



2025-2026

ANNUAL
STAKEHOLDER
MEETING



**Michele Beals, Chair
Bethell Hospice**



Housekeeping Remarks

Our Gratitude: Thank you, Chris Merkley



Our heartfelt thank you to our photographer Chris Merkley - for his ongoing support of Bethell Hospice tonight and throughout the years.



Our Gratitude: Thank you, Starbucks



A sincere thank you to Starbucks Orangeville, for their kind donation of coffee and tea for our event this evening.



Our Gratitude: Thank you, Tin Roof Cafe



A heartfelt thank you to Tin Roof Caf, for their kind donation of cookies, squares and sweets for our event this evening





**Bonnie Klaassen, Co-Chair
Bethel Hospice Foundation**



Land Acknowledgement



**Adrian Horwood, Co-Chair
Bethell Hospice Foundation**

Agenda

Review:

- Mission Moment
- Year in Review
- Financial Review
- Celebration and Recognition





**Michele Beals, Chair
Bethell Hospice**



**Bonnie Klaassen, Co-Chair
Bethell Hospice Foundation**



**Adrian Horwood, Co-Chair
Bethell Hospice Foundation**

Opening Remarks:

Two Organizations

One Family

with Shared Common Goals



Letter of Gratitude:

Gadzala Family



Bonnie Klaassen, Co-Chair
Bethell Hospice Foundation





Margaret Paan,
Executive Director,
Bethell Hospice



Nicole Hand,
Executive Director,
Bethell Hospice Foundation



Bethell Hospice
Residents cared for

197



Community Clients
cared for

802



Community Client
Interactions

4,394



Total butterflies
collected for the Grief &
Bereavement Project

3,500



Active Volunteers

145



Meals prepared at
Bethell Hospice
Residence

2,620



Number of Dufferin County
Community Clients &
Residents Served

363



Legacy Projects
offered at Bethell
Hospice

6



Year in Review:

Bethell Hospice Highlights



Margaret Paan,
Executive Director,
Bethell Hospice



Nicole Hand,
Executive Director,
Bethell Hospice Foundation

Year in Review:

Bethell Hospice Foundation Highlights



Record \$1,333,985
contributed to
Bethell Hospice



6,073 gifts
received



29% new
donors



Over \$2M in
revenues
achieved



Over 5300
students in Hike





Margaret Paan,
Executive Director,
Bethell Hospice



Nicole Hand,
Executive Director,
Bethell Hospice Foundation

Year in Review: BH/BHF Joining



**DBOT
Nominee**



Grant Presentations



**15th Anniversary Garden
Party**



Margaret Paan,
Executive Director,
Bethell Hospice

Strategic Plan 2026-2031

BETHELL HOSPICE STRATEGIC PLAN | 2026-2031

VISION

To be the leader in palliative care excellence.

MISSION

To deliver exceptional, compassionate care for the living, dying, and grieving, and to strengthen our community through education, advocacy, and partnerships.



BethellHospice

VALUES

Dignity

Every person, honoured and respected.

Courage

Strength and compassion in every action.

Accountability

We own our actions and uphold our commitments.

Collaboration

Together, elevating every moment.

Innovation

Bold Ideas. Better care.

Diversity, Equity & Inclusion

Everyone welcomed. Everyone valued.
Everyone belongs.





Margaret Paan,
Executive Director,
Bethell Hospice

Strategic Plan 2026-2031

BETHELL HOSPICE STRATEGIC PLAN | 2026-2031

STRATEGIC PILLARS



1

Deliver
Exceptional,
Compassionate
Palliative
Support
Across the
Continuum
of Care



2

Empower
Communities
Through
Awareness,
Education,
and
Advocacy



3

Strengthen
and
Support
Our People
and
Partners



4

Advance a
Sustainable
and
Resilient
Organization



5

Innovate
and Grow
to Meet
Evolving
Community
Needs





**Harmeet Brar, Treasurer,
Chair - Finance Committee
Bethell Hospice**

Bethell Hospice Financial Review

2025/2026

External Auditors:

- Resnick Partnership Ltd was our external auditors for the third year.
- Audited financial statements are available upon request. (paper or electronic)
- The board would like to thank both Management and our auditors for another successful year end and audit.

