



Annual Report


2024/2025



"Your ordinary acts of love and hope point to the extraordinary promise that every human life is of inestimable value."

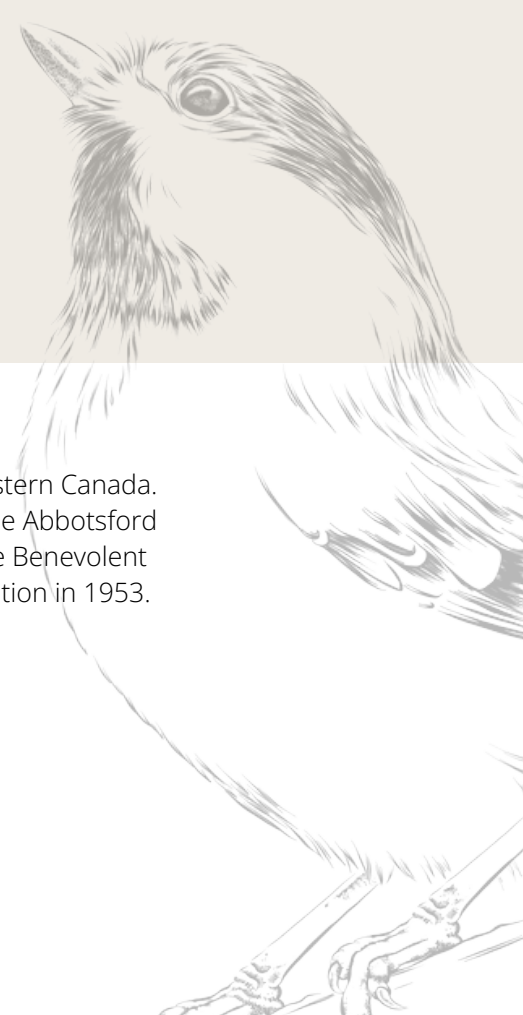
Desmond Tutu, South African Anglican Archbishop,
Anti-apartheid Movement Leader, Nobel Peace Prize Winner, 1984

Compassionate Christian Care For All



Consider the birds of the air:
They do not sow or reap, they have no
storeroom or barn; yet God feeds them.
And how much more valuable
are you than birds.

Matthew 6:26



Menno Place is one of the largest senior care campuses in western Canada. Here, there are 700 seniors living on 11.5 acres across from the Abbotsford Regional Hospital. Menno Place is governed by the Mennonite Benevolent Society which founded Christian-based senior care in this location in 1953.

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Message from the Board Chair & CEO



Carol Dyck, BSc
Chair, Mennonite Benevolent
Society Board of Directors

Carol Dyck



**Sujata Connors, M.P.A., R.N., B.N.,
B.Sc., Dip CN, EXTRA Fellow**
Chief Executive Officer

Sujata Connors

As we reflect on the past year, our hearts are full of gratitude—for God’s continued faithfulness, for the strength of our mission, and for the people who turn purpose into progress each day. Building on the celebration of Menno Place’s 70th Anniversary, we have entered a season of intentional growth and renewal, laying the groundwork for a strong and hope-filled future.

Our work is driven by a deep, shared dedication to the mission of the Mennonite Benevolent Society: *To reflect God’s love by providing facilities and services that express our commitment to excellent resident and family-centred care and enable residents to live with hope and dignity.* This calling continues to guide every step forward.

While celebrating the milestones achieved, we are further reminded of the profound truth found in the words of Jesus: “Consider the sparrow - God cares for the sparrow—how much more does He care for you and supply your every need every day?” This theme and our trust in God guides our hearts and hands as we serve the 700+ seniors who call Menno Place their home. In every act of care, we are mindful of being God’s hands, God’s feet, God’s eyes, and God’s heart—called to serve with compassion, dignity, and love.

This year, we invited our community to “Reimagine a new home for seniors”, sharing that we are eager to replace our long-term care homes with a state-of-the-art care home. You echoed your support for a new vision of long-term care: small households of 12 to 16 residents, offering the warmth and comfort of a family home. We continue to plan and work towards this transformed way of Seniors’ Living.

As we move forward, the Board and Executive Team have begun to implement a new Strategic Framework focused on four key priorities: Christian Values, Home of Choice, Service Excellence, and People & Culture. These priorities reflect our identity, shape our decisions, and strengthen our ability to provide compassionate, high-quality care. This clear vision for the future is deeply resonating with those who cherish Menno Place and the Christ-centered ministry that we've been called to in serving seniors.

Donors, volunteers and those who pray monthly are rising up to show their support as *Friends of Menno Place* (donations of \$1000 and more) and to join the monthly giving *Circle of Care*. We are humbled and grateful to serve this incredible organization, ensuring that our mission not only continues but flourishes. Menno Place is blessed with motivated, caring, capable leaders and staff. It is a joy to work alongside such talented individuals and a dedicated, experienced Board of Directors. Together, we seek and follow God's guidance, embodying His love so that all who live and work at Menno Place may experience His compassionate care through us.

As we look to the future, we do so with confidence—not in our own strength, but in God's faithfulness, and in the strength of a community united in purpose and love.

"Let us not become weary in doing good, for at the proper time we will reap a harvest if we do not give up." Galatians 6:9 (NIV)

We thank you for your love of Menno Place, your deep care, and your continued trust.

May God bless you
and may God bless Menno Place
for generations to come.

Carol Dyck & Sujata Connors



How much more will He care for you and supply every need every day?



Mission

To reflect God's love by providing facilities and services that express our commitment to excellent resident and family-centred care and enable residents to live with hope and dignity.

Vision

We will be the innovative leader in senior living that empowers older adults to live well.

Values

Stewardship

We are trustworthy managers of our resources for the benefit of our residents, families and staff and the long-term sustainability of our operations. *1 Peter 4:10*

Excellence

We apply ourselves to learning and continually improving to the highest standards. *Colossians 3:23*

Respect

We honor and dignify all who live, work or visit our community. *Romans 12:10*

Values Sanctity of Life

We demonstrate our commitment to the sanctity of life through exceptional, holistic palliative care until natural death. *Psalms 139:16*

