may include information, referrals and connection to community services, as well as social and recreational activities.

- 219 households lived in our permanent supportive housing buildings
- 50% are persons living with physical and/or mental disabilities

Housing Allowance

In the Fiscal year of 2024-25 we provided a Housing Allowance to assist individuals and families who are chronically and episodically homeless to find independent and permanent housing through our Housing Allowance Program, funded by the Niagara Regional Community Services – Homelessness Services. The underlying principle of the program is that people are better able to move forward with their lives if they are first housed. Once the person is housed, Community Support Workers provide client-driven support to assist with housing stability, physical and mental health needs, as well as life skills.

- 25 households were provided with community-based affordable housing allowances and community outreach support services through Housing Allowance

Community Outreach Support

Support services continued to be offered in collaboration with other service providers and agency partners, for individuals and families who do not live in our apartments but are experiencing homelessness or at risk of homelessness, and/or have experienced gender-based violence.

When someone reaches out to Bethlehem for help, they are connected with a Community Support Worker (CSW) who meets with them in the community. The CSW assesses the needs of the individual, works with them to develop a service plan, and may make referrals that will assist them in achieving their personal goals.

- 122 households were served through the Community Outreach Support Program and all were at risk of homelessness or at risk of becoming homeless.
- 59 women were victims of domestic violence.
- All new clients are offered one on one supports within days of them contacting BHSS.

Personal Capacity Building

Programs offered provide information on topics such as housing support, parenting, goal planning, safety planning, life skills for personal capacity building, employability, empowerment, self-esteem and leadership, mental health awareness, legal matters, anger management, healthy lifestyle, budgeting and money management, recreational

and art activities.

- 115 group sessions were offered, including RentSmart and a variety of life skills, educational workshops, personal empowerment and development programs.
- Over 175 social and recreational activities were offered.
- A group for clients identifying as male, offers learning of such things as cooking, life skills and general support for men.

Food Security

Due to the continued overwhelming rise in food costs, our clients continue to experience hardship in putting healthy food on the table. In an effort to help clients access fresh food, we continue to partner with the United Way offering monthly food markets. The markets offer access to affordable and low cost, culturally relevant, nutritious food to residents and tenants at BP, GC, NCC, and KC year-round. Markets provide a space for the community to come together around food and be engaged in social connections, programs and services that help strengthen the community.

- NCC – 12 markets held – 240 households attended/yr – average of 20 households/month
- KC – 12 markets held – 288 households attended/yr – average of 24 households/month
- BP – 12 markets held – 160 households attended/yr – average of 12 households/month.
- GC – 4 markets held (started own market in Dec 24) – 80 households attended/yr – average of 20 households/month
- Approximately 6400 lbs of produce was made available for clients over the course of a year

EarlyON Child and Family Centre

The EarlyON Child and Family Centre provides high quality programs for families who live at Bethlehem Place as well as families living in the community.

Our drop-in program provides a healthy and safe educational environment where children 0-6 yrs, along with their parents and caregivers can play, connect and learn.

Our School Age Kids Club, funded by the United Way Niagara, provides interactive activities and skills development for children and youth after school and during summer.

In 2024-2025, our EarlyON Child and Family Centre welcomed:

- **155** children who made **2142** visits
- **111** parents or caregivers who made **1154** visits

20th Anniversary of Empty Bowls

Our 20th Anniversary of Empty Bowls which took place on March 5, 2025 at the Holiday Inn & Suites Parkway Conference Centre, St. Catharines was a record-breaking year thanks to the generous support of our incredible community. We had close to 500 guests with 25 different food and beverage vendors. During this annual fundraising event, guests enjoyed samples of gourmet soup prepared by Niagara's finest chefs and served in one-of-a-kind bowls created by local potters.

Included as the perfect complement are Niagara wines, beer, cider, fresh breads and decadent desserts. Guests take home the empty bowl as a continuous reminder of those who struggle to meet basic living needs in our very own community.

Congratulations to Redstone Winery and Niagara College for winning the Judges Choice Award and the People's Choice Award (voted on by guests) respectively! Their soups were absolutely delicious!