Interpretation:

- The audited financial statements reflect the financial summary provided in this update
- The drafted audited financial statements were discussed and reviewed by the Board in June 2026.
- The audit qualification is consistent with prior years as revenues.
- The financial data presented in the statements fairly present the position of Bethell Hospice

Presentation:

- Revenue and expense summaries
- Balance Sheet



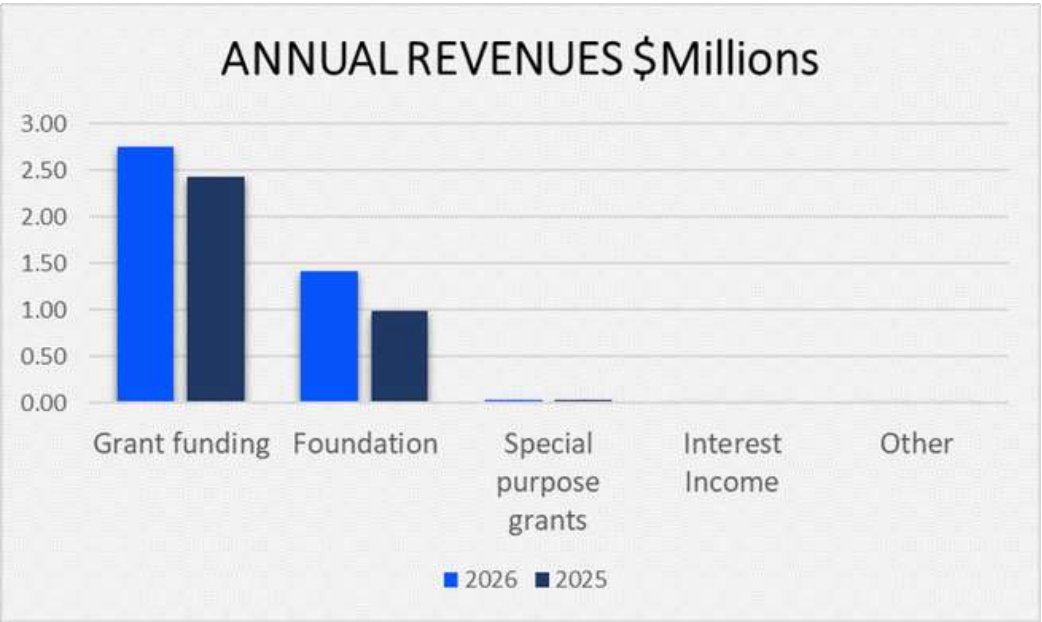
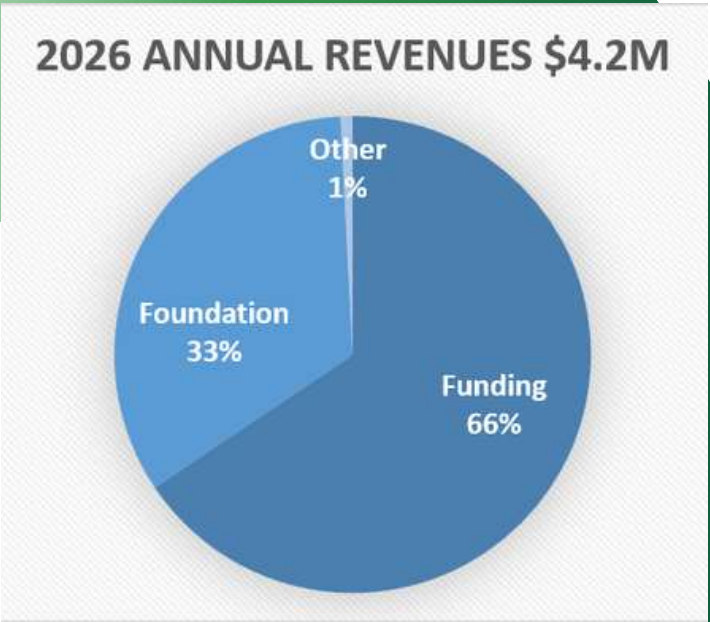


