

What Matters Most

ANNUAL REPORT MARCH 31, 2022



What matters most at Bethany

Living through the second year of a pandemic shone a light on one of the most basic needs all people share, the need for connection.

At Bethany, the highlight of another challenging year was watching families reunite, colleagues come together, and volunteers connect with those who call Bethany home.

When it was possible to reconnect in person, it was incredible. And when we couldn't safely be together physically we innovated and found other ways to connect — because we understand the vital importance of connection to hearts, minds and overall wellbeing.

We developed a new gratitude for connection and even greater appreciation for our team's ability to face adversity with compassion and kindness. What mattered most throughout it all was our deep connections to one another and our shared commitment to those we serve.

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A message from our **Board Chair**

There is no question that we are living in extraordinary times. As an organization, Bethany has continued to care for the most vulnerable and most impacted by the pandemic for two years.

As Board Chair, I've been amazed at the excellence and resiliency demonstrated by the Bethany team. From the executive team to the frontline workers to those working as administrators or in one of our housing communities, the compassion, care and commitment to our residents and tenants is nothing short of inspiring. On behalf of the Board of Directors, I extend our deepest appreciation for your unwavering commitment to those who call Bethany home. You are all examples of what matters most.

Throughout this time, the Board has remained focused on a number of key initiatives. While our priority was — and is — to support Bethany leadership and employees through the pandemic experience, we also spent time planning for what's ahead in terms of strategic growth and Bethany's future.

Guided by our strategic plan, Focus 2025, we are looking at growing our housing component, exploring different models of sustainability for providing care, and positioning Bethany to best meet the needs of the growing seniors population. The new strategic care partnership with Mountain View Seniors' Housing in Didsbury, Olds and Sundre is an example of our strategic growth and evolution.

Within the Board, we have several committees doing specialized work, such as the Community Relations Committee, with a mandate to raise awareness about Bethany with key community and government leaders, and to help champion important funding projects and broader continuing care initiatives.

The release of the Facility-Based Continuing Care Review, prepared for Alberta Health by MNP earlier this year, highlights several critical recommendations to improve care in Alberta. Issues that were prevalent pre-pandemic were only amplified over the past two years and there are many recommendations to improve and evolve care moving forward. The Bethany Board will champion these initiatives in collaboration with our industry partners and our professional association, the Alberta Continuing Care Association.

As a Board, one of our top priorities is to ensure Bethany is well-positioned for the future. We are building on the success of past Board work by recruiting and developing members for a strong, future-focused governance Board. We believe that despite the hardships and challenges of the past two years, we can look ahead to a better future: one in which Bethany will be leading the transformation of Albertans aging well. I invite you to join us on this journey.

Dr. Albert Kryski



A message from our **President and CEO**

The theme of this year's annual report is "What Matters Most" and I can't think of a better sentiment to capture our experiences through the second year of the pandemic. At the heart of everything is connection.

We found hope in the vaccines that allowed us to start to slowly enjoy some aspects of life again. We also developed new, much deeper appreciation for the moments we could spend together with our loved ones.

There is no question we've all been changed by the pandemic and forced to consider what's truly important to each of us. Within our Bethany communities we've seen many beautiful moments of connection between our Bethany team, residents and family members. I am so proud of our employees and volunteers who supported one another with care and compassion during this extraordinary time.

I am also thankful for the kindness and outpouring of support from the surrounding communities. Thank you to the generous friends of Bethany who found ways to connect with us, share words of encouragement and support new, innovative programs and initiatives that impact the way in which we deliver care to our residents.

Throughout this annual report you will read many inspiring stories of how human ingenuity is fueling innovation at Bethany. Stories of compassion and connection, such as using virtual reality to enhance skills of our Palliative Care Champions, or bringing residents joy through food and fun.

We must never forget the pandemic's impact on seniors — in our communities, province, country and around the world. Our sadness over the staggering loss of life is our inspiration to advocate for the important and necessary system changes to continuing care and to better support people aging in community. Together, we must make it a priority to fund improvements to aging infrastructure of care centres to ensure we can provide safe homes to those living in congregate communities. It is by making these lasting changes that we can truly honour the lives lost in the pandemic. Staying the same is not an option.

What matters most to me is to never forget the lessons learned. As an organization we are stronger, more united and focused on our mission of creating caring communities than ever before. We have a much clearer sense of what matters most to each of us — simply put, connection — in our work and our personal lives. We are poised to create a brighter, more hopeful future together that will create lasting and meaningful change for seniors who enrich our lives and communities.