We are beyond grateful to our generous sponsors, vendors, potters, donors, volunteers, and our amazing community for helping us raise over \$102,000 at this year's event—whether you attended, donated, or helped in any way, YOU made this possible!

Thank you for being part of this special event and helping us provide affordable housing and support services to the most vulnerable in Niagara!

We would like to acknowledge our Leading Sponsors for partnering with us and helping to make our 20th Anniversary of Empty Bowls our most successful event to date.

FirstOntario
CREDIT UNION



Our 2nd Annual Country Harvest Soup Fest Event Was An Amazing Success!!!

On Wednesday October 16, 2024, in the Event Court at The Pen Centre – St. Catharines, Bethlehem Housing and Support Services hosted the 2nd Annual Country Harvest Soup Fest fundraiser fueled by Empty Bowls and presented by Essentials Cremation And Burial Services Inc. We want to express our gratitude to our generous sponsors, vendors, venue, staff and volunteers that helped make this event so amazing. The soup was fantastic and everyone seemed to revel in the atmosphere of the event.

Thank you to everyone who volunteered and attended, you are the true Housing Heroes!

We raised over \$24,000!

Thank you to our community for supporting us for this event!



Thank You to Our Supporters

This past year we are so pleased to see so many of our loyal donors and generous community come through to support us during a time when everyone has been very budget conscience. You are our heart!

We exceeded our fundraising goal this year and raised \$388,933 through our annual community engagement activity. As donors, volunteers and supporters, your giving is an investment in affordable housing and supports our work that enables us to provide the programs and services that contribute towards building a stronger community.

Whether you donate monthly or 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 we serve that someone cares about their well-being.

Legacy Planned Giving Program

A portion of the gifts provided by our loyal donors through bequests and other estate gifts are placed in an endowment or reserve fund. Legacy gifts are endowed and preserved in perpetuity with only the investment income used. Income earned on the endowment will provide Bethlehem with a long-term sustainable revenue source so we can continuously provide housing and support services for families in crisis now and in the future.

In 2024-25 we received \$9,550 from endowment funds as a designated donation and \$7,509 in memorial funds. \$13,705 was distributed from our Niagara Community Foundation endowment fund and directed to our current annual needs to support the personal growth of individuals and families that reach out to Bethlehem for help.

Value-Added Partnership

We continue to receive financial assistance to designate toward holiday programs from our developer partners and through a holiday campaign. The First Ontario Credit Union Blue Wave group volunteered to serve up a wonderful holiday meal for over 174+ of our families.

Another valuable partnership continues with the United Way Niagara providing funds for food markets at all of our buildings. This program provides every resident access to fresh produce once a month, produce provided

by Lococo's. We received gracious funding from Pen Financial through their Truly Local Grant Program, for an upright freezer for safe food storage needs.



Memorial Gifts

Gifts were received in memory of the following individuals:

- ▶ Ainsley & Dorothy Barley
- ▶ Barbara J. Fraser
- ▶ Mark Alan Janeczek
- ▶ Norman Atkins
- ▶ Henk Zwart
- ▶ Dorothy & Bill Rotz
- ▶ Loana Joyce DeSante
- ▶ Lynne Silver
- ▶ Sharon Forgeron
- ▶ Ross Hughes

Memorial Funds

Gifts were directed to the following funds in memory of the individual:

- ▶ Apple Papa Van Schaik Family Fund
- ▶ Gloria Rooney Fund
- ▶ Henk Zwart Fund
- ▶ The Estate of Christine McClelland

Donations Over \$500

APRIL 1, 2024 – MARCH 31, 2025

Individual Gifts (Over \$500)