Harmeet Brar, Treasurer,
Chair - Finance Committee
Bethell Hospice

Bethell Hospice Financial Review

2025/2026

- Annual revenues are higher than prior year's number of \$3.4M in total
 - \$4.2M of annual operating revenue is supported by:
 - Government funding \$2.7M to support inpatient and outpatient activity
 - Bethell Foundation \$1.3M
 - Interest income and other grants total \$0.03M.
 - Higher government funding and Foundation support received this year reflecting expanded Dufferin Hospice operations and programs.





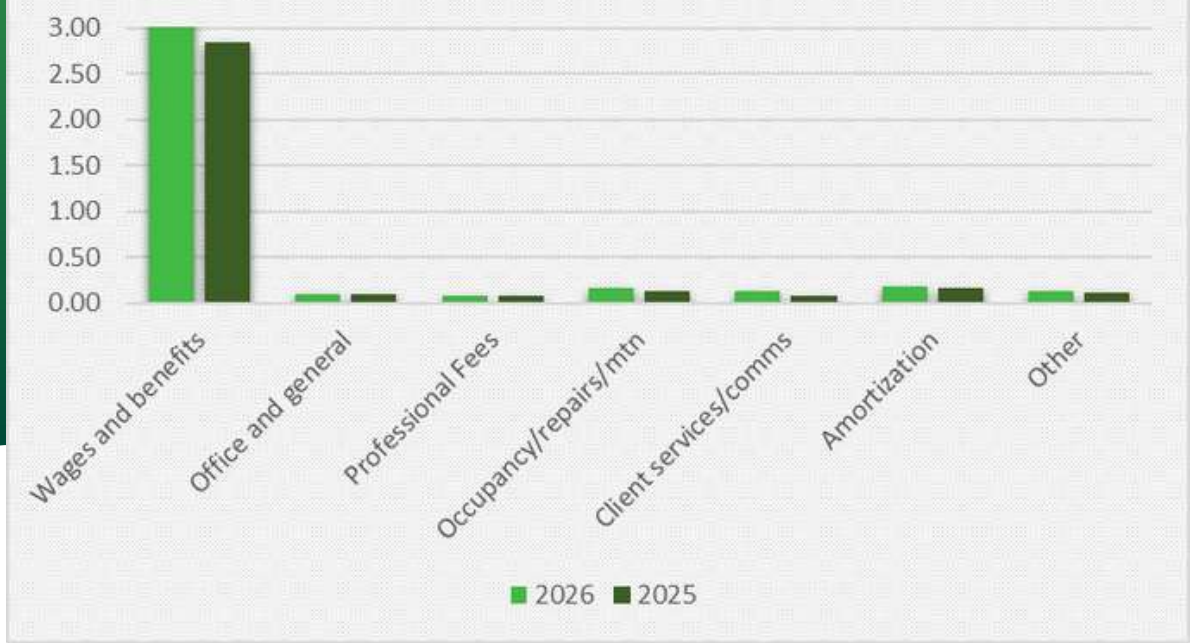
**Harmeet Brar, Treasurer,
Chair - Finance Committee
Bethell Hospice**

