

2023/2024 Annual Report



Humber Meadows Long Term Care Home

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BOARD OF DIRECTORS



Chris Loreto
Chair of the Board



Serge Gattesco
Secretary & Treasurer



Barb Collins



Pennie Santiago



Bruce Levitt



Catherine Brown



David Haigh



Asmita Gillani



Victoria Marroccoli



SENIOR LEADERSHIP TEAM

Sadie Friesner
Executive Director



Jason Gay
Assistant Executive Director



Nancy Korah
Director of Operations (Secondment)



Malel De Guzman, RN
Director of Care



Ade Fadeyi
Business Manager



Stephanie Seguna
Director of Social Services



Ashley Guay
Director of Resident Programs



Ana Pinto
Manager of Human Resources



Liza Reantaso, RN
Manager of Quality & Compliance



Del Da Silva
Manager of Facilities





MESSAGE FROM THE BOARD CHAIR, CHRIS LORETO, AND EXECUTIVE DIRECTOR, SADIE FRIESNER

As we reflect on the past twelve months, we acknowledge the collective efforts of our dedicated team, supportive stakeholders, and the passionate community that has fostered our growth and success. In an environment marked by rapid change and unforeseen challenges, our organization has not only maintained stability but has also thrived. This passion is a testament to our unwavering commitment to our mission, our innovative approaches, and our adaptable strategies. We have embodied the BPSO designation through the various Best Practise Guidelines, we continue to welcome new Preceptors under PrepLTC, we have maintained more than a 97% occupancy through a strong focus on resident well-being, we have been a benchmark for other organizations looking to expand their operations and we have been approved for various research and grant projects for resident leisure pursuits.

As we look ahead, we are optimistic about the opportunities that lie before us. We remain committed to our core values and strategic vision, and we are confident that our continued focus on innovation, resident satisfaction, and operational excellence will drive our success in the coming years. We have more than 260 team members who have been with us for more than 12 months, and with a less than 4% turnover rate, we have made major strides in our focus on a new workplace culture for long term care. We extend our heartfelt gratitude to our team members, residents, families, partners, stakeholders and board members for their unwavering support and dedication. Together, we will continue to navigate the future with passion, agility, and a shared commitment to excellence.



HUMBER MEADOWS LONG TERM CARE HOME

CONDENSED STATEMENT OF FINANCIAL POSITION & OPERATIONS

As of March 31, 2024

Humber Meadows Condensed Statement of Financial Position March 31, 2024

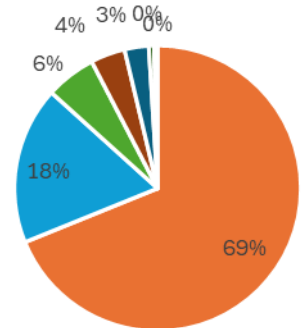
Assets

Current	
Cash	
Unrestricted	\$4,415,969
Restricted - Cash in Trust	6,544
Accounts Receivable	94,702
HST Rebate Receivable	305,459
Inventory	114,748
Prepaid Expenses	54,035
	<u>\$4,991,457</u>

Liabilities and Net Assets

Current	
Accounts Payable & Accrued Liabilities	\$2,579,149
Trust Liabilities	6,544
Deferred Revenue	506,077
	<u>3,091,770</u>
Net Assets	
Unrestricted	<u>1,899,687</u>
	<u>\$4,991,457</u>

Expenses



- Salaries, Wages & Benefits
- Contracted Services
- General & Medical supplies
- Building & Maintenance
- Professional & Other Fees
- Travel & Transportation
- Misc.

Humber Meadows Condensed Statement of Operations March 31, 2024

Revenues

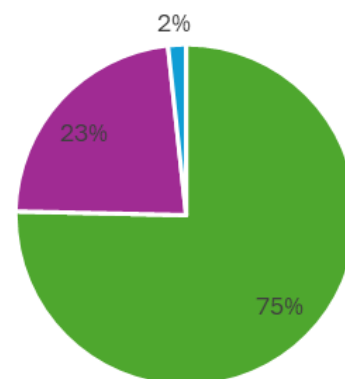
Government Subsidies	\$19,219,027
Resident Co-Payments	5,849,904
Other	435,745
	<u>25,504,676</u>

