



ANNUAL REPORT

A YEAR OF RENEWAL

2022



ABOUT US

Copernicus Lodge is a not-for-profit organization that has been providing compassionate care and services to seniors in Toronto’s west-end community for nearly 45 years. We serve 228 residents in long-term care, 200 apartments including assisted living/supportive housing services, and up to 25 adult day program clients daily.

Our home opened in 1979 to meet the physical, spiritual, social, medical and cultural needs of our Polish community. At the heart of Copernicus Lodge is a holistic, resident-focused approach, a Christian environment and strong Polish heritage.

In addition to the government funding we receive, we are fortunate to enjoy the generous support of the Polish Canadian community in Toronto. Our dedicated staff, volunteers and donors all help to make Copernicus Lodge “A Place to Call Home.”

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OUR MISSION

Copernicus Lodge is dedicated to providing the highest quality of care and services to our aging community that offers a holistic and resident-focused approach.

OUR VISION

Copernicus Lodge is the leading care provider and home of choice in the community we serve.

OUR VALUES

Compassion, respect and dignity, integrity, excellence and collaboration.

MESSAGE FROM THE BOARD CHAIR AND CEO

So much of life is about meaningful connections. These bonds nourish our well-being. When circumstances disrupt our community and routines, we feel that profoundly. Yet through it all we can also emerge stronger, with a sense of hope and transformation. That's true in our personal lives and for Copernicus Lodge as well.

While COVID-19 has been an enormous challenge, we've come a long way this past year. Through guidance from the Ministry of Long-Term Care, we were able to remove limits on visitors. Families started returning to the home. We marked holidays and cultural celebrations again. Communal activities resumed. People got together to do the things that matter to them.

As the year progressed, we saw more life in our home. We're proud to say that Copernicus Lodge has almost fully recovered from the pandemic and is making great strides toward having life return to normal across the spectrum. We are cautiously optimistic that this will continue into the future.

It has been quite a journey for our residents in long-term care and in our apartments for seniors. These two areas dealt with very different levels of restrictions; however both have come through with a wonderful spirit.

To be sure, the long-term care sector has been in the spotlight throughout the pandemic. The beginning of 2022 was tumultuous with the rise of the Omicron variant. By then, we were well accustomed to the precautions we've had to take. The good news is that our protocols were robust, illnesses were down, and we avoided a crisis. Things weren't perfect, but they had already improved dramatically by that point.

The Ministry has also taken a long, hard look at the sector and invested more resources into it. They've

increased hours of care and funding, focused on continuous quality improvement, and promoted a resident-centred approach to care. They have also placed a priority on emergency management and planning, and on dedicated infection prevention and control leaders. These are all things that long-term care advocates have been seeking for some time and are positive developments.

Challenges remain. One of biggest in long-term care is health human resources. There is a sector-wide staffing shortage. We've run into that, and face the additional requirement to ensure that staff who work here have an understanding of and respect for Polish culture and identity. That is always critical for us. Respect for all (residents, tenants and employees) is our primary lead.

Everyone at Copernicus Lodge has worked harder and dedicated more hours than ever, under tough constraints. We deeply appreciate the efforts that staff, and management have put in to delivering a continuum of care. We also express our gratitude to all the volunteers who share their time and insight, to the donors who lend their support and the Board for their leadership. Lastly, we want to thank all the people who call Copernicus Lodge home. They are our jewels.

All of you have helped us to create a warm and special community. There is much that binds us and that will keep us stronger, together.



Ted Opitz
Chair, Board of Directors



Tracey Comeau
CEO

THE YEAR IN REVIEW

Copernicus Lodge is a not-for-profit organization that has been providing compassionate care and in the spring, signs of renewal are everywhere. That was true on May 19, 2022, when Copernicus Lodge welcomed their first open house since before the pandemic. Caution about opening the doors was mixed with excitement.