Innovation

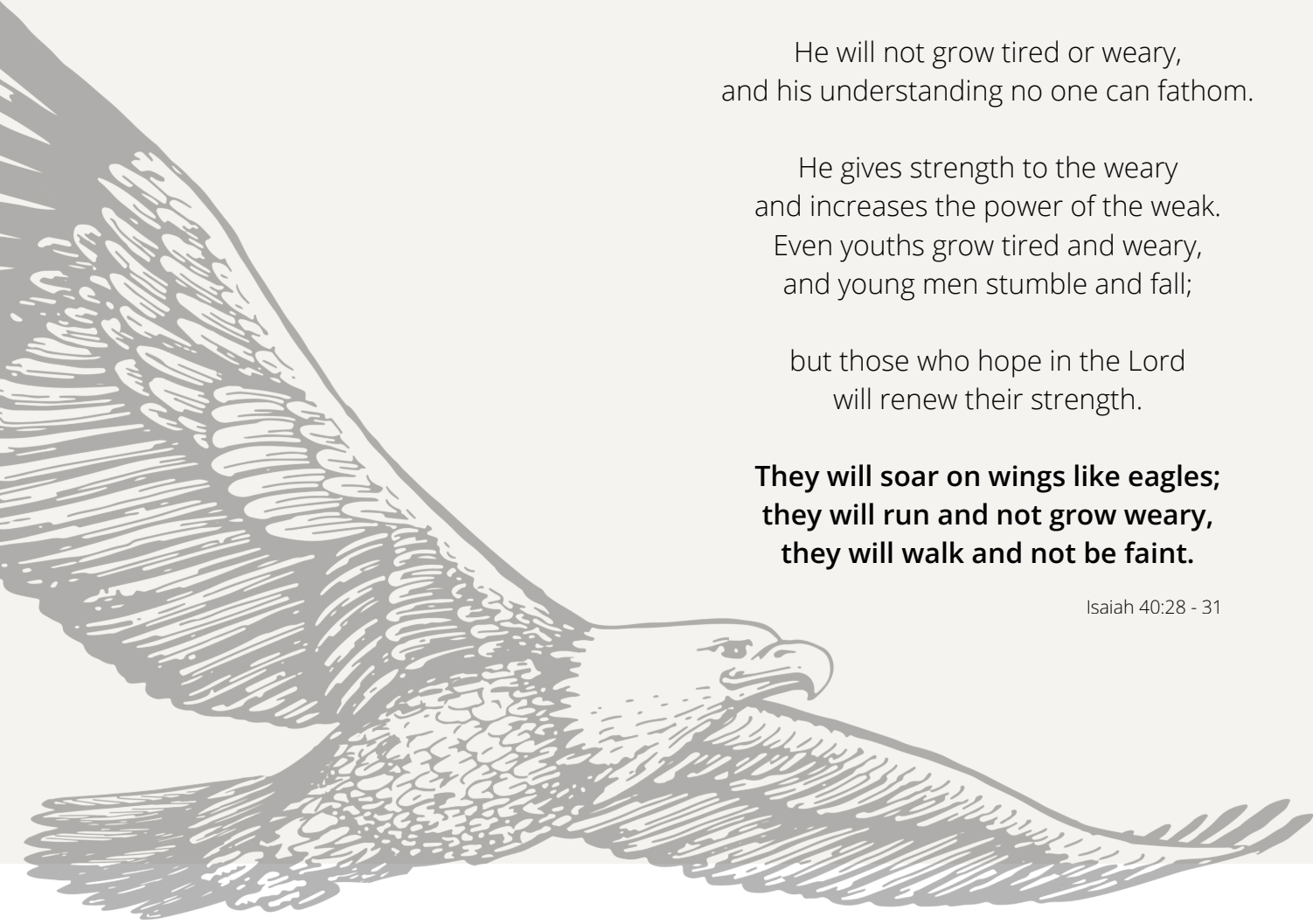
We open ourselves to creative ideas through colleagues, partners and God's leading. *Proverbs 9:9*

Compassion

We extend God's care through kindness, empathy and graciousness. *Colossians 3:12*

Encouragement

We devote ourselves to instructing, supporting and building up one another, by recognizing and celebrating excellence, effort and success. *1 Thessalonians 5:11-14*



Don't you know? Haven't you heard?
The Lord is the everlasting God,
The Creator of the ends of the earth.

He will not grow tired or weary,
and his understanding no one can fathom.

He gives strength to the weary
and increases the power of the weak.
Even youths grow tired and weary,
and young men stumble and fall;

but those who hope in the Lord
will renew their strength.

**They will soar on wings like eagles;
they will run and not grow weary,
they will walk and not be faint.**

Isaiah 40:28 - 31

Menno Place Board & Leadership

The Mennonite Benevolent Society is committed to providing excellent care and service in an atmosphere of warmth and compassion, based on principles of the Christian faith.

Board of Directors



Carol Dyck
Board Chair



Deanna Klassen
Vice-Chair & Chair,
Board Development



Terry Christie
Treasurer & Chair,
Finance, Audit & Facilities
Committee



Martina Klassen
Secretary &
Chair, QIRM Committee



Mark Rempel
Chair, Redevelopment
Committee,
Member at Large



Laura Loewen
Director



Ingrid Schultz
Director



Gary Schellenberg
Director



Arnie Friesen
Director



John Dick
Director



Executive Team



Sujata Connors
MPA, RN, BN, BSc, Dip CN,
EXTRA Fellow
Chief Executive Officer

Sujata Connors joined Menno Place in 2023 and leads the overall management and delivery of health programs and services. She has 28 years of clinical and leadership experience.

Sujata's leadership experience has predominantly focused on supporting seniors and providing high quality health services that promote wellness, independence, and choice.



Dr. Pooja Mishra
MBBS, DLO, DHA
Executive Director,
Care Services



Loradonna Botter
PhD, CHRL
Executive Director,
People & Culture Strategy



Ron Willms
BComm, MA, CPA, CMA
Director, Finance



Sharon Simpson, BA
Director,
Community Enrichment



Bas Kervel
Director,
Support Services



Nicole Wiebe
Executive
Assistant

Management Team



Smitha Varghese

Director of Care,
Long-Term Care



Kahan Rekhia

Manager of Care
Menno Hospital



Anitha Thomas

Manager of Care
Menno Home



Jagdeep Bains

Nurse Manager
Menno Hospital
Pro Vita



Jacob Doss

Manager, Dining
Experience



Nik Van Egdom

Manager,
Environmental Services



Jessy Manhas

Manager,
People & Culture



Linda Weatherly

Manager, Recreation &
Volunteers



Leonard Klassen

Manager, Community
Enrichment



Operational Team

PASTORAL CARE

Ann Thakkar
Chaplain

Andy Capesinio
Chaplain

Kerry Dyck
Chaplain

CLINICAL CARE SERVICES

Loveleen Sekhon
Coordinator Accreditation,
Projects & Education (CAPE)