Bethell Hospice Financial Review

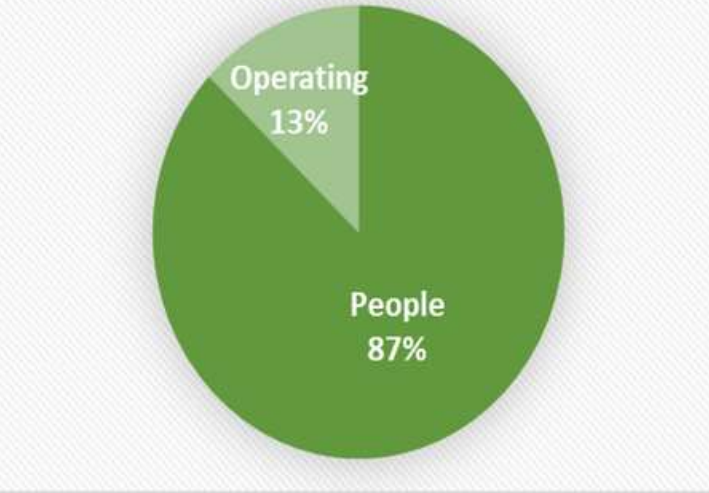
2025/2026

- As people are the core of our operations, annual expenses of \$3.5M are spent on people
- The remaining expense of \$0.53M supports operations including program non-staffing costs, building operating costs, and modest administrative costs.
- The financial statements include \$0.19M in capital amortization (2025-\$0.17M) recognizing the annual costs of assets over their useful life.

ANNUAL EXPENSES \$Millions



2026 ANNUAL EXPENSES \$4.1M





**Harmeet Brar, Treasurer,
Chair - Finance Committee
Bethell Hospice**

Bethell Hospice Financial Review

2025/2026

Balance Sheet \$Millions	2026	2025
Cash	0.51	0.16
Accounts Receivable	0.03	0.07
Short Term Investments	0.21	0.16
Prepaid Expenses	0.06	0.05
Current Assets	0.81	0.44
Long Term Investments	0.00	0.00
Capital Assets	3.62	3.66
Total Assets	4.43	4.10
Accounts payable and accrued liabilities	0.17	0.22
Government Remittances	0.06	0.06
Contingent Liability	0.01	0.00
Deferred Revenue	0.45	0.04
Total Current Liabilities	0.69	0.33
Deferred Revenue	0.28	0.24
Restricted Fund	3.30	3.39
Unrestricted Fund	0.16	0.14
Total Liabilities	4.43	4.10

- The balance sheet continues to showcase stable operations with adequate cash and short-term investments (\$0.81M) to cover short term liabilities and commitments (\$0.69M).
- Building, land improvement, driveway and gazebo account for 90% of the net capital assets balance.





Jamie Mitchell, Treasurer
Bethell Hospice Foundation

Bethell Hospice Foundation

Financial Review

2025/2026

Statement of Financial Position

As at March 31, 2026

	2026			2025	
	Unrestricted General Fund	Internally Restricted Fund	Externally Restricted Funds	2026 Total	2025 Total
ASSETS	\$	\$	\$	\$	\$
Current					
Cash and cash equivalents	426,230	204,068	67,227	697,525	1,121,404
Short-term investments	55,278	2,119,591	1,874,082	4,048,951	3,798,212
Government remittances recoverable	27,936	153	218	28,307	5,891
Interfund balances	(8,414)	7,387	1,027	—	—
Prepaid expenses	36,763	—	—	36,763	32,362
	537,793	2,331,199	1,942,554	4,811,546	4,957,869
Long-Term Investments	—	509,549	—	509,549	75,387
	537,793	2,840,748	1,942,554	5,321,095	5,033,256
LIABILITIES AND FUND BALANCES					
Current					
Accounts payable and accrued liabilities	69,038	—	—	69,038	205,529
Deferred income	55,000	—	—	55,000	13,500
	124,038	—	—	124,038	219,029
Fund Balances					
Externally restricted funds	—	—	1,942,554	1,942,554	1,614,173
Internally restricted fund	—	2,840,748	—	2,840,748	2,568,598
Unrestricted general fund	413,755	—	—	413,755	631,456
	413,755	2,840,748	1,942,554	5,197,057	4,814,227
	537,793	2,840,748	1,942,554	5,321,095	5,033,256