"The last two years were difficult. I think Copernicus is doing the best they can do to take care of us. This is the first big occasion for us, and we are very happy about that," said Aniela Lasek, a 92-year-old tenant.

The event, which was attended by several dignitaries as well as the public, was an opportunity to celebrate more than Polish Heritage Month. It was also an indication that if things weren't quite back to normal, they were headed in that direction.

As the Ministry of Long-Term Care changed their directives, we changed our procedures. While ensuring proper protocols, the loosening of isolation requirements and less frequent testing had a positive effect on the residents. The removal of cohorting also meant we could again bring our residents together. Those ties have been vital and meaningful – a return to the familiar. That's one of the benefits of living in a communal space.

Just the opportunity for people to socialize and catch up has been impactful. "People need to be able to talk, laugh and share together," says Danuta Gutkowska, Community Programs Manager.

"We can take things for granted until they're taken away," adds Rasheeda Headley, Programs & Services Manager. "Simple pleasures matter to quality of life. They may seem little, but they're huge."

BRINGING MEANING TO RESIDENTS

Our long-term care home is committed to providing the highest quality of individualized care and services, in a safe and secure environment. We offer 24-hour care to our residents, with a core interdisciplinary team that includes physicians, registered nurses, registered practical nurses, personal support workers, physiotherapy, a social worker, activation therapy assistants, pastoral care, and a registered dietitian.

What ties everything together, Rasheeda says, is a desire to bring meaning to residents' well-being, such as their physical, emotional, social, intellectual, and spiritual needs and interests.

Recreation therapy, also called activation, ensures that residents are engaged with everything from group exercise to games and social activities. During the year, virtual visits were replaced with in-person connections. The activation rooms that had turned into staff isolation rooms were returned for program facilitation. Horticultural therapy services, music and art offerings, and pet therapy returned in 2022.

"Coming out of COVID, we wanted to ensure that we were giving residents the type of stimulation they needed and bringing them back into a world of normalcy," says Rasheeda.

Various gatherings underscored that too. Each floor had their own Christmas social this year, families included. There was also a Valentine's Day luncheon for couples, and for caregivers who are always here with their loved ones.

THE YEAR IN REVIEW CONTINUED

A few additions this year included a non-therapeutic art activity called “Magic of Colours”; presentations on “Polish Customs and Traditions”; and “Around the World”, where food and slides gave residents a taste of different countries each month.

The idea is always to keep programs exciting and relevant to our residents. We use residents’ feedback to develop activities and review our activity calendar regularly to stay on trend in programming.

Besides staff-managed activities, residents had an opportunity to lead their own stimulation. This year we added Obie, an award-winning tech solution that essentially enables an interactive gaming console anywhere. Games can be projected onto any surfaces, like tabletops, floors, and walls. Obie helps residents to socialize, have fun and learn together. For the dementia wing, we also purchased a tactile board that aims to stimulate, with multiple designs and images.

Other sorts of improvements enriched the atmosphere. We transformed the main dining room with beautiful art and new lighting, making for an even more inviting space.

ENHANCING SAFETY AND CARE

To enhance services and safety, we bolstered our personnel as well. A new Infection Prevention and Control lead joined us to monitor those practices, oversee audits, and educate staff and caregivers.

“We want to prevent infections, or at least prevent them from spreading and becoming a full-blown outbreak,” says Carmen Miller, Director of Care.

We also added Behavioural Support PSWs to the team to better meet the needs of some of our residents. Augmenting their work, our Behavioural Support Recreationist created a new program called “All About Me”. It’s a quick reference sheet for new residents, to be posted in their room, that will describe their likes, dislikes, and personal safety and care needs.

“Anybody can get a glimpse into who this person is, making their transition as easy as possible,” Carmen says.

Also, for new residents, we implemented an Interprofessional Admission Review. This is a pharmacist-led electronic medication reconciliation program. Prior to a resident’s arrival, our pharmacist reaches out to their existing pharmacy and works together to ensure medication safety. The review decreases the workload for nurses and reduces the possibility of medication errors.

