



Copernicus

A place to call home

ANNUAL REPORT

HONOURING TRADITION,
EMBRACING INNOVATION

20

23



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MESSAGE FROM THE BOARD CHAIR AND CEO



Aleksandra Grzeszczuk and Ted Opitz

Being a leading care provider and home of choice is our mission. To succeed in that mission, the well-being of our residents and tenants must be our sole focus. That is why when we create programs, plans, or initiatives, we remain mindful of who we are serving and why, and those are our precious seniors, our parents, grandparents, aunts, and uncles, who have laid the foundations that we are privileged to build upon today.

At our recent Copernicus Lodge 45th Anniversary Gala, the theme of this event was a celebration of Father Smith's vision and remembering the work of founding members and the ongoing contributions of our wonderful auxiliary and volunteers. Those founding board members were presented with an award marking their immense contributions that have built this home over the past 45 years. Emily Krula who for years has led the auxiliary was also presented with an award for her dedicated service.

Copernicus Lodge was built because of many things. First, there had to be a vision of what was needed for the Polish community. Father Smith was that visionary. Amongst the many things Father Smith did build in Polonia, Copernicus is the enduring jewel. His concept was one where our seniors could live in their new home of Copernicus surrounded by their friends, Polish culture and traditions. But then the hard work of building the home and raising the funds necessary to do so was upon our founders and 45 years on, their legacy endures. It is now the responsibility of current and future boards to see Copernicus through the next 45 years.

The landscape in which we work is always shifting, from regulations to demographics to the expectations of our communities. During 2023, we started to look at our strategic plan. We'll ensure we hear the voices of

our stakeholders and build the plan with them. Looking ahead, we're starting consultations in 2024 and will finalize the new plan in early 2025.

In response to legislative updates in 2023 under the Corporations Act, Copernicus Lodge promptly initiated collaboration with our legal experts specializing in non-profit charity law. Together, we embarked on the meticulous process of revising our governing documents to align seamlessly with the requirements of the Ontario Not-for-Profit Corporations Act (ONCA). This proactive approach ensures our corporation remains compliant with evolving legislation, reinforcing our commitment to transparency, accountability, and best practices in governance.

Our organization is deeply committed to upholding the highest standards of care. Through rigorous adherence to regulations and continuous quality improvement initiatives, we prioritize the safety, well-being, and dignity of all residents within our long-term care facilities. In 2023 we hired a dedicated Director of Operations, Liana Chandran, to help fulfill these important requirements. We remain steadfast in our commitment to meeting and exceeding regulatory requirements, striving for excellence in every aspect of our operations to create a nurturing and supportive environment for those entrusted to our care.

In our pursuit of excellence, in 2023 we began a journey towards accreditation with Accreditation Canada for the first time. This endeavor reflects our unwavering commitment to the highest standards of quality and safety in all facets of our operations. Through meticulous evaluation, attention to detail, and tireless dedication, we are laying the groundwork for sustainable improvement across our organization. By aligning our practices with

the rigorous criteria set forth by Accreditation Canada, we are not only enhancing the care and services we provide but also fostering a culture of continuous learning and advancement. This milestone marks a significant step forward in our quest to better serve our community and uphold our pledge to deliver exceptional care that our stakeholders can trust and rely on.

As Chair of the Board and CEO, we extend our heartfelt gratitude to all stakeholders for their unwavering support and dedication throughout the past year. Together, we have navigated challenges, celebrated achievements, and forged pathways towards continued success. As we reflect on our collective accomplishments, we are energized by the opportunities that lie ahead. With steadfast commitment and shared vision, we look forward to another year of growth, innovation, and collaboration. Thank you for being integral partners in our journey towards excellence.

Ted Opitz
Chair, Board of Directors

Aleksandra Grzeszczuk
CEO

ABOUT US

Copernicus Lodge is a not-for-profit health care organization that has been providing compassionate care and services to seniors in Toronto's west end for 45 years.