Jamie Mitchell, Treasurer
Bethell Hospice Foundation

Bethell Hospice Foundation

Financial Review

2025/2026

Statement of Operations

For the year ended March 31, 2026

	2026			2025	2024
	Unrestricted General Fund	Internally Restricted Fund	Externally Restricted Funds	2026 Total (12 months) (3 months)	2025 Total (12 months) December 31, 2024 *Supplemental information
	\$	\$	\$	\$	\$
Revenues					
Donations and fundraising revenue	2,050,016	—	—	2,050,016	238,919
Foundation grants/subsidy revenue	—	—	—	—	156,000
	2,050,016	—	—	2,050,016	238,919
Expenses					
Wages and benefits	458,886	—	—	458,886	117,982
Fundraising	256,486	—	—	256,486	13,538
Office	93,038	—	—	93,038	10,854
Professional fees	78,164	—	—	78,164	12,335
Interest and bank charges	28,722	—	—	28,722	6,093
Subcontractors	7,703	—	—	7,703	1,741
Insurance	1,982	—	—	1,982	485
	924,981	—	—	924,981	163,028
Surplus before investment revenues (expenses) and contributions to Bethell Hospice	1,125,035	—	—	1,125,035	75,891
Investment Revenues (expenses)					
Investment income	1,372	38,451	81,686	121,509	40,579
Gain on disposal of investments	—	82,257	73,688	155,945	615
Investment management fees	—	(3,307)	(12,203)	(15,510)	(3,643)
Unrealized gain (loss) on investments	—	144,626	185,210	329,836	(21,813)
	1,372	262,027	328,381	591,780	15,738
Surplus before contributions to Bethell Hospice	1,126,407	262,027	328,381	1,716,815	91,629
Contributions to Bethell Hospice	1,333,985	—	—	1,333,985	160,000
Net (Expenses over Revenues)					
Revenues over Expenses for the year	(207,578)	262,027	328,381	382,830	(68,371)





**Michele Beals, Chair
Bethell Hospice**

Retiring / Past Board Members

Bethell Hospice:

Acknowledgement of Retiring / Past Board Members:



**Janette Panhuis
Director, Past Chair
Bethell Hospice**



**Darlene Farrow
Secretary, Chair - Governance
Committee
Bethell Hospice**



**Shellina Haji
Director, Governance Committee
Bethell Hospice**





**Michele Beals, Chair
Bethell Hospice**

Welcoming New Board Member

Bethell Hospice:

Welcome to our new board
member:



**Sylvia Langlois
Director
Bethell Hospice**





Michele Beals, Chair
Bethell Hospice

Board of Directors Slate 2026/2027

Bethell Hospice:

- ❖ Michele Beals
- ❖ Harmeet Brar
- ❖ Emma Johnston
- ❖ Sylvia Langlois
- ❖ Margaret Morrison
- ❖ Ryan Prendergast
- ❖ Adal Simeone





**Bonnie Klaassen, Co-Chair
Bethell Hospice Foundation**



**Adrian Horwood, Co-Chair
Bethell Hospice Foundation**

Retiring / Past Board Members

Bethell Hospice Foundation:

Acknowledgement of Retiring / Past Board
Member:



Dale Neilly
Director, Development Committee,
Governance Committee
Bethell Hospice Foundation



Welcoming New Board Members

Bethell Hospice Foundation:



**Bonnie Klaassen, Co-Chair
Bethell Hospice Foundation**



**Adrian Horwood, Co-Chair
Bethell Hospice Foundation**

Welcome to our new Board
Members:



**Harbhajan S. Dhillon
Director
Bethell Hospice Foundation**



**Gord Gunning
Director
Bethell Hospice Foundation**



Board of Directors Slate 2026/2027

Bethell Hospice Foundation:



Bonnie Klaassen, Co-Chair
Bethell Hospice Foundation



Adrian Horwood, Co-Chair
Bethell Hospice Foundation

- ❖ Brenda Clark
- ❖ Kris Cochran
- ❖ Harbhajan Dhillon
- ❖ Barb Di Marco
- ❖ Alan Frittenburg
- ❖ Gord Gunning
- ❖ Adrian Horwood
- ❖ Bonnie Klaassen
- ❖ Bonnie Ledson
- ❖ Jamie Mitchell
- ❖ Rebekah Rabe
- ❖ Allan Thompson





Kat Powell,
Manager,
Volunteer Program

Years of Service

Recognition Awards for

Bethell Hospice

Volunteers





Thank you!

Volunteers

Acknowledgin

5 years of Service



Volunteer 5 Year
Recognition:



**Mary Ann
Bowman**

Kitchen, Resident Support, Complementary Therapy
Volunteer

*Thank
you!*



Volunteer 5 Year
Recognition:



**Gayle
Gilpin**

Reception and
Foundation Volunteer

*Thank
you!*



Volunteer 5 Year
Recognition:



**Marty
Harrison**

Garden Volunteer

*Thank
you!*



Volunteer 5 Year
Recognition:



Gunda Herzog-Gross

Kitchen, Resident Support Volunteer

*Thank
you!*



Volunteer 5 Year
Recognition:



Joy Rounding

Reception Volunteer

*Thank
you!*



Volunteer 5 Year
Recognition:



**Justine
Turner**

Reception & Resident Support
Volunteer

*Thank
you!*



Volunteer 5 Year
Recognition:



**Janet
Vander Griendt**

Kitchen, Reception Volunteer

*Thank
you!*



Volunteer 5 Year
Recognition:



**Lucille
Weber**

Garden Volunteer

*Thank
you!*



Volunteer 5 Year
Recognition:



**Audrey
Wille**

Garden Volunteer

*Thank
you!*





Thank you!

Volunteers

Acknowledgin

10 years of

Service



Volunteer **10** Year
Recognition:



**Paul
McMorrow**

Resident Support Volunteer

*Thank
you!*





Volunteer **10** Year
Recognition:

**Nancy
McNeill-Dwhytye**

Reception Volunteer

*Thank
you!*



Volunteer **10 Year**
Recognition:



**Joanne
Pattison**

Resident Support, Complementary Therapy
& Kitchen
Volunteer

*Thank
you!*



Volunteer **10** Year
Recognition:



**Bruce
Stewart**

Resident Support & Community Visiting Volunteer

*Thank
you!*



Volunteer **10** Year
Recognition:



**Lorraine
Van Wagner**

Kitchen Volunteer

*Thank
you!*





Thank you!

Volunteers

Acknowledgin

15 years of

Service





Volunteer **15** Year
Recognition:

**Helen
Hydon**

Kitchen Volunteer

*Thank
you!*



Volunteer 15 Year
Recognition:



**Jan
Middaugh**

Reception Volunteer

*Thank
you!*



Volunteer 15 Year
Recognition:

**David
Roth**

Kitchen Volunteer



*Thank
you!*





Thank you!

Volunteers

Acknowledgin

25 years of

Service



Volunteer **25** Year
Recognition:

**Bonnie
Davidson**

Community Visiting Volunteer



*Thank
you!*





**Margaret Paan,
Executive Director,
Bethell Hospice**

Years of Service Recognition Awards for Bethell Hospice Staff





Thank you!

Staff

Acknowledgin

5 years of Service





Staff 5 Year
Recognition:
**Charlene(Chuck)
LeBlanc**

Registered Practical Nurse,
Central Intake Nurse Coordinator for Palliative
Care (Dufferin-Caledon)

*Thank
you!*





Staff 5 Year
Recognition:

Zainab Muhammed

Registered Practical Nurse

*Thank
you!*



Staff 5 Year
Recognition:
**Karen
Wall**

Human Resource Administrator



*Thank
you!*





Thank you!