One of our quality initiatives was to reduce the use of antipsychotic medications. Many of our residents have been given such medication without a specific diagnosis of psychosis. We reduced that number through an Antipsychotic Stewardship Program. The goal is to safely use other medications in their place, if possible, to avoid the side effects from antipsychotics that can become prominent.

That’s part of improving care interventions. So is the participation of Copernicus Lodge in the Virtual Behavioural Medicine pilot project through Baycrest Centre. The program team includes a behavioural neurologist, a neuropsychiatrist, nurses, a pharmacist, and mental health professionals. These professionals work in collaboration with care teams and specialized geriatric services in acute care hospitals and long-term care homes, as well as with family members in the community.

EMPLOYEE SPOTLIGHT MARGARET DUDEK



Seeing more smiles on residents also put a smile on the face of Margaret Dudek, a Long-Term Care Social Worker and Placement Coordinator. “It was more joyful to be at Copernicus Lodge. We started to see more live events, group events and socializing. There were just more positive emotions.”

Margaret has been at Copernicus Lodge for six years, the last two in her current role. She started in reception and scheduling, and then worked in the Adult Day Program. But her history here goes much further back. “I started volunteering here in high school. It feels like family.”

She says she’s part of a great team, which makes work easier, and which ultimately helps the people who live here to be happier. “We take care of each other, so we can provide the care and support for the residents as well.”

This rapid response, when and where it’s needed, helps to avoid hospital stays and deliver the most appropriate care plan.

AGING IN PLACE

On the apartment side, Copernicus Lodge offers independent and assisted living, to help seniors age in place for as long as possible.

Services are provided at no cost to eligible tenants through the Ministry, including assistance with bathing, dressing, meals, and medication monitoring. We adapt our services to the changing needs of our tenants, helping them to remain in their home.

Many amenities were back in 2022, including the full-service grocery store and the library. These are important not just for the services they provide, but for providing a venue where tenants can get together. For instance, the bistro area near the store has re-opened. The independent seniors club, organized by tenants, was also back in operation, putting together celebrations for Thanksgiving and Mother’s Day, for instance.

Of prime importance, daily Mass re-started in the chapel. Attendance is a key part of life for many tenants, and the re-opening was one of the biggest signs yet that we have bounced back from pandemic restrictions.

We also arranged for COVID booster and flu vaccine clinics to make access simple for tenants. Fortunately, there were no outbreaks in the apartments in 2022.

THE YEAR IN REVIEW
CONTINUED

For tenants and people in the community, the Adult Day Program was another welcome return. It provides a variety of recreational therapeutic programs throughout the day, using fun and engaging activities. And it happens in a familiar, supportive, safe, and caring environment.

Program users range from individuals who have some form of dementia, to people with developmental disabilities, to those living alone and in need of social outlets. The program also offers respite for family caregivers. Renovations made the Adult Day Program setting more comfortable, modern, and spacious.

IMPROVEMENTS BEHIND
THE SCENES

Not all progress is as visible. Behind the scenes, Copernicus Lodge took steps to acquire more talent with the help of an external recruiter. We also supported

staff with the launch of a Tuition Assistance Program (up to \$1,000 a year), encouraging eligible employees to upgrade their education and skills by enrolling in part-time studies at recognized colleges or universities.

The program applies to studies that are either related to the specific job the employee performs, or that are designed to broaden their knowledge and help them assume greater responsibilities. "We want to help our people to develop and grow," says Eduardo Carrera, Director of Human Resources.

We also added a Quality Assurance Consultant, who will help ensure high standards in everything from services to emergency preparedness.

Other administrative improvements included introducing more automation around finances, and planning for better data collection and reporting. With more understanding and insight around how we operate, we can make even better decisions for the sake of all the people at Copernicus Lodge.