Our home opened in 1979 to meet the physical, spiritual, social and cultural needs of our Polish community. For those we serve, we provide the support to help them live a happy and dignified life. That includes:

- **Long-term care.** We offer 24-hour nursing and personal care, tailored to each of our 228 residents. Our core interdisciplinary team includes physicians, registered nurses, registered practical nurses, personal support workers, physiotherapy, social work, activation therapy assistants, pastoral care and a registered dietitian.
- **Apartments for seniors.** Our 200 tenants enjoy independent living and receive assisted living/supportive housing services to help them age in place as long as possible.
- **Adult day program.** Our community-based service provides a variety of fun and engaging recreational therapeutic programs for up to 25 clients a day.

Everyone on our team shares a commitment to meeting the well-being of our residents and tenants, all in a safe, warm and comfortable environment.

In addition to the government funding we receive, we are fortunate to benefit from the generous support of the Polish Canadian community and our community partners. Our dedicated staff, volunteers and donors all help to make Copernicus Lodge *"A Place to Call Home"*.

OUR MISSION

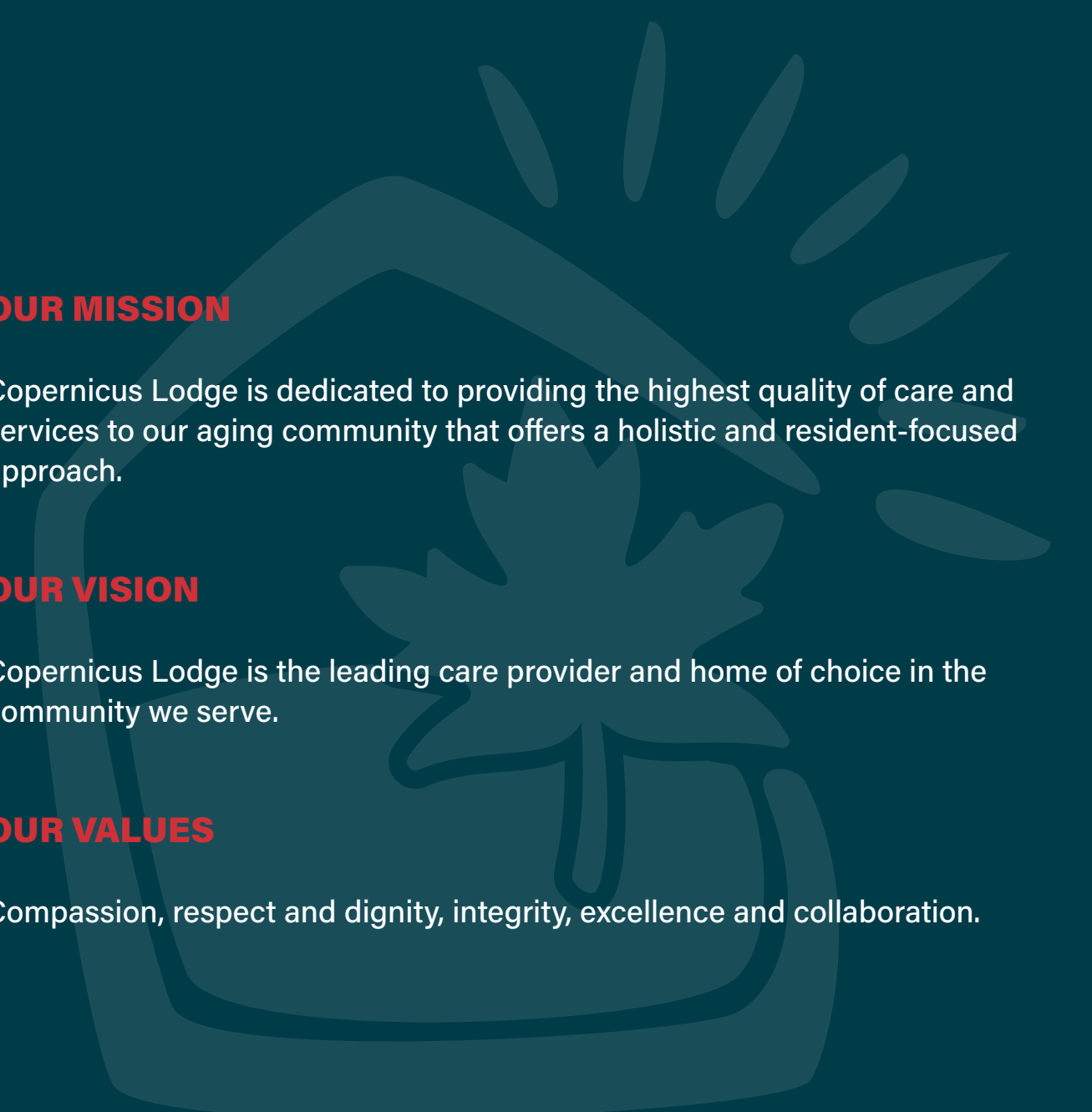
Copernicus Lodge is dedicated to providing the highest quality of care and services to our aging community that offers a holistic and resident-focused approach.