- ▶ Andrew Dedman
- ▶ Andrew & Gina Hambleton
- ▶ Barbara Hodwitz
- ▶ Beverley Dueck
- ▶ Charles Lovrics
- ▶ Chris Sora
- ▶ Clive Waldron
- ▶ Dale Mark
- ▶ Darren & Monika Pries-Klassen
- ▶ David & Carolyn Vilim
- ▶ David Wyllie
- ▶ Denise Pickard
- ▶ Derek & Merle Richards
- ▶ Donna Pree
- ▶ Edgar Hielema
- ▶ Edith Bacon
- ▶ Elizabeth Bedford-Jones
- ▶ Ellen Kennedy
- ▶ Elsje Zwart
- ▶ Emily Barry
- ▶ Grace Thaxton
- ▶ Greta Wiens
- ▶ Ian Macmillan
- ▶ Ineke Brinkman
- ▶ Irmgard Penner
- ▶ Jack Gibson
- ▶ Janet Lynn Fraser
- ▶ Jill Crown
- ▶ Jonathan Harper
- ▶ Joseph Kish
- ▶ Kerri Krawec
- ▶ Leo & Fran Versluis
- ▶ Linda Walters
- ▶ Lynn & David Zwart
- ▶ Mary Louise Turner
- ▶ Monique Mulder-Wallace
- ▶ Peter Barley
- ▶ Peter Hammond
- ▶ Peter McGlone
- ▶ Richard & Maureen Chudyk
- ▶ Robert & Margaret Reid
- ▶ Ross & Anne Tucker
- ▶ Sonja Zanuttini

- ▶ Sue Anderson
- ▶ Sunil Bahadoorsingh
- ▶ Ted & Marge Van Geest
- ▶ The Estate of Christine McClelland
- ▶ Thomas Whitelaw
- ▶ Tom & Gail Richardson
- ▶ Vera Christine Hartmann

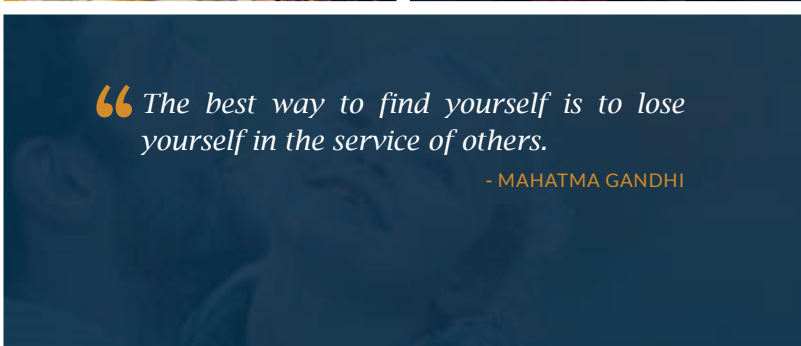


Organization Gifts (Over \$500)

- ▶ Abundance Canada
- ▶ Blake's No Frills
- ▶ Bosak Wealth Management of RBC Dominion Securities
- ▶ Brandon's No Frills
- ▶ Centennial Construction
- ▶ Christian Stewardships Services Steven & Stephanie Collins
- ▶ City of St. Catharines
- ▶ Collins Law
- ▶ Cooper Wealth Management of RBC Dominion Securities
- ▶ CosMic Plants
- ▶ Covenant Christian Reformed Church
- ▶ DDL & Co.
- ▶ Desjardins Insurance
- ▶ DJ Dominoes
- ▶ DKI Miller Restoration
- ▶ Doane Grant Thornton Foundation
- ▶ Donald & Barbara Fraser Fund
- ▶ ECNG Energy L.P.
- ▶ Enterprise Holdings - ERAC CANADA FOUNDATION
- ▶ Essentials Cremation & Burial Services Inc.
- ▶ First Ontario Credit Union
- ▶ Fleming Windows & Mirrors Ltd.
- ▶ Flett Beccario Barristers & Solicitors
- ▶ Food Day Canada
- ▶ Full Gospel Church
- ▶ Generation S Un. Limited
- ▶ GiantFM/Country89
- ▶ Girard's No Frills
- ▶ Gordon Wright Electric Ltd.
- ▶ Holiday Inn & Suites Conference Centre & Resort
- ▶ JBM Office Systems Ltd.
- ▶ Jesse and Kelly's No Frills
- ▶ Jim's No Frills
- ▶ Jordan Versluis Design
- ▶ Knox Presbyterian Church