EMPLOYEE
SPOTLIGHT
JOANNA WYSOCKI



Food can be nourishing in every way. To Joanna Wysocki, Dietary Services Supervisor, it's not just about nutrition but about offering fare in the Polish tradition. "It's close to my heart," she says.

She has worked 15 years at Copernicus Lodge, and loves being somewhere where she feels such a sense of that tradition. "It's helping to give back to my community."

When COVID hit, residents had to take tray service in their rooms. Joanna says getting back to the regular dining routine has been a huge part of a return to normal. "Seeing residents back in the dining room, eating and socializing together, was the biggest sign to me."

COPERNICUS LODGE AUXILIARY
RAISES \$25,000

At the inception of Copernicus Lodge, our founder, Father Michael Smith, suggested the need for a group that would serve residents, and help raise funds. About a dozen women got together, who had been active in the Polish community through St. Casimir's Church, St. Stanislaus Church, the Marie Curie-Sklodowska Association, and others. One of their first tasks was assist with teas and luncheons for people to introduce them to the concept of a seniors home and to encourage them to check out the premises.

That small and dedicated group evolved into the Copernicus Lodge Auxiliary. They have raised \$1.5 million in support of Copernicus Lodge during their history, including a commitment of \$25,000 in 2022.

That amount was earmarked to fund specialized dining tables for some of our long-term care residents, which can be raised and adjusted as needed to help assist them in feeding themselves.

The Auxiliary generates revenue from the Aggie's store; a fall outdoor yard sale; a Christmas bazaar; sales of jewellery and handmade items (made by Auxiliary artisans); clothing repairs; and sales of gifts, crafts, clothing and home goods.

In the past, the Auxiliary has helped to fund the extra-large elevator, mechanical bathtubs, and many medical devices. The ability of the Auxiliary to raise as much as in previous years was curtailed by COVID restrictions. Still, the Auxiliary members remain committed to the



idea of improving life at Copernicus Lodge and a sense of community spirit. "It's a wonderful feeling to make a difference," says Emily Krula, Vice President of the Copernicus Lodge Auxiliary.

She is one of the Auxiliary's most staunch advocates. Emily, whose next birthday is 90, has been part of Copernicus Lodge since day one. She served on the planning committee and has also spent time on the Board. Emily is proud of the work of the Auxiliary and her own longtime role and knows that the benefits flow both ways. "Working with the Auxiliary helps us to feel useful and needed."

A VOICE FOR RESIDENTS COPERNICUS LODGE FAMILY COUNCIL

A fun competition saw decorations – and community spirit – on display on the long-term care balconies. Each balcony took on the identity of a Polish town or city, and used décor associated in some way with that location. The idea came from the Copernicus Lodge Family Council. It was a way to tap into the creativity of residents, their families, and staff, and boost morale, says Mary Oko, Chair of the Family Council.

As pandemic restrictions loosened, she says the competition was a chance to do something playful and give residents and their families some pride of place.

"This is their home, and the balconies are their backyard."

The Council gives family members and friends of residents a say in the decisions affecting residents' rights, living conditions and lifestyle. Family Council members also identify areas for improvement and recommend strategies to the advance care and services at Copernicus Lodge.

About 15-20 people attend meetings, and one of their areas of focus this year was increasing recreational programming. During so much of the pandemic, residents had to isolate themselves in their rooms, and a lack of staffing meant that residents missed a lot of one-on-one stimulation. With the Council's input, programs were enhanced and became more Polish-centered.

Another Council initiative saw Christmas donations for residents without family around. Close to 400 items came in, from pajamas to candies. "It's not like they have no family; their family is Copernicus Lodge," says Mary.

Mary, whose mother had lived at Copernicus Lodge for 10 years, says management has been quite receptive to the needs and wants of residents and their families. "It's like a village," she says of the residence.

"The Family Council is one family, one community, one voice."