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.



THE YEAR IN REVIEW

EVERY RESIDENT HAS A STORY

Everyone has a story – needs, preferences and a life lived. When people move into long-term care at Copernicus Lodge, they now get an All About Me form. Placement staff pull together an All About Me assessment for all new admissions, gathering relevant information about the resident's history. The form is then posted in their room.

"Anybody coming in from any department is able to see a snapshot of the resident," says Carmen Miller, Director of Care.

The idea is to understand the resident as a unique individual – what they did, what they like, what makes up their family – not just as a someone who requires a certain level of care. Having that perspective can help us to serve them, and know them even better.



NURSE-LED OUTREACH TEAM BOOSTS QUALITY OF CARE

For residents of long-term care homes across Ontario, Nurse-Led Outreach Teams (NLOTs) are a critical resource. These are teams of Registered Nurses and Nurse Practitioners who have expertise in geriatrics and provide mobile nursing services.

Copernicus Lodge has been part of the NLOT network. In 2023, boundaries were overhauled to better align geographically. As a result, our hospital support changed from Toronto Western to St. Joseph's Health Centre, just a block away.

That has made support even more convenient. The Nurse Practitioner from St. Joseph's has helped to facilitate hospital appointments for our residents, and provide assessments when doctors are not in the building.

The goals of the NLOT team are to respond to health care needs as they arise, reduce unplanned transfers to emergency departments, support transitions between long-term care and hospitals and cut the length of a hospital stay. Together, that continues to improve quality of care and timely treatment for our residents.

A FOCUS ON MEDICATION SAFETY

When attending to care needs of our residents, medication safety and efficiency is always paramount. To improve on both, we launched two projects in 2023.

One involved rolling out an electronic emergency medication cart. It requires biometric signatures by staff. We always had an emergency box for after hours, with the charge nurse responsible. The new system

better controls access and enhances auditing and is more in line with best practices.

In November 2023, we also transitioned seamlessly to a new medication ordering system called Scriberly. This makes for even more efficient prescriptions; all part of enhancing our standards of care.

PROJECT AMPLIFI HELPS INFORMATION FLOW BETWEEN LTC AND HOSPITALS

When people transition between long-term care and hospital settings, information must flow too. That's the goal of Project AMPLIFI, an Ontario-wide clinical data integration initiative funded by the Ministry of Health. In 2023, Copernicus Lodge was proud to be one of the initial homes to be part of the project.

Project AMPLIFI implements PointClickCare's Post-Acute Care Network Management software solution. Participating hospitals will be integrated with their networks of long-term care homes to support streamlined transfers for patients and residents.

During transfers between institutions, there's often minimal documentation of people's symptoms or recent treatments, and medical information might be out of date. Moreover, documents that are provided are mostly in paper format. Project AMPLIFI makes this information more readily accessible, electronically, to care teams.