- ▶ LandPro Planning Solutions
- ▶ Living in Niagara Real Estate Group
- ▶ Lousje & Bean
- ▶ Mark's No Frills
- ▶ Megalomaniac Winery
- ▶ Miller's Auto Recycling
- ▶ Mountainview Building Group
- ▶ Muir Image Photo & Video
- ▶ Newman Electric and Marine Supply
- ▶ Niacon Limited
- ▶ Niagara Area Jeep Club
- ▶ Niagara College
- ▶ Niagara Community Foundation
- ▶ Niagara Golf Marathon
- ▶ Niagara Insurance Brokers Inc.
- ▶ Niagara Region Police Association
- ▶ O'Hara Trucking & Excavating
- ▶ Ontario Realtors Care Foundation
- ▶ Ownera Media
- ▶ PenFinancial Credit Union
- ▶ Pioneer Elder Care
- ▶ R.J. Pottery
- ▶ Ryan's No Frills
- ▶ ServiceMaster Restore of Niagara (St. Catharines)
- ▶ Shoppers Drug Mart Briarfield Store #792
- ▶ Sideline Telephone Services Inc.
- ▶ Silver Spire United Church
- ▶ St. Julia's Catholic Women's League
- ▶ Strategic Charitable Giving Foundation
- ▶ Sullivan Mahoney LLP
- ▶ Synergy Benefits Inc.
- ▶ The Barry Team
- ▶ The Ontario Paper Thorold Foundation
- ▶ The Primeway Group
- ▶ Walker Industries
- ▶ We Move 4 U
- ▶ Westend Self Storage
- ▶ Westland Insurance Group Ltd.
- ▶ YourTV/Cogeco

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



Thank You to Our Funders

We receive significant government subsidies and grants from Federal, Provincial and Regional government agencies and Foundations to help to support our housing programs and operational costs. We are very grateful for the ongoing partnership and support from our funders.

Government Funders

- ▶ Ministry of Children, Community and Social Services
- ▶ Niagara Region Children's Services
- ▶ Niagara Region Community Services
- ▶ Niagara Regional Housing

Foundation Funders

- ▶ Canadian Women's Foundation
- ▶ Niagara Community Foundation
- ▶ Ontario Trillium Foundation
- ▶ United Way Niagara
- ▶ Mazon Canada Foundation



“The greatest thing in this world is not so much where we stand as in what direction we are moving.

-JOHANN WOLFGANG VON GOETHE

Financial Highlights

Our core revenues (rents and subsidies from the Region, Province and United Way Niagara) slightly increased in 2024-2025 from the prior fiscal year. Total fundraising through donations and Bingo this year was \$388,933. The consistency in year over year financial results is paramount as the organization continues to expand housing and its much-needed services. While most expenditures decreased our wages and benefits line did increase by \$78,546 or 6%, due to the hiring of our full-time staff compliment. (Section 11)

Financial Highlights

THE OVERALL NET OPERATING DEFICIT FOR FISCAL 2024-2025 WAS \$4,734

Long-term debt related to property mortgages was reduced by \$198,864 during the year. Restricted reserve fund activity resulted in the funds being drawn down only slightly by \$16,352 due to a great return on investments in the year.

All the restricted reserve funds are set aside in risk appropriate investments and monitored. These funds are essential to the organization’s long term sustainability, as they provide a secure source of funds for future capital requirements and emergencies. The organization is pleased to report we have continued to maintain a healthy and stable financial position, moving into fiscal 2025 - 2026.

As a result, Bethlehem Housing and Support Services expects to continue providing our valuable and highly regarded services for years to come.