Anu Antu Kolattukudy
Coordinator AL Operations,
Accreditation & Education

Sandra Hayes
Clinical Systems Lead

Garry Janzen
Life Enrichment Coordinator

Joyce Wiebe
Volunteer Coordinator

Darlene Van Wyk
Enrichment Case Coordinator

SUPPORT SERVICES

Kara Wilkinson
Dining Experience Supervisor

Laura Fast
Laundry & Housekeeping
Supervisor

David Janzen
Building Systems &
Emergency Response Coordinator

Jeff Derbyshire
Maintenance & Projects
Coordinator

FINANCE

Reuben Neufeldt
Controller

Rupinder Kaur
Payroll Business Partner

Sukhdeep Raikhi
Payroll Business Partner

Margaret Rolleman
Accounts Payable Specialist

Ann Xue
Finance Associate

Wendy Schievink
Accounts Receivable Specialist

Gabriela Loewen
Financial Reporting & Analysis

PEOPLE & CULTURE

Rachel Setka
Human Resources Generalist

Lana Murray
Benefits Specialist/ HR Coordinator

Kristina Van Der Zwan
Talent & Recruitment Specialist

COMMUNICATIONS

Claire Colvin
Communications Coordinator

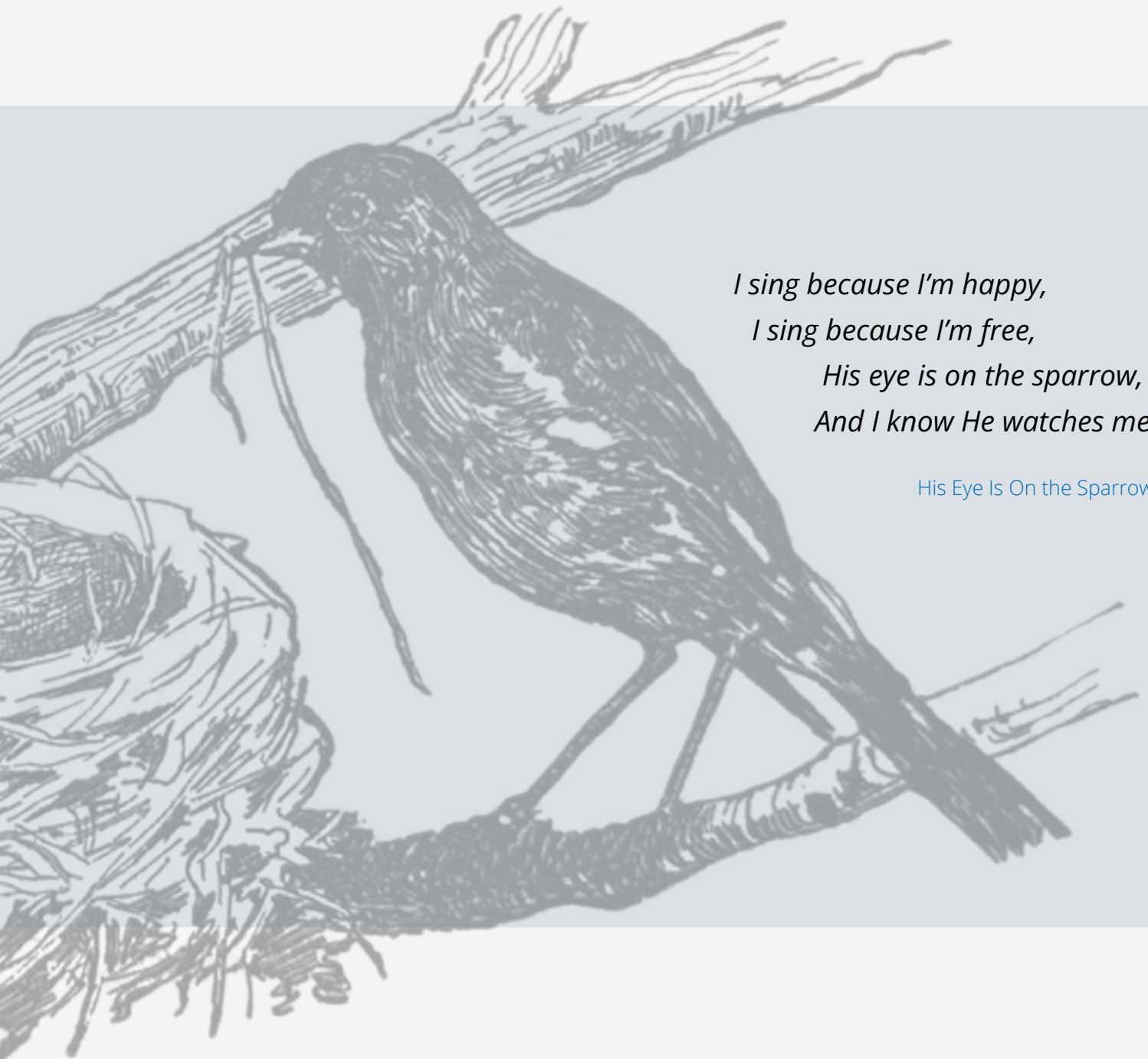
Danielle Kinvig
Communications Coordinator

Building for the Future

Strategic Framework 2025-2028

This section outlines our Priorities and Objectives for the next four years





*I sing because I'm happy,
I sing because I'm free,
His eye is on the sparrow,
And I know He watches me.*

[His Eye Is On the Sparrow](#)

What matters to you?

The insights from the 57 hours of listening have been invaluable in shaping our path forward. **From these conversations, which identified our strengths, weaknesses, opportunities and threats**, the MBS Board identified four key priorities that will guide Menno Place into the future.

These conversations gathered stakeholder insights through five key questions:

- What are you most proud of when you think of or speak of Menno Place?
- What have you seen that is working well? How could it be better?
- What do you see as current concerns or risks at Menno Place?
- How would you describe the culture of Menno Place?
- How likely are you to recommend Menno Place as a place to work or live?



Doris enjoys the care and friendship of Javeen in the sunny one-acre courtyard in the centre of the Menno Place campus.

Four key priorities

Remaining rooted in Christian faith that follows the heart and way of Jesus.

Ensuring that we are a welcoming, comfortable and preferred home for seniors.

Providing the highest quality of care and operational effectiveness.

Fostering a supportive, engaged and empowered workforce.

SWOT Analysis

Strengths

- Legacy of trusted care in our community since 1953
- Christian organization and mission
- Leadership expertise
- Commitment to wellness
- Resident and Family-Centred Care (RFCC) Framework
- Aging in Place Framework
- Long tenure of employees
- Environmental sustainability