Jennifer McCue

Executive Leadership Team



Jennifer McCue
President & Chief Executive Officer



Nancy Hughes
Vice President & Chief Operating Officer



Stuart Jaggard
Vice President & Chief Financial Officer



Dana Penner
Executive Director, Clinical Operations



Michelle Dulmadge
Executive Director, Human Resources



Gail Urquhart
External Relations Advisor



Steven Friesen
Executive Director, Research & Innovation

Board of Trustees



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Board Chair



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Judy Hanson
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Committee Membership: Strategic Planning & Risk Management, Community Relations, Governance/CEO Oversight & Nominations



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Board Member
Committee Membership: Quality, Safety & Ethics
Committee Membership: Governance/CEO Oversight & Nominations



Kurt Hanson
Board Member

Committee Membership: Governance/CEO Oversight & Nominations



Blake Lowden
Board Member

Committee Membership: Strategic Planning & Risk Management, Community Relations



Ray Mack
Board Member

Committee Membership: Finance & Audit, Governance/CEO Oversight & Nominations, Investment



Salimah Pirbhai
Board Member

Committee Membership: Strategic Planning & Risk Management



Michael Thakkar
Board Member

Committee Membership: Finance & Audit



Arlene Weidner
Board Member

Committee Membership: Quality, Safety & Ethics, Community Relations

Bethany by the numbers



2,034

employees

(455 new hires during pandemic)



13,501

volunteer hours



2,000+

people call Bethany home



11 care centres in 8 communities

(Airdrie, Calgary (3), Cochrane, Didsbury (2), Olds, Red Deer, Sylvan Lake, Sundre)



13 seniors affordable housing sites

Bethany's continuum of care

921
suites



Affordable housing

84
suites



Life-lease independent housing

160
beds



Supportive living

191
beds



Designated supportive living

745
beds



Long-term care

245
beds



Specialized programs and complex dementia care

Connecting with each other

Our people

Weathering the storm, together

“We are all in the same storm, but not the same boat.” It’s a quote Nancy Hughes, Bethany Vice President and Chief Operating Officer, heard early on in the pandemic. It has continued to resonate and serve as a reminder that what matters most is connection and caring for one another throughout and beyond these difficult times.

“We will all be changed from the pandemic. An incredible toll has been taken on our employees and those we care for,” says Nancy. “It has had a different impact on each of us, but it is critically important as an organization that we are paying attention and meeting people where they are to provide the type of mental health support they need.”

In the early days of the pandemic there was a spirit of pulling together in crisis across the Bethany team. Our organizational focus was crystal clear — keep residents, tenants and employees safe. That focus hasn’t wavered, but after two years people feel exhausted and we are seeing the impact it is having mentally and emotionally.

“For us to be our best for those we serve **we have to take care of ourselves and one another,**” says Nancy. “Providing mental health and resiliency supports to all of the people of Bethany is a priority.”

Compassion in action

Formal employee assistance programs, spiritual care initiatives, and employees being there for one another weave together to form a net of mental health and resiliency support for our employees. We think of it as compassion in action.

Here are just a few examples of how the mental health and wellbeing of our team is being supported.

Lesley Mackinnon, Manager, Safety:

“What matters most is that we listen to employees so we understand what they might need. Every Bethany site has a health and safety committee that engages employees and shares important mental health resources. Every team has different needs specific to their experiences. We offer many types of support including sessions on resiliency and resources that support their psychological PPE.”

Jody Erickson, Site Administrator, Bethany Riverview:

“What matters most is lifting each other up. Our residents’ families have been fantastic in checking in on our staff and thanking them for caring for their loved ones. People often don’t realize the difference it makes when you take a moment to recognize someone for what they have done.”

Rev. Darren Dressler, Spiritual Care Practitioner/ Team Lead, Bethany Central Alberta Spiritual Care Team:

“We are finding ways to have one-on-one conversations so people can give authentic expression to what is happening for them. **What matters most is that people know someone cares about them.** It’s important for employees to express their feelings and have someone acknowledge their struggle. There’s not always a fix, but we can affirm that, on a team level, we are in it together and support one another.”

Katie Hayman, Spiritual Care Practitioner, Bethany Riverview:

“What matters most is being able to connect. We were extremely blessed to celebrate Christmas on-site with a staff potluck this year (respecting COVID safety protocols). We also held a Diwali celebration. Building community and supporting our staff to share, celebrate and enjoy their own cultural traditions is so important and brings a sense of joy, hope and normality to their lives amidst this pandemic.”