COPERNICUS LODGE FOUNDATION FUNDS MUCH-NEEDED INVESTMENTS

Copernicus Lodge is in the heart of Roncesvalles Village, but its heartbeat can be found in the loyal support of so many families, residents, Board members and volunteers. For over 40 years, their generosity has left an indelible mark on the lives of our seniors.

The donations that the Copernicus Lodge Foundation receives from them and others, provide a means for essential equipment and capital upgrades not covered through government funding. With that, we can enhance our facilities and improve the level of care and quality of life for those who live here. In 2022, that amounted to \$252,871.

A portion came via the Roncesvalles Polish Festival. After an interlude of three years, we welcomed the return of the Festival in mid-September. Our circle of close friends and community neighbours flocked there for a joyful celebration of Polish culture, music and tradition.

The combination of polkas and pierogi attracted record crowds to the Copernicus Lodge Beverage Garden, run solely by our volunteers and staff. That helped the Foundation to garner more than \$40,000 in net proceeds to improve services, programs and facilities.



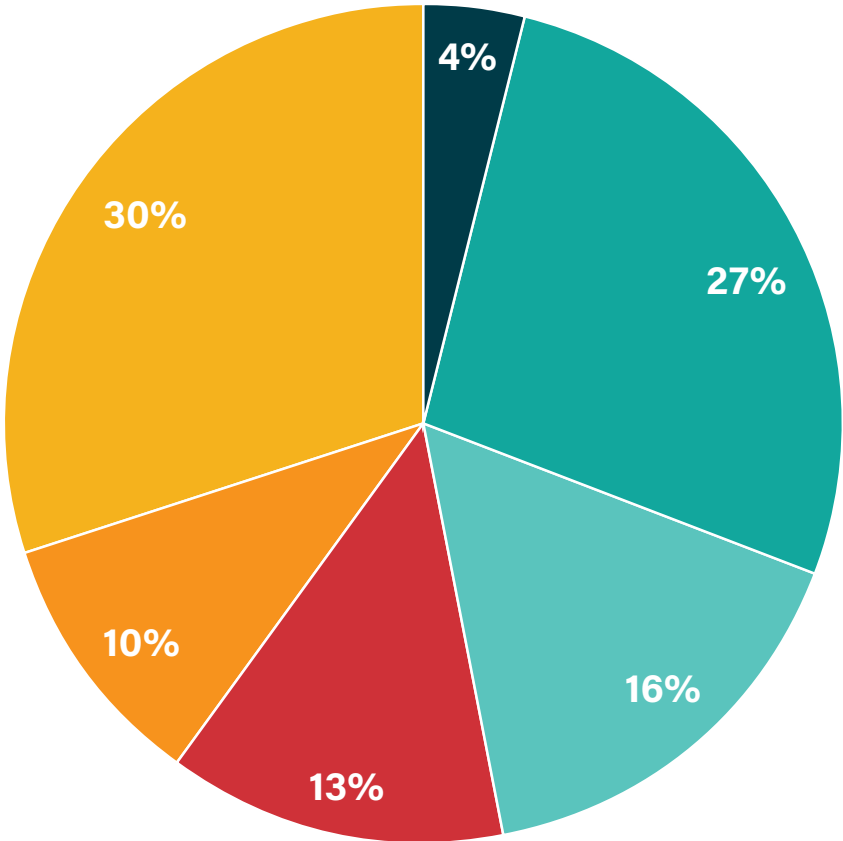
This year, the focus of Foundation funding was renovating the 2,800-square-foot Adult Day Program space. The upgrades allow this community-based program to provide a variety of social activities to enhance the overall health and well-being of seniors. Improvements included creating a more accessible gathering and activity space, and remodelling the flooring, ceiling, lighting, window and wall coverings. A multi-functional rental space has been designed for events and other purposes.

