

"We are not yet what we shall be, but we are growing toward it, the process is not yet finished, but it is going on, this is not the end, but it is the road."

- Martin Luther





Our Vision:

Every person in our community will experience end of life with caring and knowledgeable support

President's Report - Gayle Sadler

The 2014 – 2015 year at Hospice of Waterloo Region has been a very busy and exciting one for the Board of Directors. With our current strategic plan coming to an end in 2015, the Board has spent much time over the past year in research and study on the needs of palliative clients and their families in the future and on how Hospice can best respond to serve them. The result of this work was the development of two significant reports which will provide the foundation for our next three year Strategic Plan. Always with the goal to provide "the right service, in the right place and at the right time", the two reports recommend that Hospice of Waterloo Region:

Become a "HUB" for services in Palliative/End of Life Care which will serve clients and families throughout their journey from diagnosis to be reavement support. To build the "HUB", we will foster collaboration among stakeholders and providers throughout our LHIN catchment area.

Include a "Residential" hospice in future planning based on a comprehensive review of both the near and long terms needs for more residential hospice services in Waterloo Region.

There will be more about our coming plans as we finalize development of our Strategic Plan that will maintain and grow our present programs and services as well as building our organizational capacity and long term sustainability.

It has been an honour to serve the Board of Directors as the President for the past year. I must provide a heartfelt note of appreciation to those Board members who are leaving us after their service to the organization and to those who chose to carry on this important work.

A very big thank you must go to our many community donors for their generosity to our cause, to our supporters who help in many other ways and of course to our many volunteers who give of their time and energy to carry out our mission in the service to our clients and families. Your spirit is well recognized.

Thank you to our Executive Director, Judy Nairn and all of the Hospice staff who are tireless in their enthusiasm and energy to deliver all that we ask for our clients and families, with a spirit of hope and support.

And finally thank you to the community that is Waterloo Region. With your continued guidance, counsel, support and generosity Hospice of Waterloo Region is working at every level to wrap our arms around those who

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need and benefit from support on their final journey.

Executive Director's Report - Judy Nairn

"We are not yet what we shall be, but we are growing toward it"



These words of Martin Luther capture the experience of Hospice of Waterloo Region this past year as we continue to increase services for our clients and community. The need for professional and volunteer palliative support continues to grow as our population ages and the Region expands. Hospice continues to meet this need with our programs for Volunteer Client Supports, Counselling, and Professional Consultation and

Education Services. And this year a new program was added that engages health care and the broader community in a common conversation on Advance Care Planning. Advance Care Planning is an important component of hospice palliative care and Hospice of Waterloo Region is leading this broad conversation to help individuals, and their health care providers, know and understand their end of life wishes.

And our growth has meant a need for additional office and program space, which we have secured in Cambridge and in Kitchener. We are a partner now with Langs Community Health Centre in Cambridge where we have an office for meetings with clients and volunteers and for counselling appointments. We also have rented additional office space down the street from our 298 Lawrence Ave. offices, to provide some much needed office, meeting and storage space.

With the foundation of a new strategic plan, Hospice of Waterloo Region will continue to grow the programs and services needed in our community. Our staff, volunteers, and many community partners are committed to continuing to deliver the best in hospice palliative care services and supports knowing that we are not yet what we shall be, but we are growing toward it.

Dignity Therapy

In early 2015, Hospice of Waterloo Region began a pilot project in Dignity Therapy.

Dignity therapy -- a short course of therapy that focuses on helping patients with life threatening illnesses, review things that are most meaningful to them and document their legacy -- can improve the end-of-life experience. It involves a certified therapist asking a predetermined set of questions and audio taping the client's responses. The one-hour session is then transcribed and edited, and the client is provided with a paper copy of their life story. Dignity therapy is a very effective way for patients to find some meaning and purpose at the end of life and it provides an opportunity for them to share their life story and experiences with family members.

Working with local palliative physicians, a Hospice Social Worker will provide Dignity Therapy to a select number of clients who could benefit from a psychotherapy intervention that focuses on helping them examine their life story and recognize and document what is most meaningful to them.



When it comes to your health care...

who will speak for you if you cannot speak for yourself?