The project aims to improve the continuity of care and make for more efficient workflows for health care providers. Ultimately, that will lead to better care and improved outcomes, for long-term care residents at Copernicus Lodge and across the province.

BOLSTERING OUR FRONTLINE STAFF

In 2023, we increased our staffing levels in the nursing department as part of the Ministry of Long-Term Care's goal to increase care levels to four hours per resident per day. We're proud to have achieved this ahead of the 2024-2025 requirement. We've added:

- three full-time Registered Nurses – two who work as floaters to assist other nurses (especially during weekly physician rounding) and one night nurse;
- 25 full-time PSW staff – 10 day shift, 10 evening shift, five night shift; and
- a behavioural support PSW team.

EASING OF PANDEMIC RESTRICTIONS

This year, we were finally able to de-escalate many of the pandemic restrictions that have been in place since 2020. This included:

- eliminating the mandatory masking mandate, testing protocols and active screening practices in the home
- eliminating mandatory vaccination requirements, which opened the door for some staff to return to work
- re-introducing group- and home-wide programming; and
- re-opening communal areas such as the quiet rooms on each floor, staff change rooms and the main dining room.

THE YEAR IN REVIEW CONTINUED

GRANT HELPS TO EXPAND RECREATION PROGRAMS



Theresa Blazik, a tenant in the seniors' apartments, has an artistic side. "I like creating things." So, every week, she was eager to take part in an art program at Copernicus Lodge. Whether painting or working with clay, Theresa enjoyed the hands-on activity and camaraderie. She also joined a weekly gardening program, where participants learned about plant life and putting together bouquets, and a monthly nutrition program combining education and snack- or meal-making.

All three initiatives, along with a dance/exercise program and a community newsletter produced by tenants, were made possible in 2023 thanks to a \$25,000 grant Copernicus Lodge received through the New Horizons for Seniors Program (NHSP). The federal program provides funding for projects that make a difference in the lives of seniors.

RESIDENT SPOTLIGHT LOUIS ITINIANT

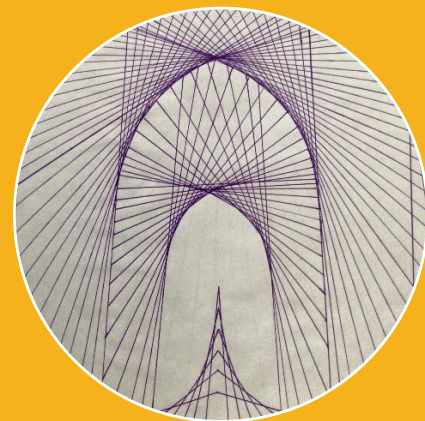
MEET LOUIS ITINIANT: HOBBY COMBINES GEOMETRY AND ART

Louis Itiniant paints in a minimalist, almost geometric style. Using felt pens, ballpoints and watercolours, he distills his narratives into a series of intersecting lines. "I always enjoyed math and physics," says Louis, 95, who has a background in radio engineering and computer science.

He started his career in radio and TV production, and later jobs took him everywhere from military electronics to the National Research Council. Amidst these endeavours, he raised a family with his wife Lydia, and today they live at Copernicus Lodge four doors apart.

He took part in the Adult Day Program at Copernicus Lodge prior to COVID, enjoying lunches, exercise, bingo and stories in Polish. "It's very neighbourly here," he says.

The onset of COVID prompted Louis to seek solace in art. He honed his unique style, and since moving into Copernicus Lodge has continued his creative pursuits, nurturing one of his passions and fostering his artistic growth.



At Copernicus Lodge, the Community Programs department implemented the new offerings, and will apply for the grant again for 2024.

For Theresa, the new programs were a welcome way to support a sense of community and fun after three challenging years. She moved into the Copernicus Lodge apartments in spring 2020, just a week before the COVID lockdowns began.

Her late mother had lived there too, first in the apartments and then in long-term care, so Theresa was familiar with life at Copernicus Lodge. In 2023, with life getting back to normal, Theresa jumped at the chance to join the new programs made possible by the NHSP grant. She says she has met many fellow tenants, often through being out and about with Kasia, her Yorkipoo.