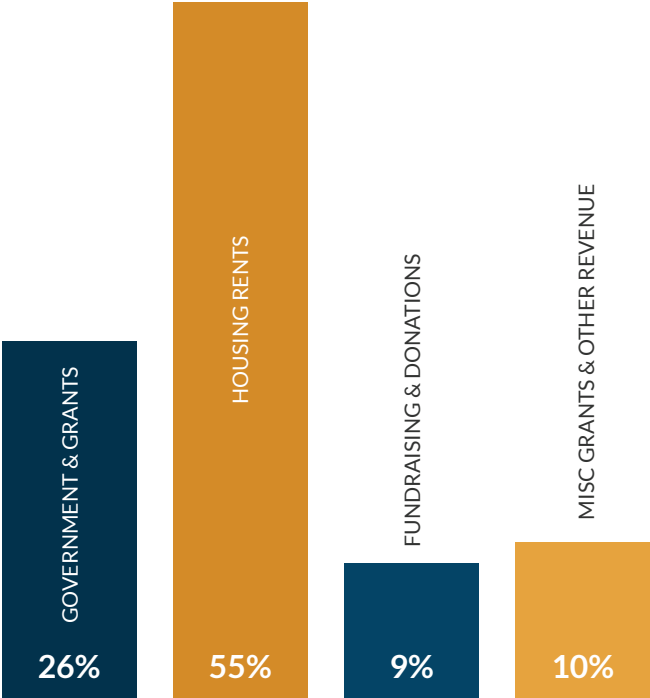
Statement of Operations for Year

ENDING MARCH 31, 2025

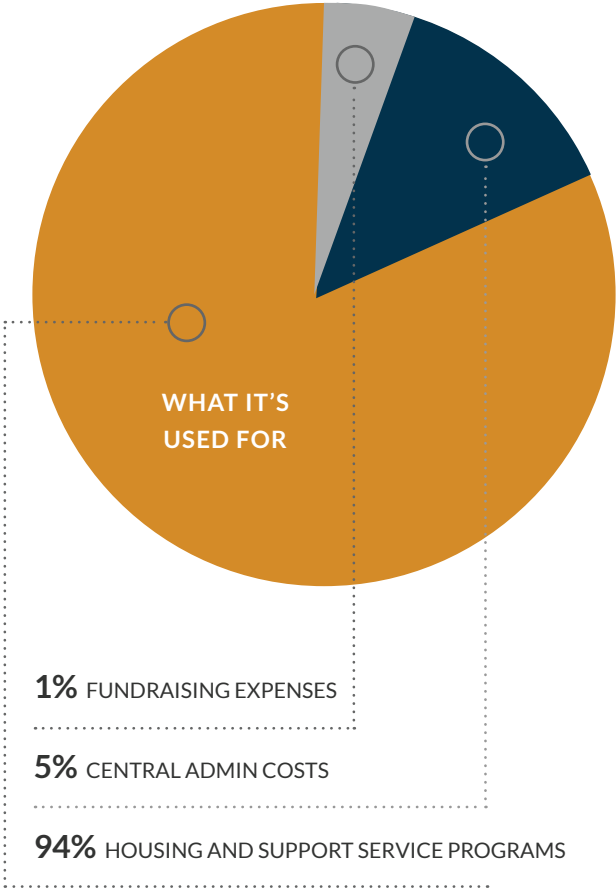
REVENUES	
GOVERNMENT SUBSIDIES & GRANTS	\$1,040,462
RENTS	\$2,358,817
FUNDRAISING & DONATIONS	\$388,933
MISCELLANEOUS	\$278,735
OTHER GRANTS	\$217,155
TOTAL	\$4,284,102
EXPENSES	
WAGES & BENEFITS	\$1,572,941
HOUSING RELATED	\$1,547,689
AMORTIZATION OF BUILDING COST	\$189,271
PROGRAMS & SUPPORT SERVICES	\$770,745
ADMINISTRATION & FUNDRAISING	\$208,190
TOTAL	\$4,288,836
DEFICIENCY OF REVENUES OVER EXPENSES	\$4,734

Funding Sources

Bethlehem has a diversified source of revenue and although we receive some financial assistance through Funders, Foundations and Government subsidies, there remain additional operating costs which we must raise or earn funds to cover. This additional funding is required to balance our annual operating budget and continue to maintain our affordable and transitional housing buildings, support services and targeted programs at their current service level.



SOURCES OF REVENUE 2024-2025



We Are Grateful for Our Volunteers

Community Housing Heroes! 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.

Our organization as a public trust cannot function without representation from our community. Over 589 hours were provided by our dedicated volunteers who contributed their skills, professional expertise, and talent on the Board of Directors, Board committees, with our virtual events, the Annual Empty Bowls, Soup Fest and supporting all our fundraising and community engagement activities.

There were over 55 volunteers who assisted us at and before our Annual Empty Bowls, contributing over 311 volunteer hours towards the event.