86% of Canadians

have not heard of advance care planning and less than half have had a discussion with a family member or friend about health care treatments if they were ill and unable to communicate ... (Ipsos-Reid National Poll 2012)

Advance Care Planning Education Program Waterloo Wellington

In 2014, Hospice of Waterloo Region received funding to lead a 3-year Advance Care Planning (ACP) Project across Waterloo Region and Wellington County. ACP is a conversation about your wishes and values and how they should direct your health care decisions if you cannot speak for yourself. The conversation is to let others know what kind of health and personal care you would want at end of life or during any medical crisis.

ACP involves having discussions with family and friends, including one's future Substitute Decision Maker(s). A Substitute Decision Maker (SDM) is the person or people who provide consent or refusal of consent for care and treatments if you were not capable of doing so.

The grant money is being used to build system capacity and enhance the quality of palliative care and patient/family

experience for residents of Waterloo Wellington. It is a program that identifies both the broader community and health care settings as critical places where education on this very important topic is vital. As a full system approach, the Waterloo Wellington ACP Education Program can increase understanding and build skills to ensure correct advance care planning language and practices are being used across the continuum of care.





My Life is Richer - Diane's Story

Diane first came to Hospice of Waterloo Region in 2011. She began as a participant in our "Day Away" Program and was also matched with Hospice Volunteer Carolyn, who visits Diane in her home once a week, providing social, emotional and practical support.

Diane says "I really lucked out getting Carolyn as a volunteer. We have hit it off very well. Carolyn seems to know when I am down, and she cheers me up!" Besides being a good listener for Diane, Carolyn also helps her with grocery shopping. Diane recalls the highlight of their relationship was when she introduced Carolyn to the music of her favourite band – Celtic Thunder. Carolyn and Diane enjoy listening to their music together.

Diane learned that the group was playing at Casino Rama in Orillia last March. Coincidentally, Carolyn's sister lives in the area, and was able to acquire free tickets for them to see the show. Seeing Celtic Thunder had always been on Diane's "bucket list", so to see them perform live, was a dream come true.

It is wonderful memories like these that help Diane cope when she's having a bad day. Even if her cancer gets worse, Diane knows that "Carolyn will be there as a good support". Diane knows that her life is richer for knowing Carolyn and the other volunteers and staff at Hospice, as well as "those friends looking down from above." She says, "[Hospice] helps me to be strong in my fight, by reminding me there are people who will make sure you are not alone. Thank you!"



Diane enjoying an outing with her granddaughter.

Hospice Provides Peace of Mind – Joan's Story

Hospice of Waterloo Region was recently asked to provide support to Ted, a gentleman who was admitted to hospital for severe dehydration. Ted's daughter, Joan, contacted Hospice to arrange hospice support, after being told that her dad was expected to live only a few days. Joan, a long distance caregiver, had to return to work in the States, so made the necessary hospice arrangements. Hospice sent long-time Hospice Volunteer, Gord, to the hospital to be with Ted.

With good palliative care, Ted's condition improved enough for him to return home, but Joan still struggled with the idea of leaving her dad on his own. She asked Hospice if Gord could continue with his visits. Gord was happy to accommodate and visits Ted on a weekly basis. Gord reads to Ted, offers him fluids to drink and they enjoy a good chat. Some of the other caregivers involved with Ted's care report that Ted has a smile on his face after his visits with Gord!

Joan is extremely grateful to Gord and Hospice for their continued support. It's difficult and worrisome living in another country when a parent is ill. Joan receives peace of mind knowing that her father is well cared for and feels her dad's cognitive improvement is due to Gord's support.

Meet Some of Our Amazing Volunteers

The volunteers who work at Hospice of Waterloo Region are a special group of friends and neighbours from our community who bring a variety of backgrounds and interests to the clients they serve. They enjoy animals, baking, cards, crafts, gardening, music, scrap booking, reading, knitting, sports, painting, music, photography, storytelling and so much more. After 33 hours of initial training on communication, community resources, grief and bereavement, spirituality and care for the caregiver, they continue to participate in on-going learning with monthly meetings, workshops and an annual retreat while supporting their clients.

Bha

Brian S. has packed a lot of hospice volunteering in the two and a half years he's been with us - Brian volunteers for four different programs at Hospice. Brian, a retired Mechanical Engineer, came to Hospice because he was looking for a volunteer opportunity that would provide structure to his days and keep him involved in his community.

Through his hospice volunteering, he has learned that the more he gives of himself to others, the more he feels a sense of contentment, happiness and meaning in his own life.