Weaknesses

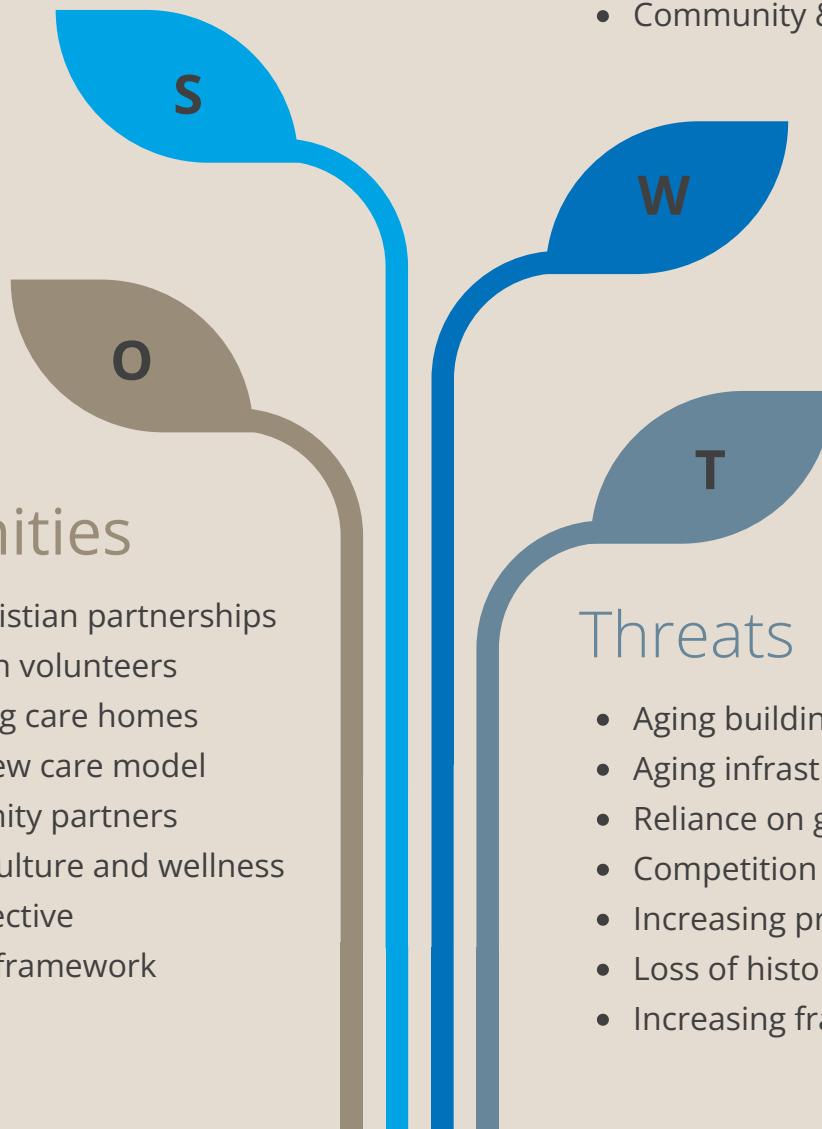
- Funding for quality improvement / research, and reporting
- Health & human resources
- Holistic staff wellness strategy & framework
- Education & training
- Relationship between staff shifts
- Dining experience for residents
- Foundational administrative structures
- Community & Legacy Giving

Opportunities

- Strengthen Christian partnerships
- Recruit chaplain volunteers
- Redevelop aging care homes
- Implement a new care model
- Foster community partners
- Invest in staff culture and wellness
- Develop an effective administrative framework

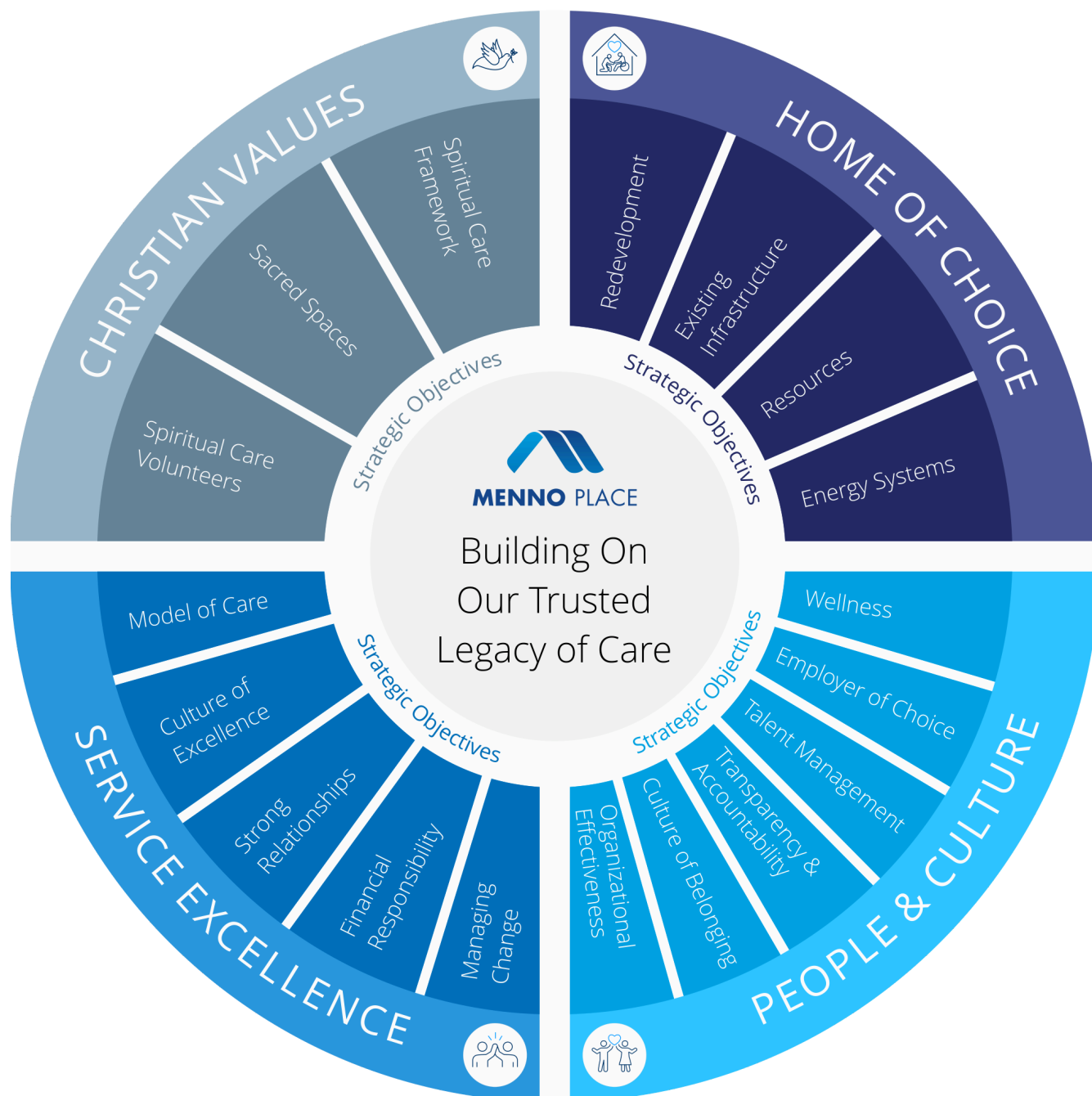
Threats

- Aging buildings
- Aging infrastructure
- Reliance on government funding
- Competition for skilled staff
- Increasing proportion of retirees
- Loss of historical knowledge
- Increasing frailty of residents