We offer our sincere thanks to everyone who partnered with us throughout the past year. The Copernicus Lodge Foundation is so fortunate to have a committed group of donors, both first-time and long-time, who make us their charity of choice. Their ongoing support will continue to make a profound impact.

In particular, we are thankful to have been the recipients of generous donations from the estate of Phil Stefaniak, Hullmark Investments Ltd., Coleman Containers Ltd., Silver Fox Pharmacy, and Thomas and Aleksandra Kurowski. Dziękujemy – thank you.

2022 CHARITABLE DONATIONS

- Annual Giving
- Direct Mail
- Special Events
- Tribute Giving
- Major Gifts
- Planned Giving



EMPLOYEE SPOTLIGHT JULIE PLOCKI



Julie Plocki, Community Programs Supervisor, takes pride in the impact of her work. The activities in the Adult Day Program can make people feel good about themselves, she says, seeing that they can try something new. “You’re never too old to learn.” And in another part of her role, she knows the range of supportive services helps residents to remain independent.

All of that is gratifying, but Julie has another way of describing what’s satisfying about her job: “It’s seeing a smile on someone’s face – pretty simple.”

Julie has been with Copernicus Lodge 10 years. Her colleagues, the people who live here and other clients all make for a family feeling, she says. That’s why she was so excited to see so many happy faces again when COVID restrictions were eased in 2022. “Just seeing people gather again made a huge difference. To be able to give someone a hug again gives them strength and gives them life.”

A TRIBUTE TO HELEN HULL

Copernicus Lodge gratefully acknowledges Helen Hull, who passed away on September 7, 2022 and left behind a 40-year legacy of unparalleled generosity to our home.

Helen was born in Toronto in 1929 to Polish immigrants and grew up in the Trinity Bellwoods neighbourhood of Toronto, where she would meet and then marry Marion “Murphy” Hull in 1948 and together raise three children –Barb, Richard and Cindy.

From humble beginnings as a plasterer, Murphy would become one of the leading real estate developers and condominium builders in the Greater Toronto Area through his company, Hullmark. Upon his death in 2008, Helen would take over the reins of the company and oversee its transformation into the enterprise that it is today. Never forgetting their Polish roots, Murphy and Helen gave back selflessly to our seniors’ community.

Murphy was one of the original founders and directors of Copernicus Lodge and was the driving force in the funding and construction of the John Paul II Long-Term Care Centre in 2003. In honour of their lifetime giving to Copernicus, which well exceeds \$1 million, that portion of our facility is now recognized as the Helen & Murphy Hull Wing.

Their generosity benefitted the broader community as well, through a transformational \$10 million donation in 2010 to create the Murphy and Helen Hull Robotics Centre at Humber River Regional Hospital. It houses state-of-the-art technology that allows surgeons to provide minimally invasive surgery to patients.

Helen championed Copernicus Lodge in her own quiet and unassuming way, including participating on the Celestial Ball fundraising committee from 2003 to 2005.



Helen Hull, left, and Emily Krula, right, at the Roncesvalles Polish Festival in 2017

Emily Krula, an executive member of the Copernicus Lodge Auxiliary, warmly recalls Helen’s visits to the home. “She was a kind gentle individual who made a point of coming down to Copernicus every year.”

Emily also remembers how happy Helen was to attend the Polish Festival on Roncesvalles Avenue. “Her daughter would bring her, and they went up and down the street enjoying the event and speaking to our volunteers.”

“She was a wonderful person,” adds Edna Schlathau, one of Helen’s bridesmaids and now a resident at Copernicus’ long-term care home. “Helen encouraged me to come to Copernicus because it was so great.”

Copernicus Lodge is blessed to have been recipients of Helen and Murphy’s enduring support. They will forever serve as shining examples of dedication and devotion to making our community better.