Deepika K. has been with Hospice for 7 years. She has been a dedicated supporter of our KW Bereavement Walking Group from the beginning. Deepika's interest in hospice volunteering came from her son who worked for a hospice in Montreal and was impressed with the hospice movement. Deepika enjoys supporting those who are bereaved, and finds it to be a very rewarding volunteer experience.



Cindy M. has been a
Hospice volunteer for over 6
years. She volunteers at our
Day Away Program; with our
Volunteer Visiting Program and
in our office. After her mom
died, Cindy felt the desire
to help others who were
going through their end-oflife journey. She finds the
opportunity to support someone

with a life-threatening illness both a privilege and an honour. Cindy's favourite part of hospice volunteering is being able to build meaningful relationships with clients and their families, by listening, sharing stories and enjoying a good laugh!



Anne W. has been with Hospice since our inception in 1993. A retired registered nurse, Anne loves making a difference in people's lives. In her 20+ years of service, Anne has been matched one-on-one with many clients in the community, visiting them weekly in their homes. Throughout her

many years of service, Anne has learned that Hospice is not about dying, but about living with dignity and support and feels her life would not be complete if she was not able to be of service to others in need.





Chrissy H. has been a hospice volunteer for less than a year, but that hasn't curbed her enthusiasm for what she does. Chrissy provides client care at Lisaard House, a residential hospice in Cambridge. Chrissy has had several friends who spent their last days at Lisaard and the Hospice volunteers who she met there were so kind and supportive, that she wanted to give back to the organization that helped her at such a difficult time. Chrissy's favourite part of hospice volunteering is being able to sit with clients and families and provide support. She loves that it's sometimes the simplest things – changing the TV channel or getting someone a cup of tea – that means the most to clients and their family members. Seeing a glimpse of a smile is all the thanks she needs.

Hospice Staff Board of Directors President: Gayle Sadler **Executive Director:** Judy Nairn Vice President: Gary Leduc **Director Clinical Support Services:** Irena Razanas Treasurer: Michael Plauntz Counsellor: **Barb Wilson** Secretary: Catherine Brohman Mark Godin Director Strategy and Client Services: Pat Forte Alex (McKenna) Allen Directors: Coordinator, Volunteer Program: Dawn MacKinnon Coordinator, Outreach Program: Julie Schelter Coordinator, Community Program: Jim Whetstone Leslie Duffy Patricia Ziegler-Ignor Coordinator, Day Program: Katie O'Donnovan (Anita Kerwin, mat leave) Lois Peterson Anne Toner Fung Manager, Administration Services: Lori Helm Brenda Hallman Administrative Assistant: Alana Herner Eva Palak **Bryan Stortz** Coordinator, Accounting Services: Dianne Moser Social Media/Marketing: Mark Hallman Retired Directors: Kaiser Poonawalla **HPC Consultation Services:** Cathy Joy Dr. Andre Moolman Chris Bigelow (Pain & Symptom Mgmt consultants) Lifetime Honorary Judie Coutts **Board Member:** Lucille Mitchell Administrative Assistant: Carolyn Joy Advance Care Planning Project Lead: Sheli O'Connor ACP Community Engagement Lead: Jessica Hutchison ACP Health Care Engagement Lead: D'Arcy Farlow

Consolidated Balance Sheet

For the year ending March 31, 2015

	2015 (\$)	2014 (\$)
Assets		
Current	853,953	851,684
Property & Equipment	1,596,557	1,568,511
	2,450,510	2,420,195
Liabilities		
Current	410,015	289,085
	410,015	289,085
Net Assets		
Unrestricted	184,601	219,800
Internally Restricted	1,596,557	1,568,511
Externally Restricted	259,337	342,799
	2,040,495	2,131,110
	2,450,510	2,420,195

The financial materials presented are extracted from the Audited Financial Statements. The report of the auditor and the complete statements are available at the Annual General Meeting and thereafter, at the offices of the Executive Director.

