



GREENWOODS
ELDERCARE
SOCIETY



Our Community of Care

ANNUAL REPORT 2024-25

MISSION, VISION AND VALUES



Salt Spring Island, British Columbia

We acknowledge with gratitude that we have the privilege of providing care and services on the ancestral and unceded traditional lands of the Hul'qumi'num and SENCOTEN speaking peoples.

Cover photo: Our annual fundraising Garden Bench Raffle draw in September 2024, attended by GES staff, board members and sponsor Country Grocer. Greenwoods is very grateful for the support of our community during the past year.

MOVING FORWARD IN 2024-25

Our theme for the fiscal year from April 1, 2024 to March 31, 2025 was reset and growth. It took time to rebuild our care team following the impact and staffing challenges experienced during the COVID pandemic. In order to ensure safe resident-to-care staff ratios, our Long-Term Care occupancy was reduced in 2022. Through the success of the Health Career Access Program (HCAP), the Health Care Aide team increased, and we worked closely with our partners in Island Health to expedite admissions. In February 2025 all 50 of our long-term care rooms were filled.

The respite program reopened in October 2024 providing valued support to caregivers and an opportunity for individuals to experience residential care for short term stays. Respite often enables individuals and caregivers to manage longer in their own homes and smooths the transition when long-term care is needed.

On the capital side, in January 2025 our new Greenwoods generator was delivered and put into service (*photo below*). When the wind picks up, we're reassured that the generator will keep operations running smoothly.



Our programs, services and capital needs are supported by our funders: Island Health and BC Housing, and greatly enhanced by generous contributions from community donors, the Lady Minto Hospital Auxiliary, Salt Spring Island Foundation and Country Grocer. In February we were very pleased to also receive \$14,900 from the 100+ Women Who Care (*photo below*).



In closing, I want to express my deep gratitude and admiration for the team for all they do for the residents, families and each other at Greenwoods, Brachaven and for our community clients. The words from some of our residents' family members say it best:

"Thank you to all the staff at Greenwoods in caring with such kind attention, creating a sense of home and family."

"Your kindness, patience, and gentle attention brought him comfort and dignity each day. It meant so much to us to see the respect and warmth with which you cared for him – not just meeting his needs, but truly making him feel valued and safe."

Aletha Humphreys
Greenwoods Eldercare Society
Executive Director

OUR COMMUNITY OF CARE

Greenwoods Eldercare Society began operating a long-term care residence on Salt Spring Island in 1979. Its success over the years has been the result of decades of commitment by staff, volunteers and donors who have recognized the importance of providing compassionate, person-centred care to elders living on Spring Island.

Today, Greenwoods continues to operate as a non-profit society incorporated under the *Societies Act* of British Columbia. It is also registered and regulated as a charity under the *Income Tax Act* of Canada.

Greenwoods Long-Term Care residence is licensed and routinely inspected under the *Community Care and Assisted Living Act*. It is also accredited as a long-term care facility by Accreditations Canada. Similarly, Braehaven Assisted Living Residence is registered under the *Community Care and Assisted Living Act*.

The Society is governed by a volunteer Board of Directors which is responsible for overseeing its operations and ensuring accountability. The Board is made up of local residents who are elected by the members of the Society at an Annual General Meeting of the Society, or appointed under the terms of the Society's bylaws. The Board carries out its governance responsibilities through a number of standing and ad hoc committees.

The Society's day-to-day operations are led and managed by the Executive Director, who reports directly to the Board of Directors.

The heart and soul of Greenwoods and Braehaven are our caring staff, our residents and their families, and our volunteers and community donors who help us make our

Greenwoods community a safe, comfortable and caring place to live. These are the people who make it feel like home.

(Photos below: Community singers at our 2024 Greenwoods Christmas Party; One of our volunteer Family Council gardeners.)



SOME HIGHLIGHTS OF THE YEAR

OUR HCAP SUCCESS STORY

The Health Career Access Program (HCAP) is designed to provide a path for people with no healthcare experience to enter the healthcare sector through paid training and employment.

Greenwoods joined the program in the Spring of 2022. Since then, 21 individuals have been hired into the introductory Health Care Support Worker role and commenced the formal education component. Of the intakes to date, 15 have graduated from the program and returned to work at Greenwoods as fully qualified Health Care Aides.

Currently, five of our employees are enrolled in the education component and will return to work at Greenwoods in October to complete their practicum and graduate from the program in January, 2026. In a time of a widespread



shortage of trained healthcare workers this program has been a lifeline for Greenwoods. We anticipate that we will soon be in a position to recruit up to eight individuals into the next HCAP cohort and look forward to welcoming them into the Greenwoods family of dedicated caregivers.

(Photo above: Congrats to HCAP grad Julia Ventura, HCA)

OUR FAMILY COUNCIL

As Chair of the Greenwoods Family Council, whose mother is currently a resident of this lovely facility, I want to share how we keep involved in the well-being of our family



members who live there. Our purpose is to provide a liaison between the families of the residents and the staff and management of the facility. The Council:

- Holds regular monthly meetings.
- Has new admission (NA) liaison contacts to assist new family members with any questions or concerns.
- Organizes events such as gardening days (*photo, left*) where we weed, tidy and do flower boxes.
- Has occasional speakers.
- Attends Regional Family Council meetings.
- Sends condolence cards to families.
- Helps sell Greenwoods Bench Raffle tickets.

Lorna de Bruyn
Greenwoods Family Council Chair

OUR PROGRAMS AND SERVICES

GES employs over 80 full and part-time staff. Through our dedicated staff and important partners, we operate two residential facilities on Salt Spring, as well as three important community programs.