We had new and returning community volunteers, high school students, college students, business sponsor volunteers and Bethlehem staff.

Soup Fest required a total of 156 hours with a combination of community volunteers, Walker Industry Volunteers, sponsor volunteers and Bethlehem staff.

Thank you to the hardworking individuals and groups who generously gave their time and talents to our organization. We couldn't do this without you!

Board of Directors

2024-2025



“Never worry about numbers. Help one person at a time and always start with the person nearest you.

-MOTHER TERESA

Volunteers Serving

2024-2025

BOARD OF DIRECTORS

- ▶ Bryon Johnston, *Board Chair*
- ▶ Dave Bowman, *Vice Chair*
- ▶ Noah Bruce, *Treasurer*
- ▶ Derek Ali, *Past Chair*
- ▶ Sarah Prince, *Past Chair*
- ▶ April-Dawn Blackwell
- ▶ Andrea Mannell
- ▶ Kate Fish
- ▶ Ronald Hong
- ▶ Ian Matthews
- ▶ Alu McCabe
- ▶ Laura Pychel
- ▶ Lori Beech, *Ex Officio*

EXECUTIVE COMMITTEE

- ▶ Bryon Johnston, *Board Chair*
- ▶ Dave Bowman, *Vice Chair*
- ▶ Noah Bruce, *Treasurer*
- ▶ Derek Ali, *Past Chair*
- ▶ Sarah Prince, *Past Chair*

DEVELOPMENT COMMITTEE

- ▶ Dave Bowman
- ▶ Kate Fish
- ▶ Bryon Johnston
- ▶ Laura Pychel
- ▶ Jordan Versluis
- ▶ Erica Walters

FINANCE COMMITTEE

- ▶ Noah Bruce
- ▶ Andrew Costantini
- ▶ Bill Keogh
- ▶ Brian Mocha

HUMAN RESOURCES COMMITTEE

- ▶ Alu McCabe
- ▶ Sarah Prince

EMPTY BOWLS VOLUNTEER LEADS

- ▶ Jackie Agnew
- ▶ Adam Shields
- ▶ Joe Labrie
- ▶ Susan Cornett
- ▶ Jim Mancuso
- ▶ Tiffany Grant
- ▶ Paul St Germain

EMPTY BOWLS JUDGES

- ▶ Mike Balsom
- ▶ Darlene Check
- ▶ Catharine O'Donnell
- ▶ Brian Salmon
- ▶ John Vetere
- ▶ Craig Youdale

EMPTY BOWLS LEAD POTTERS

- ▶ Ron & Barb Zimmermann
- ▶ Chris Sora
- ▶ Sonja Zanuttini
- ▶ Jill Crown
- ▶ Donn Zver
- ▶ Unha Hill
- ▶ Barbara Galbraith
- ▶ Chris Hartmann
- ▶ Valerie Belisle
- ▶ Johann Monro
- ▶ Richard Pattison
- ▶ Jonathan Harper
- ▶ Monique Mulder-Wallace
- ▶ Susie Kim

FIRSTONTARIO BLUE WAVE VOLUNTEERS

- ▶ Camryn Grant
- ▶ Melissa Lane
- ▶ Angela Mancuso
- ▶ Jim Mancuso
- ▶ Jessa Toomer
- ▶ Oksana Kairys

BINGO VOLUNTEERS

- ▶ Derek Ali
- ▶ Bob Barkman
- ▶ Dave Bowman
- ▶ Gregg Derrick
- ▶ Bryon Johnston
- ▶ Catherine Warden

589

TOTAL HOURS DEDICATED
BY OUR VOLUNTEERS



Our Team

The staff team at Bethlehem are the best of the best! They are committed, compassionate and dedicated employees. It is with great appreciation and thanks that we recognize their exemplary contributions to the people we serve and the greater Niagara Region community.