Consolidated Statement of Operations

For the year ending March 31, 2015

Revenues	Operating Fund	Capital Fund	2015 (\$)	2014 (\$)
Government	941,872	28,883	970,755	811,383
Grants	35,000		35,000	-
Donations & Fundraising	209,870	1,400	211,270	182,124
Workshops, Interest & other	93,417	1,288	94,705	9,107
	1,280,159	31,571	1,311,730	1,002,614
Expenses				
Program/Service Delivery Expenses	1,103,762		1,103,762	692,004
Overhead/Occupancy & Support Expenses	170,725		170,725	290,853
Amortization of Property & Equipment		86,987	86,987	76,258
	1,274,487	86,987	1,361,474	1,059,115
Net Income for the Year	5,672	(55,416)	(49,744)	(56,501)
One Time Funding repayable to WWLHIN	(40,871)			
Final	(35,199)	(55,416)	(90,615)	(56,501)

Donors

Sustaining Level Donors (donations \$100 or more)

Marjorie Acheson Pat & Leslie Andrews Jackee Arlein-Roth Lori Armstrona Leanne Arnold Jan Ashton Joanne Atkins Mala Bahl Dana Baird David & Judi Bald Mary Anne Baldwin Heidi Balsillie Jill Barber Kyle Bard Sally & Richard Baril Thelma Barnes Kim Barrett **Brett Barrett** Mary Barrett Dr. Vasanth Rao Basrur Meaghan Bauman Carolyn Bean Debbi Bearinger Susan Beaton Jen Beaupre Allison Bell Carrie Bentz Greg Bentz Kate & Jake Berg Katherine & Douglas Bergman Maria Berrova Catherine Bisbee Lori Bordessa Elaine Bossi Barb Boyes Stephen & Connie Brattan Peter & Anne Brennan Jane Brenneman Mary Joan Brooker Cathy & John Brothers Beth & Steve Brown Sara & Douglas Brown Shirley Broxterman Lavern Brubacher Mark Brubacher Anne Brubacher Maria Burjoski Laurie Burjoski Adam Burns Rachel Burns Nicole Burns Ashley Burns Lannie Butler Marie Byrne Holly Caetano

Caroline Campbell Donna Campbell Carolyn Campbell Marian Campbell Julia Carere Maureen Carli Donna Carter Mike Casev Julia Castillo Mel & Donna Cescon Mary Jane Chiasson Rita Ciulei David Clerk Randy Close Sandy Close Anne Coelho Paul & Jana Connolly Cathy Connor Sharron Cook Jennifer Cooper Julia Correia Milan & Sharon Crepp Carrie Curtis Martha D'Agostino Chris Dalton Deb Dalton Elise Dalton **Bridget Davidson** Sara & Douglas Davies Judy Dawe Dr. & Mrs C. De Lorenzi Mary DeCarolis Donna Deciantis Shelley Delafranier Debbie Diack Linda Dietrich Matt Donau Joyce Douwes Ron Dowhaniuk Paul Dowhaniuk Mary Downey James Downey Lori-Anne Dronick Neil & Leslie Duffy John Dunham & Joan McCormick Linda Dyet Pat Eldridge Rose Ellis Karin Eppich-Sawatzky Ron Ertel Christine Fast Sandra Fickling Christina Fiorenza Christopher Fletcher

Noreen Flynn

Pat Forte

Sylvia Forgrave

David Frev Janine Fries Ashley Friest Heather Froome Don & Gayle Fysh Jack Garramone Sharon Gascho Esther Gascho Terri-Lynn Geisel Karen George Patrick George Jo-Anne Gibson Pat Gilmour Mark Godin Stella Goertzen Jennifer Graham Michelle Gray Lawrence Greaves Fern Greb Chris Greco Patricia Greganti Paul & BJ Guest Mary Guy Beverley Hallman Mark Hallman Lauren Hallman Susan Hallman Brenda Hallman Patricia Hammerbacher Harold & Lynda Hammond Jane Harding Alex Hardy Sandra Harris Kim Harrison Dorothy Hartleib **Becca Hav** Elizabeth Heald Nadine Heimpel Wendy Heldsinger Bronson Helm Kevin Helm Kelly Henderson Brenda Herner Patricia Herzog Catherine Hibbard Jane Hill Val Hiller Tracy Hilpert Eleanor Hinde Andrea Hobson Robert Hockney Jean Hoffmann Joseph & Shirley Howard Marion & Gary Howell Carol Huber Rob & Leslie Huber