FINANCIAL HIGHLIGHTS

COPERNICUS LODGE SUMMARY STATEMENT OF FINANCIAL POSITION

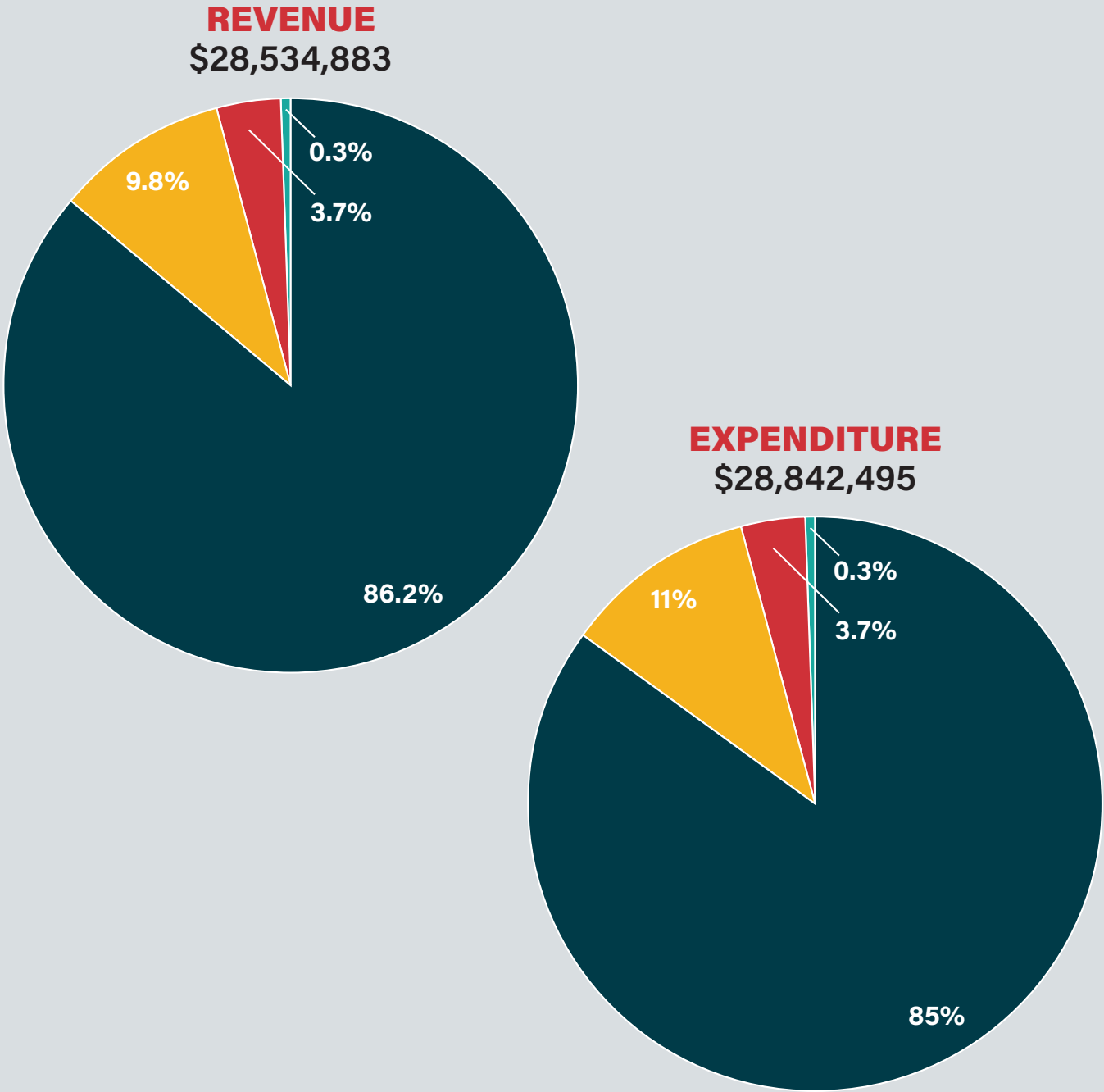
December 31	2022	2021
ASSETS		
Current		
Cash and short-term investments	\$ 3,476,578	\$ 1,570,364
Replacement reserve short-term investments	1,336,020	1,636,671
Accounts receivable and other	1,943,743	4,200,633
	6,756,341	7,407,668
Long-term		
Long-term investments	342,149	308,790
Replacement reserve long-term investments	1,136,479	982,443
Capital assets	21,972,267	22,763,836
	\$ 30,207,236	\$ 31,462,737
LIABILITIES AND NET ASSETS		
Current		
Accounts payable and accrued liabilities	\$ 3,799,926	\$ 3,507,994
Advance due to Home and Community Care Support Services	-	1,335,063
Deferred income	1,315,369	98,446
Current portion of deferred government assistance	60,200	60,200
Current portion of long-term debt (Note 3)	1,308,767	1,231,582
	6,484,262	6,233,285
Long-term		
Deferred government assistance	180,600	240,800
Long-term debt (Note 3)	9,244,711	10,553,478
Deferred capital contributions	132,942	-
	\$ 16,042,515	\$ 17,027,563
Net assets		
Replacement reserve - Phase I	685,940	693,702
Replacement reserve - Phase II	1,271,114	1,298,925
Replacement reserve - Phase III	515,445	626,487
Funds invested in capital assets	11,045,047	10,677,776
Unrestricted	647,175	1,138,284
	14,164,721	14,435,174
	\$ 30,207,236	\$ 31,462,737