Building for the Future

Our Strategic Framework 2025-2028



Our Strategic Priorities

Christian Values

Home of Choice

Service Excellence

People & Culture

Our Strategic Priorities & Objectives



Christian Values

Uphold our Christian values, ensuring compassionate Christian care for all remains central to our mission

- ▶ Develop a Spiritual Care Framework outlining how we live out our Christian values
- ▶ Enhance Spiritual Care Volunteer Program
- ▶ Redevelop sacred spaces



Home of Choice

Be the home of choice - a welcoming, comfortable, and trusted residence for seniors

- ▶ Redevelopment of the Menno Place campus
- ▶ Advance energy systems that will create resilient, dependable and efficient power
- ▶ Management of existing infrastructure
- ▶ Secure additional resources that will support excellence in care and quality of life



Service Excellence

Strive for the highest quality of care and operational effectiveness, fostering a compassionate, resident-centred environment

- ▶ Create a social relational model of care
- ▶ Create operational efficiencies across all portfolios to improve financial responsibility
- ▶ Create a culture of quality improvement
- ▶ Prepare and manage transition to new long-term care service model
- ▶ Strengthen relationships with Fraser Health and other organizations



People & Culture

Create a work environment that supports employee well-being, fosters engagement, and builds a culture of excellence

- ▶ Reimage wellness that strengthens the culture of health and safety
- ▶ Improve reporting and communication to maintain transparency and accountability
- ▶ Be an employer of choice to attract and recruit top talent
- ▶ Promote culture of belonging; strengthen staff recognition & engagement
- ▶ Develop and implement a talent management system
- ▶ Invest in organizational design and effectiveness



PRIORITY

Christian Values

how we live them

We are committed to upholding our Christian values, ensuring compassionate Christian care for all.

Objectives

Develop a Spiritual Care Framework outlining how we live out our Christian values

We will create a comprehensive Spiritual Care Framework that outlines how Christian values are integrated into care practices as a key aspect of holistic health. This framework will ensure that spiritual well-being is prioritized alongside physical and emotional care.

The Spiritual Care Framework will embed Christian value alignment in Human Resources practices at Menno Place, including recruitment, job advertisements, and interview processes which reflect Menno Place's mission.



Chaplain Ann shares a prayer shawl with Rosemarie.

Priority

Christian Values



Columbia Bible College students lead worship in the chapel.



Chaplain Kerry encourages a resident.

Redevelop Sacred Spaces

To enhance opportunities for reflection, prayer and worship, we will revitalize our two chapels and evaluate spaces that facilitate quiet and reflection.

An evaluation will be done to determine how to meet the needs of the community, including how we engage in funeral services and how we offer spiritual support and welcome to residents and families of all faiths.

Enhance Spiritual Care Volunteer Program

Volunteers play a vital role in supporting spiritual well-being. We will expand and strengthen our Spiritual Care Volunteer Program, equipping volunteers with resources and training to provide spiritual support to residents along their care journey.



Each and every day...



...you matter to us!



Menno Place residents & staff finding plenty of reasons to smile on and off campus.



PRIORITY

Home of Choice

welcoming, comfortable & trusted

We are committed to being the Home of Choice - a welcoming, comfortable, and trusted residence for seniors.

This strategic priority focuses on enhancing the living environment, ensuring that the physical buildings match the Resident and Family-Centred focus at Menno Place that has been trusted for generations. An enhanced living environment ensures high-quality care and the best practices that enable all those who care for our residents to do so in an environment that facilitates belonging, enjoyment, comfort and trust.

Objectives

Redevelopment of the Menno Place Campus

To continue providing exceptional care, we will undertake strategic redevelopment of our 11.5 acre campus. This includes modernizing facilities, optimizing space for resident needs, and integrating best practices in senior living design. The redevelopment will ensure that Menno Place remains a leader in senior care, offering a safe, comfortable, and engaging environment for all residents.

Management of Existing Infrastructure

Maintaining and improving current infrastructure is essential to sustaining a high-quality living environment. We will implement proactive asset management strategies, regular maintenance programs, and infrastructure upgrades. These efforts will enhance safety, accessibility, and overall quality of life while ensuring that the campus remains in optimal condition for years to come.

Priority

Home of Choice

Secure additional resources that will support excellence in care and quality of life

Delivering outstanding care requires financial and community support. We will seek additional resources through fundraising, grants, and partnerships.

These resources will be used to enhance care services, support staff development, invest in new programs, and enrich the lives of residents and their families.

Ensure the well-being of our residents with essential, sustainable and reliable energy systems

We will prioritize the advancement of energy-efficient technologies and explore renewable energy sources.

Our investment in resilient energy systems will reduce environmental impact, improve cost efficiency, lower greenhouse gas emissions, and reduce our carbon footprint.



Staff member, Lesa, enjoys working where her mother, Bella, chooses to live. The whole family joins in on the fun at our annual Grandparents Day celebration!



PRIORITY

Service Excellence

resident-centered, continuous improvement

We are committed to striving for the highest quality of care and operational effectiveness.

This strategy emphasizes creating a resident centred environment where safety, dignity and well-being are at the heart of every interaction, empowering our teams to continuously improve outcomes and enrich the lives of those we serve.



Kathy, a resident in long-term care appreciates the skill and compassion of the staff who support her, like Harjeet.

Objectives

Create a social relational model of care

We aim to implement a social relational model of care that prioritizes meaningful connections between residents, families, and staff. This approach will foster a sense of community, promote emotional well-being, and enhance the overall resident experience.

Create a culture of quality improvement focus

A commitment to continuous quality improvement will be embedded in all aspects of care and operations. By fostering a culture of excellence, we will enhance staff training, implement best practices, and engage in ongoing performance evaluations to ensure the highest standards of care.

Priority

Service Excellence

Strengthen relationships with Fraser Health and other organizations

Collaboration with Fraser Health and other key stakeholders is essential for providing comprehensive, high-quality care. We will work to strengthen these relationships to improve service integration, share best practices, and secure additional resources that benefit residents.

Create operational efficiencies across the organization to improve financial performance

Financial sustainability is critical to maintaining and enhancing care services. We will seek to create operational efficiencies across all departments, streamlining processes, reducing waste, and ensuring responsible resource management.

Prepare and manage transition to new LTC service model

As the long-term care sector evolves, Menno Place will proactively adapt to new service models to meet changing regulatory and resident needs. Strategic planning and staff training will be prioritized to ensure a seamless transition that upholds care quality and operational stability.



Teina and Milet keep the resident suites sparkling, Alex maintains the grounds, and Sheryl prepares a delicious meal.



PRIORITY

People & Culture

supportive, engaged, & empowered workforce

We recognize that our people are our greatest asset.

This strategic priority focuses on creating a work environment that supports employee well-being, fosters engagement, and builds a culture of excellence.