Joan Smyth, Site Administrator, Bethany Didsbury and Mountain View Seniors’

Housing sites: “I have an open-door policy for staff to come and talk to me. We are a team. **What matters most is having compassion and watching out for one another.** None of us know what it took for our fellow team member to put their feet on the floor and come to work with a smile that day.”



Prevention is key

Bethany is taking a preventative approach when it comes to protecting the mental health and wellbeing of our employees — equipping them by putting proactive tools, literally in their hands, through a workplace smartphone app called *headversity*. The program helps strengthen resiliency skills, build personal capacity and protect against stress through hands-on guidance and skill-based training.

“As a preventative tool, headversity rounds out the continuum of mental health supports available to Bethany employees,” says Dr. Ryan Todd psychiatrist and Founder of *headversity*.

“*headversity* keeps employees connected to supports and fosters a **psychologically safe culture where they can think, feel and be their best.**”

“What is significant is the deep-felt need for connection and helping bridge the gap in terms of isolation, longing and loss...

We get to know our people and come prepared with a vast array of tools in our tool boxes to meet their unique needs,”

says Paras Persad, Bethany Spiritual Care Practitioner.

One such tool is music, as it resonates with many and creates the openness required to connect with others. Spiritual Care Practitioner Paras Persad brings his guitar, bongos and maracas on visits and invites tenants to join in. “I tailor my presence to what helps them connect,” he explains. “For some sites that may be Johnny Cash songs and for others The Beatles. No matter the genre, it sets the stage for meaningful connection.”

He also phones each of those in his care to let them know he is thinking of them and to ask what they need for support. “People are fatigued and longing for connection,” says Paras. “Being visible and present, sharing laughter, listening to their stories and affirming where they are at in their journey helps.”

Funded through the Bethany Care Foundation, our spiritual care practitioners are highly educated and trained in supporting those in their care. “At the end of the day, I want to know I made a difference and supported our tenants in all aspects for their best quality of life,” says Paras. “For me, that’s what matters most.”

Our residents and tenants

Spiritual care helps fulfill the need for human connection

Bethany’s spiritual care practitioners play a valuable role in supporting the mental, physical, emotional and psychosocial wellbeing of our residents and tenants. As with all the care we provide, a person-centred approach is key.



Showing up for one another

Our independent housing communities are supporting each other through the pandemic in a variety of caring and creative ways. Neighbours are looking out for neighbours, and tenant-led social committees are offering safely-distanced activities and events to buoy everyone’s spirits and keep people connected.

“We are seeing **great examples of tenants connecting safely,**” says Randy Bourassa, Bethany’s Director of Housing.

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The social committee at Bethany's Sundance on the Green is particularly active. The group has been planning fun activities, such as a Robbie Burns Day celebration with a bag piper and shortbread cookies donated by the local Calgary Co-op, and hallway caroling and concerts where tenants open their doors and listen or sing along. There was even a fundraising initiative for the Calgary Humane Society in honour of Betty White.



“What matters most is they support each other in good times and in bad times,” says Wendy Toderian, Site Manager for Sundance on the Green. **“They are really connected and watch out for one another.”**



Connecting with new communities

We are connecting with new communities in central Alberta through a strategic care partnership with Mountain View Seniors' Housing (MVSH).

Through this unique agreement, Bethany is providing health care services for designated supportive living residents and home care clients in MVSH sites in Sundre, Olds and Didsbury.

“While we have been a part of the Didsbury community for years, we saw opportunity to serve a greater number of residents there and in the surrounding area,” says Dana Penner, Bethany’s Executive Director, Clinical Operations. “This not only aligns with Bethany’s vision for organizational growth and innovation, it allows us to work with a trusted partner to continue to meet the care needs of our community.”

Forging a sense of connection with residents and their loved ones is an important component of Bethany’s mission of creating caring communities. Joan Smyth, Bethany’s Site Administrator for these communities, makes it a priority to attend resident and family council meetings. Joan builds rapport and relationships, as well as working with MVSH staff and management to create a seamless transition and united team.



“What mattered most to me this year was getting to know residents and their families and providing continuity of care,” says Joan. “We look forward to connecting further with our extended community in these areas.”