Henry & Jayne Huber

Cheryl Huehn Thomas Hunter Jessica Hutchison Emily Jantzi Jessica Jaremchuk Elizabeth Jeans Nancy Jenks Agnes Jones Cathy Joy James & Rebecca Kalbfleisch Judy Kaufman Travis Kayler Stephen Keleher Wendy Kelly Krista Kemp Keith Kennedy Colleen Kim Jennifer King Jane Kinsie Michael Kirby Victoria Kisch Jennifer Knapp Linda Knight Sofya Kobeleva Ryan Kovarik Michelle Kowalchuk Jamie Kowitz Karen Kreutzweiser Christine Kufske Marilyn Kuntz Mike & Carly Kuntz Rosemary Kuntz Jim & Heather Lackner Elizabeth Lampi Peter Langford Sonva Latchman Dawn Lawrance Robert & Barbara Lawrence Garv Leduc Laurie Ann Levesque Lisa Lishman Amv Liu Lin Liu Kyle Loveless Michael Lutzmann Erika Lyon Don MacDonald Norma MacFarlane Roula Machoun Dawn MacKinnon Ted McKechnie & Madlin Hopiavuori Krista Mair Martha ManKiewicz Laurie Mann

Jennifer Martin Sandie Martindale Margaret McAdam Rob McCallum Bonnie McCarron Allison McCarthy Greg & B.J. McCauley Ian McGee Colette McGlynn Jeffrey & Patricia McKechnie Neil & Vivian McKechnie Joan & Wavne McKinnon Jennifer McLellan Kristen McQuiagin Dave McVicar Amberlea Melloul Peter Meyer Colin & Andrea Mickie Patricia & Whitney Milburn Yvonne Miles William Milne Wendy Miske Barbara Mitchell-Scott Andrea Molckovsky Patti Monteith Angela Moore Dianne & Wayne Moser Laura Muirhead Dev Mukerii Sally Murdock Kaitlyn Nafziger Gloria Nafziger Barbara Natale Janany Nemallan Sigrid Neumann Heather Newman Linda Newton Patricia & Stephen Nutt Ted Oldfield Katherine Ono Sandra Palmer **Emily Parkinson** Carol Parsons Duane & Sylvia Patfied Laurel Pedersen E. Roe Pfeifer Margot Pick Jeanne Piercey Shelagh Pigeon Donna & Ed Piwowarek Michael Plauntz Bill & Barb Plauntz Armand & Hilda Poitras Shirley Pollock Alessandra Prioreschi

Bessy Markou

Jennifer Psutka Melanie Quartermain Linda Queen-Cannon Tim Quirke Shirley Raetsen Joyce Rainham Shobana Rajan & Les Dowling Sandy Ramer Judy Ranta Ian Rawlings Jessica Rav Karen Redman Colleen Reitzel Ron & Kaye Rempel Brian & Stephanie Rempel Joanne Renaud Lesley Rintche Michele Roach Donna Robertson Annemarie Rodgers Peter Roe Fran Roth Janet Ruetz Christine Runstedtler Melinda Ruszer Ted Rypma Gayle Sadler Jeff Sage Frances Sandrock Lora Santos Annette Schiedel Fred Schiedel Tyson Schlegel Michael Schmitt Rosemary Schneider Jennifer Schoenmakers-Nordoff

Karen Schumacher-Smith Anthony Scian Karen Scian Julie Scott Susan Seibel Sandi Sherk Jan Sherk Kevin & Sandra Sherry Laura Shoemaker Kathy Shortt Patricia Shultz Jacqueline Sieber Destiny Simpson Peter Sims James & Nadica Sloan Nancy & Robert Smith Linda Snider **Shelley Spies** Lori Spoltore

Elizabeth Sproule Jeff Stacey Mary Stevens Joan Stewart Anne Straga Wendy Strub Bernie Sullivan Barbara Sutherland Sharon Sweeney Dr. Lana Tan Jia Yin Tan Moira & Roger Taylor Elmer Thiessen Shirley Thomson Anne Toner Fung Julie Trip J. Paul Truex Julia & Peter Twynstra Kaveh Vafaei Karen Valeriote Bill Van Heyst Myra Van Katwyk Vénerable Man Yee **Edward Verby** Lisa Villani Karin Voisin Michael Voisin Heidi Wagner Dave Waldbillig Robin Walpole Irene Walsh Dr. Donna Ward A.F. Watson Joan Weber Marilyn M. Weekes Lvnn Weimer Melanie Weinstein Paul Wendling Jennifer Westfall Gerald & Joanne White Tracey Wiegard Elliot Williamson Maria Willms Denise Winger Karen & Christopher Winters Susan Wismer Louise Woeller Jennifer Wolle David & Eleanor Yach Bill Young