UNDER 5 YEARS

- ▶ Emily Brockway, Community Support Worker
- ▶ Jason Butt, Team Lead, Building Maintenance Worker
- ▶ Brian Evans, Maintenance Worker
- ▶ Stacy Francey, Community Support Worker
- ▶ Karen Fricker, Accounting Assistant
- ▶ Joe Labrie, Communications & Marketing Coordinator
- ▶ Zachary Laurin, Part-Time Relief Maintenance Worker
- ▶ Hannah Legault, Community Support Worker
- ▶ Maureen Newell, Tenant Services Administrator
- ▶ Brandon Peets, Maintenance Worker
- ▶ Mike Regehr, Maintenance Worker
- ▶ Adam Shields, Fund Development Manager
- ▶ Louanne Sibbald, Janitor/Cleaning Staff
- ▶ Sandra Steeprock, Community Support Worker
- ▶ Katie Tries, Janitor/Cleaning Staff
- ▶ Victoria Vahrmeyer, Project Manager & Community Support Worker
- ▶ Robyne MacDonald, Community Support Worker
- ▶ Jackie Agnew, Event Planning Coordinator
- ▶ Ashley Berketo, Unit Preparation/Cleaning Staff

5 – 9 YEARS

- ▶ Karen Cutmore, Manager, Finance & Operations
- ▶ Rob Cammaert, Team Lead Community Support Worker
- ▶ Janet Fraser, Administrative & Accounting Assistant
- ▶ Tiffany Grant, EarlyON Child and Family Centre Coordinator
- ▶ Yvonne Kulawic, Program Manager
- ▶ Jena O'Neil, Housing Services Manager
- ▶ Corri Gayman, EarlyON Child and Family Centre ECE

OVER 10 YEARS

- ▶ Lori Beech, Executive Director
- ▶ Paul Kwiatkowski, Maintenance Supervisor

OVER 35 YEARS

- ▶ Laura Arbour, Intake & Community Support Worker

“Our programs and services are based on the premise of people helping people; so we invest in staff members who are committed to moving our mission forward everyday!

- LORI BEECH, EXECUTIVE DIRECTOR



Thank You For Your Generous Contributions!

Housing Affordability Assistance Program

To mark its 100th anniversary, the Rotary Club of St. Catharines donated \$500,000 to create a Rent Stabilization Fund in partnership with Niagara Community Foundation and Bethlehem Housing and Support Services (BHSS).

This fund, part of the new Housing Affordability Assistance Program (HAAP), aims to help low-income families overcome financial barriers to securing permanent housing, such as moving expenses or last month's rent deposits. Managed by BHSS, the fund will provide grants or loans to eligible BHSS families to assist with housing transitions and prevent evictions due to temporary financial setbacks.

The endowment will be maintained in perpetuity by the Niagara Community Foundation, ensuring long-term support for affordable housing initiatives in the community. The following stats reflect how the money from the HAAP program has assisted our clients to either remain housed, eviction prevention, or move out of or into our transitional housing. The time frame captured is for the fiscal year from April 1st, 2024, to March 31st, 2025.

As a background to the necessity of this funding, Niagara Region Community Services will only support clients every 2 years with housing stability benefits. These benefits will only cover LMR and arrears. The Region will no longer assist with moving costs.

Amount used for LMR (for those ineligible through the Region) = **\$1,198**
Amount used for Moving costs = **\$8,928.55**
Amount used to assist with subsidizing rent/arrears = **\$3,579**
Total used = **\$13,705.55**



Rotary
Club of
St. Catharines



NCF
NIAGARA COMMUNITY
FOUNDATION

“ Every successful organization has to make the transition from a world defined primarily by repetition to one primarily defined by change.

BILL DRAYTON



Bethlehem Housing & Support Services, along with our clients,
are grateful for the funding support of these organizations.



Indigenous Statement

For thousands of years, indigenous peoples have walked and lived on this land; the ancestral territory of the Haudenosaunee and Anishnabek peoples. Their relationship with the land is at the center of their lives and spirituality. It is important to acknowledge that these ancestral lands, are governed by the Dish With One Spoon Wampum agreement. In spirit of reconciliation, may we always seek to respect the history, spirituality, and culture of Indigenous Peoples.



Bethlehem Housing and Support Services

111 Church Street, St. Catharines, Ontario L2R 3C9

☎ 905.641.1660 ✉ info@bethlehemhousing.ca 🏠 bethlehemhousing.ca

Charitable Registration Number: 121926547 RR0001