Generations of families, like mother & daughter, Gurleen and Ramandeep, work and serve with compassionate care.

Objectives

Reimage wellness that strengthens the culture of health and safety

We will develop and implement wellness initiatives that prioritize the physical, mental, and emotional well-being of staff. By fostering a culture of health and safety, employees will be better equipped to provide exceptional care to residents.

Be an employer of choice to attract and recruit top talent

To ensure a strong and skilled workforce, we will enhance our recruitment and retention strategies. Competitive compensation, professional development opportunities, and a positive workplace culture will position Menno Place as an employer of choice.

Priority

People & Culture



The support service staff are a great team of people who work together to provide resident-and-family-centred care!

Develop and implement a talent management system

A comprehensive talent management system will be introduced to support career growth, succession planning, and leadership development. This system will ensure that staff have the tools and resources needed to excel in their roles.

Improve reporting and communication to maintain transparency and accountability

Clear and open communication is vital to building trust and engagement within the organization. We will enhance its reporting and communication structures to ensure transparency, accountability, and alignment with strategic goals.

Promote culture of belonging that strengthens staff recognition & engagement

We will cultivate a workplace culture that values diversity, inclusion, belonging, and employee recognition. By celebrating achievements and fostering a sense of belonging, staff engagement and job satisfaction will be strengthened.

Invest in organizational design and effectiveness

To support a high-performing workforce, we will assess and refine our organizational structure. Investments in leadership development, process improvements, and technology to enhance overall efficiency and effectiveness.

2024/2025 Achievements



Christian Values

Q1: April 2024 - June 2024

Allowing families to celebrate the holy days and worship together is vital for spiritual well being, especially for residents who cannot easily be transported to church services. In April, over 150 people gathered at both our Good Friday and Easter services on campus. It was a joy to see loved ones worship together! In June, we released 150 butterflies at our annual Memorial Service & Butterfly Release. This event honours the lives of residents we've lost, creating a touchpoint in the grieving process for families and staff.



June and her daughter prepare to release a butterfly.



Residents gather in the Menno Hospital Chapel for a service.



Staff gather to pray for Kerry, Ann, Andy, and Shawna and their work with the chaplain team.

Q2: July 2024 - September 2024

In response to our resident and family listening sessions, our weekly Chapel service moved from Sunday to Tuesday, allowing for more residents and their family members to attend the service. Congregations regularly number between 80 and 100 people.

Our Menno Place chaplains continue to lead a weekly staff prayer meeting. All staff are invited to participate in a short devotional and to pray for a specific staff member, team, or initiative. These sessions are also livestreamed across the campus on MennoTV for residents to participate in, and staff are given access to the recordings to view at any time.



The Menno Place community donated 725 pairs of socks that were given to MCC to distribute to people in Abbotsford.

Q3: October 2024 - December 2024

Apartment residents enjoyed a "Movie Night" experience, viewing *The Chosen* television series together. 20-25 residents regularly gathered each night.

Chaplains also facilitated Grief Care sessions in partnership with Holmberg House, the Abbotsford Hospice & Grief Support Society.

Christmas was celebrated with resident pageants in Long-Term Care, as well as several campus-wide Christmas services for Advent, Blue Christmas (a special service for those going through difficult times), and Christmas Eve.

The Menno Place community also came together to donate new, warm socks to those in need in Abbotsford.

Q4: January 2025 - March 2025

Chaplain Ann Thakkar received her Pastoral Credentialing from the BC Conference of Mennonite Brethren Churches (BCMB). This two-year process included an in-depth theological and personal assessment, orientation to the history, theology, and polity of the Mennonite Brethren Churches, additional study, and a personal interview.

We also celebrated our Chaplain volunteers with a thank-you tea. These dedicated and compassionate volunteers bring the ministry of Jesus Christ and His love to residents. They are also a source of support for families walking with loved ones who are frail, have dementia, or who are at the end-of-life.



Ann speaks at the Annual Butterfly Release.



Sujata joins the chaplain volunteers at a tea in their honour.



Home of Choice

Q1: April 2024 - June 2024

By enhancing our living environment, Menno Place seeks to be a welcoming, comfortable, and trusted residence for seniors. In 2024, we installed more energy-efficient equipment, such as the LUX Laundry System, which has reduced our gas consumption and improved wash quality with whiter whites. We also improved housekeeping efficiencies by creating a new laundry facility in Terrace East Assisted Living.

In Long-Term Care, 56 ceiling lifts were installed to help move residents in a safe and efficient way. These efforts have enhanced safety, accessibility, and quality of life for both residents and staff.



Nik, Alyssa, and Laura officially open the new laundry facility.



Lisa and Renate manage the supplies coming into the warehouse.



Ed and his family enjoy a meal in the sunshine.

Q2: July 2024 - September 2024

Several improvements focused on increasing safety and sanitation around the campus, including:

- Soap and sanitizer product and dispenser replacement
- Paper product and dispenser replacement



Frieda, Hedy, Betty, and Cornelius share a meal together in Primrose Gardens.

Q3: October 2024 - December 2024

Increasing efficiencies and safety in the kitchen is a vital undertaking in enhancing the living environment for seniors.

To continue improving the dining experience for residents, we trialed a new software which allows residents to choose their meal options one day in advance. This effort also reduces food waste and allows residents more autonomy and day-to-day comfort. The installation of drain strainers in place of garburators has also redirected food waste from the sewer systems and into the food compost program.

Other improvements include the replacement of the kitchen fire suppression system in Menno Home, and the installation of Smart Valves throughout buildings to reduce water consumption.



Sharlene enjoys lunch from the vending machines in the Fireside Cafe.

Q4: January 2025 - March 2025

The Fireside Cafe continues to be a hub for residents, families, and staff to connect and enjoy a meal or coffee together. The newly renovated space includes a selection of coffee, drinks, treats, ice cream, and hot Bento Boxes. These vending options allow for 24/7 service, while maintaining a relaxing space for people to connect.

The Nurse Call System was upgraded in Menno Hospital helping to meet the needs of residents more promptly.



Service Excellence

Q1: April 2024 - June 2024

In our commitment to continuous quality improvement, we increased educational opportunities for care staff by offering wound care workshops and palliative care training. A palliative care education consultant was hired for one year to evaluate our practices and offer further training opportunities.

We also instituted a quarterly physician lead meeting attended by the CEO, Executive Director of Care, Medical Director and the physician leads. This meeting fosters open dialogue, collaborative problem-solving, and shared accountability for quality improvement initiatives.

May 15th marked our first anniversary of the Convalescent Care unit. In the first year since inception, 73% of patients admitted to the unit were able to return to their homes after receiving convalescent care.

Providing resident-centred care enriches the lives of those we serve. We saw meaningful connections made during our annual Mother's Day and Father's Day Breakfasts, as well as through our new Music Care Certification. Menno Place was awarded this certification for achieving outstanding music care delivery. The recreation team continues to integrate music into daily routines and activities as we care for our residents.