FINANCIAL HIGHLIGHTS
CONTINUED

COPERNICUS LODGE
SUMMARY STATEMENT OF OPERATIONS

For the year ended December 31	2022	2021
Revenue		
Long-term care	\$ 24,604,743	\$ 26,070,335
Housing	2,807,615	2,808,847
Community programs	1,041,343	926,789
Other	81,182	31,900
	28,534,883	29,837,871
Expenses		
Long-term care	24,518,394	25,264,677
Housing	3,173,027	3,266,096
Community programs	1,074,664	903,308
Other	76,410	10,613
	28,842,495	29,444,694
Excess (deficiency) of revenue over expenses for the year	\$ (307,612)	\$ 393,177

REVENUE SOURCES
& EXPENDITURE



BOARD OF DIRECTORS AND MANAGEMENT LEADERSHIP

BOARD OF DIRECTORS

Ted Opitz, *Chair*

Danusia Figiel,
*Vice-Chair & Treasurer, Chair of the Finance
& Audit Committee*

Andrew Kwiatkowski,
Chair of the Copernicus Lodge Foundation

Aleksandra Kurowska,
*Past Board Chair, Chair of the Quality &
Risk Committee*

Marc Buklis,
Chair of Property Management Committee

Lucian Ezman, *Secretary to the Board*

Natalie Farshait,
*Chair of the Governance &
Human Resources Committee*

Jan Faryaszewski, *Director*

Lucjan Grela, *Director*

Małgorzata Martin, *Director*

Dr. Fiona Menzies, *Director*

SENIOR LEADERSHIP TEAM

Tracey Comeau, *CEO*

Michelle Miziolek,
Executive Assistant to the CEO

Carmen Miller, *Director of Care*

Rob Hamilton, *Director of Finance*

Eduardo Carrera,
Director of Human Resources

Henry Zajac,
Fundraising and Development Officer

AUXILIARY

Emily Krula, *Vice President*

FAMILY COUNCIL

Mary Oko, *Chair*

RESIDENT COUNCIL

Jerzy Nartowski, *Leadership Member*



Magdalena Pszczółkowska, Consul General for the Republic of Poland in Toronto,
at Monte Cassino event in May 2022 to celebrate Polish Heritage Month

A Place to Call Home



Copernicus
A place to call home



Kopernik
Miejsce Zwane Domem