Staff

Acknowledgin

15 years of

Service



Staff **15 Year**

Recognition:

**Dorothy
Rankin**

Registered Nurse, Intake Coordinator



*Thank
you!*





Kat Powell,
Manager,
Volunteer
Program

Recognition

Award:



June Callwood

Circle of

Outstanding Volunteers





Congratulations!



Award RECIPIENT

June Callwood Circle of
Outstanding Volunteers:



Lisa Speirs

Resident Support, Kitchen &
Complementary Therapy Volunteer





Recognition Award:



VOLUNTEER MBC
MISSISSAUGA • BRAMPTON • CALEDON
care • community • connection

Helping Hands Award 2025/2026



Congratulations!



Award Nominee 2026:

Helping Hands



Karen Hamilton

Resident Support, Kitchen,
Foundation Volunteer





Kat Powell,
Manager,
Volunteer
Program

Recognition Award:



Civic Awards Program
Volunteer Service Award
Community & Social Service



Award RECIPIENT 2026:

Civic Awards Program
Volunteer Service Award



Jennifer Malcolm

Reception, Foundation Volunteer





Margaret Paan,
Executive Director,
Bethell Hospice

Recognition Award:



Inaugural Orangeville Community Champion Award



Award Nominee 2026:

Inaugural Orangeville
Community Champion Award



Bonnie Davidson

Community Visiting Volunteer





**Bonnie Klaassen, Co-Chair
Bethell Hospice Foundation**



**Adrian Horwood, Co-Chair
Bethell Hospice Foundation**

Years of Service Recognition Awards for Bethell Hospice Foundation Volunteer



Volunteer 5 Year
Recognition:



**Rebekah
Rabe**

Bethell Hospice Foundation
Board Member, Director

Thank you!





**Bonnie Klaassen, Co-Chair
Bethell Hospice Foundation**



**Adrian Horwood, Co-Chair
Bethell Hospice Foundation**

Years of Service Recognition Awards for Bethell Hospice Foundation Staff



Staff 5 Year
Recognition:

**Nicole
Hand**

Bethell Hospice Foundation,
Executive Director



Thank you!





Bonnie Klaassen, Co-Chair
Bethell Hospice
Foundation



Adrian Horwood, Co-Chair
Bethell Hospice Foundation

Award RECIPIENT

Lorna Bethell Legacy Award
Bethell Hospice Foundation:

Airlie Foundation - The Ogilvie Family





Bonnie Klaassen, Co-Chair
Bethell Hospice
Foundation



Adrian Horwood, Co-Chair
Bethell Hospice Foundation

Award RECIPIENT

Elizabeth Birnie Leadership
Award
Bethell Hospice Foundation:

The Downey Family





Bonnie Klaassen, Co-Chair
Bethell Hospice
Foundation



Adrian Horwood, Co-Chair
Bethell Hospice Foundation

Award RECIPIENT

Community Event Award
Bethell Hospice Foundation:

The Dawna Hunt Memorial Tournament





Emma
Johnson,
Director,
Bethel Hospice

Debbie Davis

Recognition Nominations & Award





Emma Johnston,
Director,
Bethell Hospice

Recognition *Debbie Davis* Award

Award 2026

The Debbie Davis Outstanding Achievement Award was established in September 2019 in recognition and admiration for Debbie's outstanding passion, dedication and support of Bethell Hospice's mission and values.

This award honours outstanding individuals like Debbie, whose exceptional contributions have made a positive difference for Bethell Hospice and the many team members focused on providing exemplary end-of-life care.





Emma Johnston,
Director,
Bethell Hospice

Recognition *Debbie Davis* Award

Award 2026

Thank you to the dedication of our Debbie Davis Nominations Committee in making this yearly award a reality.