Arlene, Betty, Sally and Mary gather for the Mother's Day celebration.



David attends the Father's Day breakfast in the apartments.



David displays his All About Me poster - a key resource to help staff deliver personalized care.

Q2: July 2024 - September 2024

As we aim to build a culture of excellence, several new initiatives were implemented across the campus including care team daily huddles, a new heat preparedness plan, and the "All About Me" project. Each resident now has an "All About Me" poster outlining their interests, likes and dislikes, and more. This resource has been helpful for staff and families as they seek to engage residents in meaningful interactions and activities.

Menno Hospital and Menno Home provided Provincial Violence Prevention & Control education for staff and implemented new tech integrations and software to enhance data accuracy and real-time physician charting on all units. We also hosted our annual resident and family summer BBQs and Grandparent's Day Fun Fair. These events were full of love and laughter as many generations gathered to celebrate and honour their elders!



Care Aides gather to learn and connect at the Hearts & Hands conference in Langley.



Residents snuggle with puppies from My Schnauzers Puppy Therapy.

Q3: October 2024 - December 2024

Several HealthCare Assistants attended SafeCare BC's Hearts and Hands conference for additional training, and investment was made in new equipment including a Raizer emergency lift, otoscopes, dressing trays, and ear irrigation kits.

In Assisted Living, we hosted Frailty Awareness Sessions with the University of Victoria Institute on Aging and Lifelong Health to help residents manage daily challenges and maintain an active and healthier lifestyle. Frailty assessments for new and existing residents were also initiated with a plan to develop the AVOID (Activity, Vaccination, Optimization of Medications, Interaction & Diet) framework for promoting healthy ageing.

Helping people make meaningful connections and experience moments of delight is our joy. Facilitated by Menno Place Social Workers, we've launched Long-Term Caregiver Support Groups for families to share stories and support one other through difficult times. We also experienced a special time with MySchnauzers Puppy Therapy in Long-Term Care. The day the puppies come to visit is one of the best days of the year!

Q4: January 2025 - March 2025

Menno Place is proud to partner with Esprit-ai in a pilot project using state-of-the-art bed sensors that will improve safety, health outcomes, and quality of life for residents in Long-Term Care. This technology enables care staff to more effectively track sleep quality, identify when residents need repositioning to prevent pressure ulcers, quickly respond to falls, and attend to restless residents—all while maintaining privacy and without disturbing residents who are sleeping soundly.

Staff received continuing training from Fraser Health in medication compression, Wound and Skin Assessment (WASA), dementia care, and TRIP (Trauma and Resiliency Informed Practice). We also supported Fraser Health to decant hospitals by providing temporary Long-Term Care beds.



Pooja, Sujata, and the team from Menno Home responsible for the bed sensor pilot project.



People & Culture



Menno Place staff from across campus participate in the KAIROS Blanket Exercise.

Q1: April 2024 - June 2024

As part of our Indigenous Learning, leaders across Menno Place participated in the KAIROS Blanket Exercise, an interactive learning experience on Canadian-Indigenous history. Standing on blankets that represent the land, participants walked through a narrative history of pre-contact, treaty-making, colonization, assimilation efforts, and resilience. An Indigenous elder shared the impact of this history and encouraged reconciliation as participants debriefed their experience together.

Q2: July 2024 - September 2024

Menno Place's Canada Day celebrations are a highlight for both staff and residents! On campus, residents enjoyed a Classic Car Show, and in the community, staff and residents participated in the Canada Day Parade.

By fostering a culture of health and well-being, employees will be better equipped to provide exceptional care to residents. The People & Culture team created and implemented a Staff Wellness Strategy which includes modernizing systems and increasing leadership support for staffing challenges. Policies on dress code, orientation, and pets were also updated throughout the year.

The Executive team conducted strategic listening sessions with staff, developed strategic goals and priorities, and implemented an employee recognition program.



Donna is excited to see the classic cars at the Canada Day celebrations.



Sujata and Sharon ready to learn from the Listening to Indigenous Voices Program.

Q3: October 2024 - December 2024

As we seek to cultivate an engaged and empowered workplace culture, we take many opportunities to celebrate our staff, letting them know we see and value their contributions. At our annual Christmas party, we were able to bless staff with prizes and gifts generously donated by our vendors and partners in the community.

The People & Culture team also ran a pilot project to select a new employee scheduling software provider. The implementation of ComVida will replace manual processes and create greater accuracy and efficiency in staff scheduling.

As our organization continues to grow, the Hospital Employees' Union was registered in Menno Apartments to represent support staff and HealthCare Assistants.



Smitha and Sujata bring tea and treats to care staff working the night shift.



Members of the Recreation Therapy team celebrate the season at the Ugly Christmas Sweater Party.

Q4: January 2025 - March 2025

Recognizing our staff for their service and their unique contributions is a joy. Notably, we celebrated a staff member with 40 years of service at Menno Place! Residents, families and staff also nominated 51 people for the Everyday Hero award, 29 people for the Living our Values award, and 18 people for the Best Leader award. Congratulations to our finalists!

Menno Place was approved to hire 22 summer students through the Canada Summer Jobs program and the BC Nurses' Union was registered at Menno Home and Apartments.



Dr. Ann Thakkar, Everyday Hero



Emma Phillips, Living Our Values



Shivonne St. Pierre, Best Leader

Donations Received

\$38,893

Donated in 24/25

\$16,000

16 Friends of Menno Place
kick off the annual giving campaign



ANNUAL



Join a special group of supporters who give \$1,000+ annually or commit to weekly prayer or 100+ annual volunteer hours, with invitations to exclusive dinners and updates.

FriendsOfMennoPlace.com



LEGACY



Leave a legacy by including Menno Place in your will or estate plans, ensuring compassionate Christian care continues for future generations.

MennoPlace.ca/Legacy



MONTHLY



Join the **Circle of Care**

Support seniors with a recurring monthly donation at any amount to brighten lives and support excellence and quality of care.

MennoPlace.ca/CircleOfCare

Advancement Initiatives

"We are inviting you to invest yourself through the resources that God has given you – your energy, your prayers and your money - into this work to which God has called us."

Henri Nouwen - The Spirituality of Fundraising

Christian Values

Redevelop the Hospital Chapel into a vibrant worship space.

Create a Spiritual Care Framework outlining how we support Christian care for seniors.

Support chaplaincy for residents, families and staff.