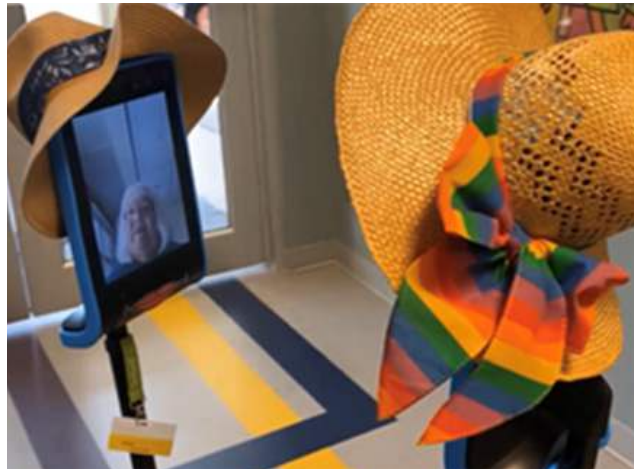
Connecting through technology

Resident robots foster community and connection

Two robots wearing jaunty hats were rolling down a hallway chatting. It sounds like the start of a funny story, but was actually two long-term-care residents participating in an intergenerational pilot program with children from the Summit Start daycare at Bethany Riverview.

Through telepresence robots, four residents engaged with preschoolers creating connections, breaking down barriers, and creating an important sense of purpose for our residents.

“This is the perfect example of using technology to rethink and create connection,” says Steve Friesen, Bethany’s Executive Director, Research and Innovation. “Bethany has a guiding vision of using technology to drive innovation and create connection in areas that have been constrained, either by the pandemic or other factors. We don’t need to physically get someone with limited mobility into the daycare. They can now engage in ways we hadn’t thought about before.”



Residents had their robots dancing and spinning with the children to music, and were also clapping and dancing along in their seats. “This program broke down mobility barriers with a resident in a wheelchair being able to participate to the same degree as others,” says Haidee Law, Bethany’s Manager of Interprofessional Programs.

The pilot program was made possible through the generous support of the J.W. McConnell Foundation, RBC Foundation and TELUS.

“This program broke down mobility barriers

with a resident in a wheelchair being able to participate to the same degree as others,” says Haidee Law, Bethany’s Manager of Interprofessional Programs.



Advancing our skills through virtual reality

Bethany is continuing to advance our programming in innovative ways to meet the changing health care needs of our communities. One exciting new strategy is an investment in the development of an immersive virtual reality (VR) platform to support our Palliative Care Champions.



“Virtual reality has a phenomenal education perspective that no other platform provides,” explains Lynn Curry, Bethany’s Quality Practice Leader for Palliative and End of Life Care. “In the VR platform, a learner can take on the role of resident, nursing staff or Palliative Care Champion. **It provides training in an accessible, engaging and hands-on way.**”



VR also extends training capacity in that two to three people can be actively involved in the simulation while many others are able to watch and learn from the experience. Also providing meaningful connection and interaction typically requires physical space, which can be at a premium. Training through virtual reality means we don’t need to pull staff members off their floor or have them travel for training. One educator can support any site.

“This supports Bethany’s Campus of Care model and is **advancing our goal of embedding a palliative approach to care,**” says Steve

Friesen, Bethany’s Executive Director, Research and Innovation.

“We are building frontline capacity at each of our sites which is made possible through the generosity of the Bethany Care Foundation and grants through Health Excellence Canada donors.”



Sensory Kits help families connect

Sensory Kits play an important role at Bethany supporting families in engaging with their loved ones living with dementia. They are part of our Sensory Program made possible through the support of the Bethany Care Foundation. The kits are built around various themes and offer differing levels of engagement so they can be tailored to meet each resident's interests and abilities.

For example, families contributed memorabilia to a Sylvan Lake themed kit, with a music playlist

reminiscent of the local concert hall where their loved ones used to go to dance and listen to bands. A volunteer of Southeast Asian descent helped design an "Exploring Southeast Asia" kit complete with fragrant spices and ideas for beautiful photos of landmarks. This sparked the idea to work with families, volunteers and community groups to create kits inclusive of other cultures and backgrounds.

Sensory Kits are equipped with QR codes that families can scan to access instructional videos for optimum responsive engagement. They are enriching connections and creating opportunity for families to partner with us in therapy for their loved ones.

BethanyU

We've learned many lessons throughout the past two years, one of them being the importance of innovating and finding new ways of doing things.

Bethany has invested in a Learning Management System for self-paced online employee education. We call it BethanyU and it has had a huge impact in facilitating and improving the onboarding experience for our employees. It has also significantly reduced our training costs. Our new hires are now able to access online interactive learning materials from their smart phones or desktop computers.