Corporations

M&T Printing Group

Karen Cameron

Airboss Rubber Compound **BDO** Canada **Buchanan Technologies** Canaccord Genuity Corp. Wealth Management Canadian Cosmetic, Toiletry and Fragrance Association Canadian National Railway Channer's Men's Apparel Clair Hills Retirement Community Clintar Landscape Mangement Colour Paradise Consumer Health Products Cowan Insurance Group FoxNet Gina's Closet Bridal Store Heritage Interiors Hollis Wealth Advisory Services John Raepple Electric Ltd. Josslin Insurance Brokers Limited Linamar Corporation

Manulife Financial Matt Donau, RE/MAX Twin City Realty Inc. Oldfield, Greaves & D'Agostino Ontario Die International PricewaterhouseCoopers RBC Dominion Securities Inc. Reuter Benefits Schiedel Construction Inc. Scotia Private Banking Shaughnessy Howell Shaw Communications Six S Partners Inc. Steve's TV & Appliances Ltd. Swanson's Home Hardware Sun Life Financial TD Wealth Private Client Group The INCC Corp./The Boardwalk Olive Readers c/o Mark Norris-Hamilton The Robin Group The Toronto-Dominion Bank

Tivoli Films Inc.

Union Gas Waterloo Mattress Ltd. Win-Leader Corporation William Knell And Company Young Financial Group Inc.

Florence Marino

Foundations

Independent Living Centre Mytribute Foundation The Benevity Community Impact Fund The Healing Cycle Foundation The Kitchener and Waterloo Community Foundation -David Clare & Susan Ferne Bender Family Fund -Landmann Family Fund The Ross & Doris Dixon Charitable Foundation The Spaenaur Philanthropy Fund Vancouver Foundation

Government

Waterloo Wellington Local Health Integration Network (WWLHIN)

Others

Estate of Michael Brick Estate of Nettie Baer Estate of Ruth Hawes Greater Kitchener Waterloo Chamber of Commerce Probus Women's Club Of Kitchener-Heritage Social Venture Partners Waterloo Region United Way of Greater Toronto University of Waterloo -Co-operative Education and Career Action

Four Minne Scots

With Special Thanks to Spring Promenade Fashion Show

Committee

Penny Zanussi





Quick Facts

- Hospice of Waterloo Region has served Waterloo Region and surrounding communities since 1993
- Hospice of Waterloo Region is a community outreach hospice, providing professional and volunteer support to individuals and their families.
- Hospice of Waterloo Region provides palliative consultation and education to all levels of health care providers along with general information to the public on hospice services and the palliative approach to care.

In 2014/15...

921 individuals and their families experiencing an end-of-life journey received service

120 individuals and families participated in more than 500 hours of professional counselling

60 new volunteers were recruited and trained

245 active volunteers delivered

10,016 volunteer hours

5,504 professional palliative education sessions and pain and symptom consultations were provided to to medical professionals (nurses, personal support workers, social workers)

950 individuals in various community groups and settings received information on hospice care

100% of services and programs were provided at no charge

What does your donation do?

A Donation of \$25 provides...

- A child's story book on grief or loss for our Hospice Library borrowing collection
- Dinner for two children at our evening Children's Bereavement Group program
- Lunch for two adults during Day Away program

A Donation of \$50 provides...

- Art supplies for one evening session of the Children's Bereavement program
- A Christmas hamper for a grieving family
- Transportation expenses for a patient to travel to and from Hamilton, London or Toronto for a medical appointment with the support of a volunteer driver

A Donation of \$100 provides...

- One child or teen's participation in an eight week Bereavement Group program
- Three months participation for one adult in our respite 'Day Away' program
- All materials and training expenses for a Hospice Volunteer to participate in our 33-hour training program

Hospice of Waterloo Region provides services at no cost to clients and family members through funding from the Ministry of Health/ WWLHIN, various local foundations, and generous community donors

Hospice of Waterloo Region • 298 Lawrence Avenue, Kitchener, Ontario N2M 1Y4 P: 519-743-4114 F: 519-743-7021 www.hospicewaterloo.ca