Expenses

Salaries, Wages & Benefits	16,228,366
Contracted Services	4,204,711
General and Medical Supplies	1,339,653
Building & Maintenance	917,588
Professional & Other Fees	641,346
Travel & Transportation	142,615
Misc.	92,764
	<u>23,567,043</u>

Excess of Revenues Over Expenses	1,937,633
Net Deficit, beginning of year	(37,946)
Net Assets (deficit), end of year	<u>\$1,899,687</u>

Revenue



- Government Subsidies
- Resident Co-Payment
- Other

A MESSAGE FROM THE LEADERSHIP TEAM

As we present this year's annual report, we are filled with immense pride and gratitude for the dedication and hard work our team members have shown throughout the year. As one of the newest Long-Term Care Homes opened last year in Ontario under the Ministry of Long-Term Care's Accelerated Build Pilot Program, Humber Meadows brings much needed quality care services to the community. This report is a testament to the collective efforts, achievements, and the solid foundation we have built for the future. This year has been marked by significant accomplishments across various facets of our organization. We have not only met but exceeded many of our goals, thanks to your unwavering commitment and innovative spirit. The year was not without its challenges. However, your passion and adaptability allowed us to navigate these obstacles effectively. Together, we turned potential setbacks into opportunities for growth and improvement. As we look to the future, we remain committed to our mission and values. Our Super Users, Preceptors, BPSO Champions and everyone else have all played a massive part in our success. The upcoming year promises to be one of exciting opportunities and continued growth.

We want to express our deepest appreciation for your contributions. It is your hard work, creativity, and dedication that drives our success. We are confident that, together, we will continue to reach new heights and achieve even greater accomplishments in the coming year.

Let us take a moment to celebrate our successes and prepare for the exciting journey ahead. Here's to another year of innovation, collaboration, and outstanding achievements!



Organizational Affiliations



Advancing Senior Care



A YEAR IN REVIEW; SUCCESSES, CELEBRATIONS AND ACHIEVEMENTS



APPROVED FUNDING

- ❖ Approval of Nurse Practitioner Funding
- ❖ Local Priorities Funding for Diagnostic Equipment Approved
- ❖ PACE – palliative care for PSWs – free tuition approved for PSWs

SAFETY & QUALITY

- ❖ Successful Ministry of Labour (MOL) Inspections: 3
- ❖ Launch of Joint Health and Safety Committee (JH&SC)
- ❖ Launch of Resident Safety, Leadership and Quality Committees



PARTNERSHIPS

- ❖ Honourary Ontario Long-Term Care Association (OLTCA) Membership
- ❖ PointClickCare (PCC) Projects: Project Amplifi & PreviewED
- ❖ Collaborative Project to Sustain a Palliative Approach to Care in Long-Term Care; First new home to ever be accepted/involved in this initiative
- ❖ Presentation with AdvantAge Ontario – Rapid Build LTC Project
- ❖ Participation in LTC/Seniors Care Lobby Day at Queen's Park



TEAM PROFESSIONAL DEVELOPMENT

- ❖ PrepLTC certified preceptors: 132 (100 PSWs & 32 nurses)
- ❖ Completed Student Placements (5+ schools): 9 PSWs, 3 Nurses & 5 Recreation
- ❖ BPSO Certified staff: 20 | BPSO staff scheduled for certification: 15
- ❖ IPAC Champions: 18
- ❖ Nancy Korah was awarded the AdvantAge Ontario "Donna Rubin Administrator Leadership Program Award" for the highest grade in the Administrators Course
- ❖ Ashley Guay was selected as a Therapeutic Recreation Spotlight practitioner & Nominated to the Therapeutic Recreation Ontario Board of Directors
- ❖ 10 team members pursuing higher education while working with us (including Masters, RN, RPN & PSW programs)



EXCELLENCE IN SERVICE AWARDS – INAUGRIAL HONOUREES

Award	Honouree
Leadership in Nursing	Shannon Keown, RN
Vivian Essuon Nursing Leadership	Zené Lewis, RPN
Fostering the Future	Yuneiris Rodriguez Muguercia
Culture of Caring	Elmer Guerrero Molina
Excellence in Resident Experience	Mirtha Zevallos de Aquino
Excellence in Leadership	Ian Bainto, RN
Excellence in Support Services	Richie Pareja (Aramark)
Collaboration in Service	Align Home Health Care