"BethanyU has been a game changer for us in onboarding employees," says Dawn Larche, Bethany's Manager of Learning and Development. "Not only can employees log on to BethanyU at the times and places most convenient for them, they can also go back and reference those materials at any time. It also allows us to accommodate different learning preferences for our employees."

"For employees, this resource makes it easier for them to do their jobs and get up and running in our organization much faster," adds Julian Austin, Bethany's Manager of IT Business Solutions. "It is a win-win for everyone involved."

Connecting through food

Unique partnership nourishes residents' bodies, minds and spirits

Food activity stations, theme nights and chef competitions may not come to mind when one thinks about providing meals to seniors in continuing care. However meal time at Bethany serves up much more than breakfast, lunch and dinner — it also provides opportunity for connection and enhanced quality of life for our residents.

Through a unique partnership with Aramark, our hospitality services provider since 1979, we are innovating to offer gold-standard service excellence in resident dining through our Focus Forward program. "We are two partners with one focus on creating the best possible experience for our residents," says Dana Penner, Bethany's Executive Director, Clinical Operations. "What matters most is our shared commitment to putting our residents first."

Best practices include honouring preferences and cultural tastes; open physical design so residents



can see and smell food as it is being prepared (which is more homelike and stimulates appetite); and state-of-the-art dining equipment which provides flexibility for menu options. We are engaging residents in the joy of coming together over a meal.

We first applied this approach when Bethany Riverview was built in 2018 and continue to build on that success with capital upgrades and service initiatives through Focus Forward. We hit pause at the start of the pandemic then resumed the program in early 2021 beginning with Bethany Calgary. Renovations haven't come to every



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site yet but menu enhancements and special dining experiences are being implemented organization wide.

Our Resident Experience Manager engages with residents for input into enriching experiences, and connection and fun are always on the menu. A highlight for residents is often the party celebrating completion of construction on their units with themes ranging from beach parties, to high teas to black and white galas. Residents look forward to monthly live-action food stations with offerings such as beef carving stations or ice cream sundae bars.

Our executive chefs create themed meals in celebration of traditional holidays, as well as cultural or national food days such as Cinco de Mayo. As a true partner in service excellence, Aramark takes this to a higher level by providing themed decorations to sites.



“Quality of life for our residents is priority number one,” explains Dana. “Food is a highlight for many of us including the connection and social aspect that comes with that.”



Connecting to the future and transforming our sector

Bethany is committed to our vision of Leading the Transformation of Albertans Aging Well. It guides and inspires us to do our best every day. We are taking the lessons from the past two years; continuing to advocate for positive change in our industry; and investing in and shaping future champions and leaders to transform how we support people to age well in community and in care.

Investing in current and future generations

We significantly increased our investment in the future of the continuing care sector and our workforce this year. Through the generosity of Burgundy Asset Management and private donors, whose gifts were matched by Bethany Care Foundation, the Bethany Scholarships and Awards Program now offers up to \$30,000 a year for Bethany employees and students pursuing careers in fields related to continuing care. This expanded program will help us support leaders, and reward innovative ideas and research projects generated by our employees. It will encourage the next generation of skilled professionals and caregivers to grow their careers at Bethany. The program also awards bursaries to children of Bethany employees.

Developing leaders

As a Certified Health Executive, Bethany’s President and CEO, Jennifer McCue, has long been an advocate for developing leadership in our organization and our sector, fostering our alliance with the Canadian College of Health Leaders (CCHL). The CCHL provides leadership development, tools, knowledge and networks to support members to become high-impact leaders in Canadian healthcare. “The pandemic has demanded incredible resilience from leaders in our sector,” says Jennifer. “Bethany believes strongly in the value of investing in developing our leaders, and we are seeing first-hand the importance of that commitment through the challenges brought on by COVID.”

Working together for positive change

We greatly valued the opportunity to provide input to the Alberta Facility-Based Continuing Care (FBCC) Review. The consultative approach and the themes, intentions and policy directions outlined within the FBCC Review Recommendations Report are very encouraging. Bethany will continue to be a strong voice on behalf of those in our care — and we will work tirelessly alongside our colleagues, community and government to achieve optimal care for our most vulnerable citizens.

A message from **Bethany Care Foundation**

As I reflect on this past year, I think of the tremendous impact our donors had on Bethany residents, tenants, their families and our employees. Your generosity supported the important programs and initiatives that fostered what mattered most for all of us this year — connection.