Build a future new chapel

Home of Choice

Build a state-of-the-art new long term care home with all the "extras"

Provide furnishings and features that create a warm, homelike atmosphere across the campus

Fund energy-efficient upgrades for comfort and sustainability

Develop inviting, restful and contemplative garden spaces

People & Culture

Fund wellness programs

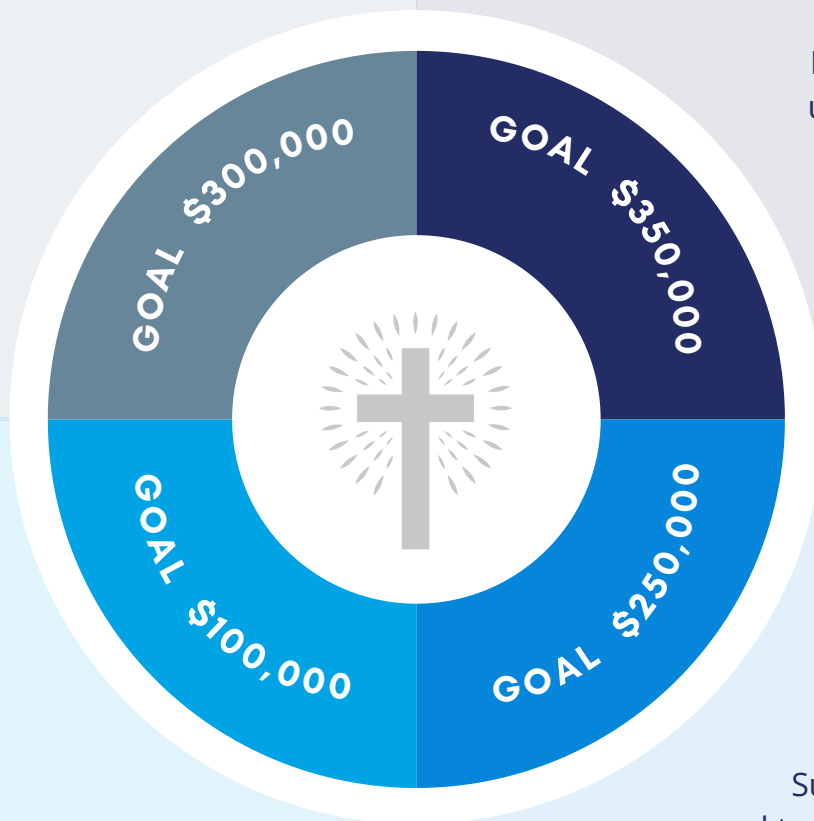
Sponsor training and development opportunities

Sponsor staff appreciation initiatives

Service Excellence

Support the education and training needed to shift how we we serve residents from an institutional to a social-relational model of care - a homelike environment

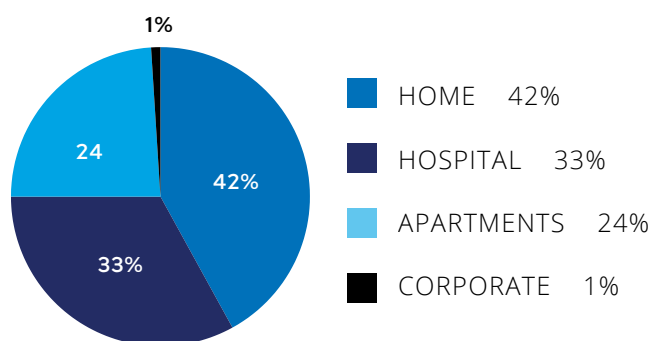
Fund new and replacement medical equipment that improves quality of life for residents



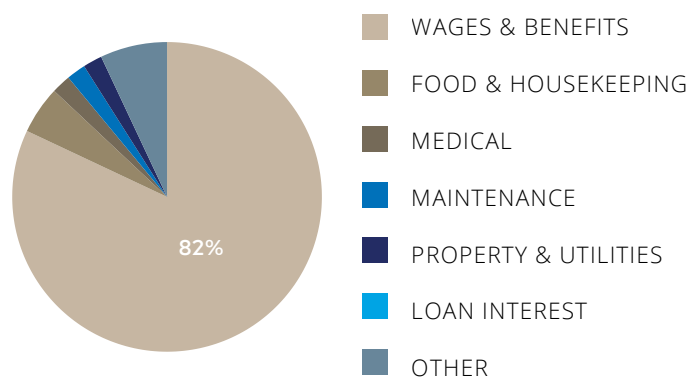
Financials

2024/2025

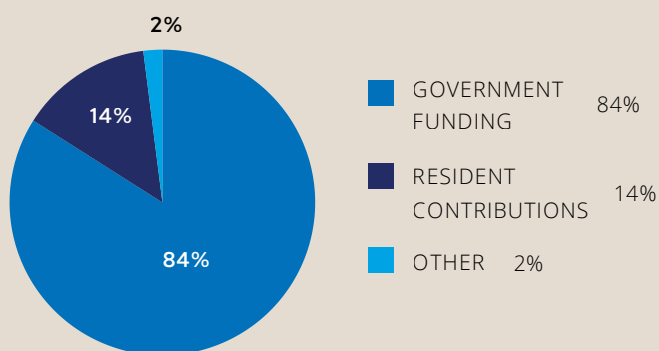
TOTAL REVENUE \$52.4 MILLION



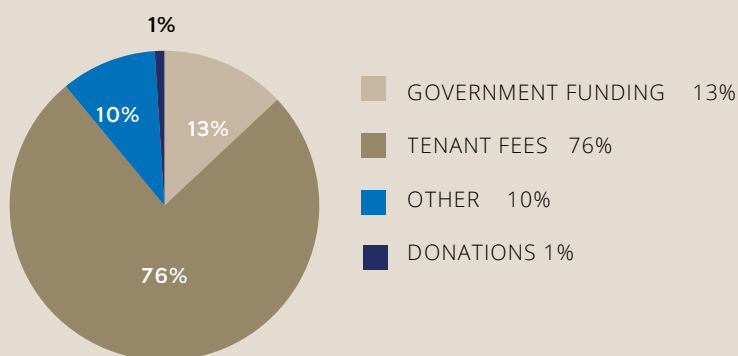
TOTAL EXPENSES



LONG-TERM CARE REVENUE



APARTMENTS & CORPORATE REVENUE



To the Members of the Mennonite Benevolent Society: In our opinion, the financial statements present fairly, in all material respects, the financial position of Menno Home, Menno Hospital, Menno Apartments and MBS Corporate as at March 31, 2025, and its results of operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

AFFILIATIONS



CERTIFICATIONS



STUDENTS AT MENNO PLACE



True evangelical faith
cannot lie sleeping,
It seeks, serves,
and fears God in
its inmost soul;

it clothes the naked;
it feeds the hungry;
it comforts the sorrowful,
it shelters the destitute,
it aids and consoles the sad,
it seeks those who are lost,
it binds up what is wounded,
it heals the sick,
it overcomes evil with good,
it spreads itself out
in all kinds of goodness
and love.

1539, Menno Simons,
Dutch Anabaptist leader and
namesake of today's
Mennonites



*How much more
will He care for you
and supply every need
every day?*

Matthew 6:26