GREENWOODS LONG-TERM CARE

The residence at Greenwoods has 50 single bedrooms which provide a home-like setting for individuals who require 24 hour person-centred care and support. Residents have access to our gardens, atrium and common room. Our activities department provides recreational and therapeutic programs seven days a week. An additional bedroom is also available for respite care.

BRAEHAVEN ASSISTED LIVING

The residence at Braehaven offers 30 one-bedroom suites with additional access to common areas, gardens and our patio area. Braehaven provides housing and hospitality services for adults who are able to live independently but require some assistance. Lunch and dinner meals are provided, and residents have access to Home Care Services through Island Health.

COMMUNITY PROGRAMS

Our community programs exist to support elders on Salt Spring, enabling them to remain in their homes for as long as possible. These programs are an essential element of the continuum of care offered by Greenwoods Eldercare.

Our Adult Day Program offers companionship, recreational activities and an opportunity for caregiver support. Participants also receive a hot lunch.

The Community Bathing Program is offered in collaboration with Island Health. Community Health Workers access the Braehaven facilities to provide community residents a spa bath.

Our volunteer **Meals on Wheels** drivers are a familiar sight on Salt Spring roads, delivering an average of 16 meals Mondays to Fridays, and travelling approximately 100 kilometers each week. The food is prepared in our kitchen at Greenwoods and ensures the nutritional needs and independence of seniors in our community.

ACCESSING OUR PROGRAMS

All applications for Long Term Care, Assisted Living and our Community Programs must go through Island Health's Community Health Services. People interested in accessing our programs and services may, however, contact us for further information on how to apply. Inquiries should be directed to our Braehaven reception at 250-537-5520..

FINANCIAL MATTERS

YEAR END SNAPSHOT

Greenwoods Eldercare Society, in the current environment, faces escalating labour and non-labour costs. However, as a result of one-time Covid-related funding, we were able to conclude the 2024/25 fiscal year (April 1, 2024 – March 31, 2025) a small operating fund surplus of \$86,442. Total revenue exceeded \$8.6 million for the year, with the majority of funding provided by Island Health, supplemented by resident fees and BC Housing support.

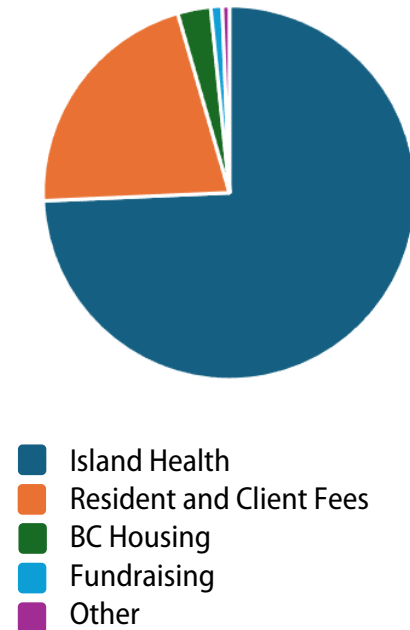
Fundraising activities, including the Annual Campaign, Garden Bench Raffle, and other donations, generated \$86,127 in support of Greenwoods and Braehaven residents. The organization also benefitted from provincial funding for the Health Career Access Program, which contributed \$248,234 over the fiscal year to assist employees undertaking Health Care Assistant training.

Operating expenses at Greenwoods are predominantly related to staffing, with over 84% of all revenue allocated to employee salaries, benefits, and select purchased services. Long-term debt was reduced by \$241,982 during the year as Greenwoods continues to pay down outstanding mortgages on both the Greenwoods and Braehaven facilities.

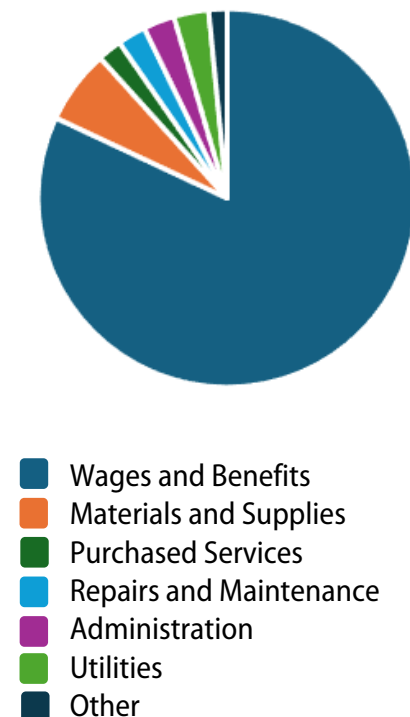
COMMUNITY SUPPORT

Greenwoods Eldercare Society gratefully acknowledges the generous support of our major donors in the community during this fiscal year, including the **Lady Minto Hospital Auxiliary**, **The Salt Spring Foundation**, **100 Women Who Care** and **Country Grocer**.

REVENUE



EXPENSES



GOVERNANCE AND CONTACTS

DIRECTORS AND OFFICERS

The Board of Directors for the Greenwoods Eldercare Society is composed of community residents elected by the Society members or appointed under the terms of the Society's by-laws. The Board operates several standing and ad-hoc committees in accordance with the organization's by-laws.

Board Members as at March 31, 2025:

Mark Cleveland, Chair
Eleanor Dawson, Vice-Chair
Pam Ramsay, Treasurer
Dorrie Ferster, Director
Silk Questo, Director
Nigel Knight, Director
Stan Shapiro, Director
Lenore Pickering, Director

Retiring Board Members during fiscal year
April 1, 2024 – March 31, 2025:

Wayne Glover
Paul Roberts
Jane McCoy
Claire Cupples

ADMINISTRATION AND CONTACT INFORMATION

Aletha Humphreys, Executive Director
Janice Benson, Director of Care
Trish Staicesku, Operations Manager

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For Donor enquiries and information

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