Thank you to the individuals, partners and organizations who continued to support the work of the Foundation. Your compassion and caring made a difference greater than words can express. Some of the stories about how you made a difference are shared within this report. However, it is hard to describe the full depth of your impact, such as seeing tears of joy in a resident's eyes as they connected with loved ones on a donated iPad, or the strength restored in our staff through your many gestures of support.

Families are formed in many ways, and we are grateful you are part of the Bethany family.

Leanne Demerai
Board Chair
Bethany Care Foundation

Bethany Care Foundation Board



Leanne Demerai
Board Chair



Van Dafe
Vice Chair
Committee Membership:
Investment, Strategic
Planning & Risk
Management



Susan Simpson
Treasurer
Committee Membership:
Audit & Finance



Andrew Wilson
Secretary
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Jennifer McCue
Director



Louise Redmond
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Christine Rendell
Director
Committee Membership:
Community Relations

Creating meaning

Bethany donors are as diverse as the populations we serve, but they have one thing in common — the desire to make a difference in their communities. Gifts to our Foundation provide meaningful programs and initiatives such as music therapy, spiritual care and technology to connect with loved ones. Donor generosity also supports innovating and advancing programming, and providing scholarships and bursaries to train current and future generations of our workforce.



Heroes of Bethany

The outpouring of support for our #HeroesOfBethany continues. Follow us on social media for inspiring stories from the campaign that celebrates our dedicated employees.

Our incredible volunteers

Volunteers are the heart of Bethany, selflessly sharing their time and talents. They support residents through meal time assistance programs; help them connect with loved ones through technology; decorate hallways and residents' rooms to brighten up their spaces and days; and often just sit with residents to provide comfort and company. When COVID restrictions meant volunteers couldn't be at our sites, they embraced us from a distance — parading by windows with horses, sending cards or treats, and finding innovative ways to help.

The acts of service are too many to list, but all contribute to our mission of Creating Caring Communities.

“The creative ways our volunteers connect with us are amazing. Our residents and staff are going through a challenging time and need to feel supported,” says Nadine Buchart, Bethany’s Manager – Volunteer Services.

“What matters most is providing that connection. And that goes both ways. Many of our volunteers have felt isolated or lonely these past two years as well, and it feels good for them to offer support.”



Rachel, a high school student, reads novels virtually every week to Cathy, a resident at Bethany Sylvan Lake, as part of our Book Club Program.



Residents at Bethany Sylvan Lake received a teddy bear donated by the local Community Partners Association.



Our Heroes of Bethany set up a recreational painting activity for Bethany CollegeSide residents, helping them embrace their artistic sides.

Highlights and achievements

Alberta's



Proud to be a Top Employer

Bethany was named one of Alberta's Top Employers for the 15th year in a row! We are proud to receive this designation acknowledging Bethany as a truly exceptional place to work.

We recognize the hard work and dedication of our employees through annual service excellence awards; we encourage employees to put their health first with a generous paid sick day policy as well as paid personal days off; and we invest in education with tuition subsidies for employees and academic bursaries for children of employees.



Achieving exemplary status

Accreditation Canada inspires health and social service organizations around the world to make positive change advancing quality and safety in our industries. Bethany has once again retained exemplary status with the organization — recognizing our commitment to and compliance with Required Organizational Practices. Accreditation Canada believes their person-centred philosophy will transform health care, aligning with our commitment to innovative resident-centred care and our drive to lead in the transformation of Albertans aging well.



Recognized for being innovative

Bethany was pleased to be named as one of iN2L's "Communities That Shine" this year.

It's Never Too Late (iN2L) is touch screen technology we use to provide meaningful connection and purposeful engagement for our residents and tenants. The award recognizes our innovation and success integrating it across our organization. It was quickly adopted by our interdisciplinary care teams including spiritual care, social work, occupational and physical therapy, and recreation therapy, as well as volunteer coordinators and families. We also use iN2L within our independent housing sites to support the mental and physical health of our tenants.



Funding to further our important palliative approach

Another highlight this year for Bethany was receiving funding from Health Excellence Canada to further our strategic goal of embedding palliative and end-of-life care (PEOLC) at every Bethany site.

Funding will support our efforts to establish clinical expertise through training, coaching and implementation of Palliative Care Champions. The work we are doing in this areas aligns with priorities identified in the Alberta Facility-Based Continuing Care (FBCC) Review.



Learn more about supporting Bethany's mission of creating caring communities. Contact the Bethany Care Foundation at [bcb@bethanyseniors.com](mailto:bcf@bethanyseniors.com)

BethanySeniors.com

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