Committee

Members:

- ❖ Andrea Chiefari
- ❖ Dale Cimolai
- ❖ Emma Johnston
- ❖ Margaret Paan
- ❖ Kat Powell
- ❖ Louise Sallese
- ❖ Adal Simeone
- ❖ Bruce Stewart
- ❖ Lisa Ward





Emma Johnston,
Director,
Bethell Hospice

Historical Winners

Debbie Davis

Award 2026

- ❖ 2019: Debbie Davis, Volunteer
- ❖ 2020: Susanne McRoberts, Volunteer
- ❖ 2021: Karen Rammage, PSW
- ❖ 2022: Lynn Dobson, Volunteer
- ❖ 2023: Joyce Buisman, RN
- ❖ 2024: David Roth, Volunteer
- ❖ 2025: Lisa Pecarski, Volunteer



“Elizabeth embodies the spirit and values of Bethell Hospice and is a tireless advocate for Bethell and for hospice generally.”



Recognition Nomination Award:

Elizabeth Birnie

Kitchen, Fundraising Volunteer

...Passion

...Vision

...Community Builder

...Tireless Advocate

...Inspires Others

...Champion of
Bethell



"Mary Ann provides compassionate Therapeutic Touch support to caregivers, people living with a life-limiting illness, and individuals who are grieving."



Recognition Nomination Award:

Mary Ann Bowman

Kitchen, Complementary Therapy, Resident
Support Volunteer

...Compassionate Listening

...Calming Presence

...Therapeutic Touch

...Dignity

...Adaptable

...Welcoming



“Year after year Stan has been there for our team,
supporting our residents, clinical team, volunteers,
friends and families”



Recognition Nomination Award:

Stan Cameron

Resident Support, Fundraising
Volunteer

...Year After Year

...Always There

...Dedicated

...Team Support

...Resident-

Focused

...Steady Presence



"Michele goes above and beyond in every aspect of her job. Always available to help and support others and constantly striving for improvements."



Recognition Nomination Award:

Michele Keeler

Quality & Facilities Manager

...Above & Beyond

...Supportive

...Forward-Thinking

...Advocate

...Continuous Improvement

...Reliable



“Chuck brings a sense of calm into people’s lives at a moment where they need it more than ever.”



Recognition Nomination Award:
Charlene (Chuck) LeBlanc
Registered Practical Nurse, Central Intake Nurse
Coordinator for Palliative Care (Dufferin-Caledon)

...Reassuring
...Trusted
...Relationship Builder
...Compassionate
Care
...Partnership
...Goes Beyond



“Regardless of how busy Amita was, she always took the time to answer inquiries or support others.”



Recognition Nomination Award: **Amita Patel**

Hospice Residence Intake Coordinator

- ...Leadership
- ...Composed
- ...Team Builder
- ...Approachable
- ...Makes Time
- ...Role Model



“Karen treats every resident with care, compassion, and kindness. She takes the time to connect with each resident and implement what matters most.”



Recognition Nomination Award:

Karen Rammage

Personal Support Worker

- ...Kindness
- ...Personal Connection
- ...Goes the Extra Mile
- ...Uplifting
- ...Attentive
- ...Makes Others Feel Seen



Recognition Recipient Award
Debbie Davis

Award 2026

**And our 2026 Debbie
Davis Award Winner
is.....**



Recognition Recipient Award

Debbie Davis

Award 2026



**Charlene(Chuck)
LeBlanc**

Congratulations!





Margaret Paan,
Executive Director,
Bethell
Hospice



Nicole Hand,
Executive Director,
Bethell Hospice Foundation



Annual Report

**2025-2026
ANNUAL REPORT
is now available!**





Margaret Paan,
Executive Director,
Bethell
Hospice



Nicole Hand,
Executive Director,
Bethell Hospice Foundation

Questions & Answers



Closing Remarks, Adjournment

Thank you!