Living at Copernicus Lodge has also rekindled something in Theresa. "I'm Polish and was always involved in the community, but here I have a different sense of my Polishness. I feel the culture and pride. You can't quantify, it's just a deep feeling. I'm really learning about my roots."

DINING ROOM HUB REOPENS

Even before Irena Dworaczek moved into Copernicus Lodge, she knew the community well. She worked on the apartment side decades ago as a social services worker, and her parents lived in long-term care.

Irena loves it here – "It's a community," she says. That environment was affected by the COVID pandemic, which is why Irena was thrilled when the main dining room re-opened in May 2023 for lunch, and then for all meals in June.

"When you're over 80 like me, you don't feel like cooking," she says. Irena goes to the dining room several

times a week, and it's not just about the food. The dining room is also a hub of social activity, a place to catch up with friends and neighbours. "It's fantastic," says Irena.

Dining plays a significant role in supporting our community and fulfilling our commitment to high-quality care and service. Another improvement involved replacing the regular dining room tables on the 6th floor of the long-term care home with ergonomic wheelchair-accessible tables. These new tables can be adjusted to match the resident or wheelchair height, allowing for better positioning during meals times and enhancing comfort. The cost of these tables was generously covered by the Auxiliary.



FAMILY COUNCIL CREATES COMMUNITY OF SUPPORT

Copernicus Lodge. It happens through Family Council, which this year held hybrid meetings to make participation even more convenient.

At each meeting, Family Council strives to have a guest speaker from different departments, so that new families can be familiarized with our staff and services. One of the goals is to educate families on what's available to them and their loved one, and how to advocate on their behalf.

RESIDENT SPOTLIGHT NICHOLAS KANDIUK



MEET NICHOLAS KANDIUK: A PASSION FOR GARDENS GROWS

When the weather is agreeable, residents relish spending time on the balconies and in the courtyard gardens. Nicholas Kandiuk is among them and comes to life when the horticultural therapist pulls up to his area with the plant cart.

Nicholas has been growing a tomato plant, and even though he has some difficulties standing up, he steadies himself quickly and moves towards the balcony with determination, knowing the pot may need watering. While visiting the garden, Nicholas is also quick to point out the flowers he sees and enjoys reminiscing about the ones that once grew.

Recreation programs play a pivotal role in enhancing the quality of life for residents, by offering tailored activities and experiences. Programs range from arts and crafts to horticulture, and from music therapy to outings.

These programs address residents' diverse needs and preferences, fostering a sense of belonging and purpose. Together, they promote engagement, social interaction, and physical and cognitive health.

For Nicholas, the horticulture program has given him a chance to become a garden photographer. He showed some reluctance at first, saying he'd never used a digital camera before. But within a few weeks, he learned to carefully zoom in and out, and to steady his hands for the perfect shot.

He reviews the photos and picks his favourites to be printed. The record-keeping project spurred a renewed interest in plant identification, and Nicholas now works with the horticultural therapist to look up the plant names. He then carefully records the names under each photo, engaging his writing skills. That seems to have improved his ability to recall.

Nicholas continues to show progress in the horticultural therapy program and participates throughout the year in weekly one-on-one sessions customized to his budding interests and changing needs. It's but one of many examples of how Copernicus Lodge aims to plant seeds that add to our residents' enjoyment.

The Council continually recommends ideas and strategies to improve quality of life at Copernicus Lodge. That includes calling for activities to meet the changing needs of residents with mobility challenges, and for group learning approaches to onboard the volunteers who enhance services (something Copernicus Lodge is attempting to implement).

Family Council also holds monthly meetings with programs and services staff to ensure that cultural traditions are celebrated and brings together families to work with staff on Christmas decorations, bringing a more festive atmosphere.

As a circle of support, and a voice for residents, Family Council plays a key role in strengthening the Copernicus Lodge community.

TTC DRIVES HOME HOLIDAY MESSAGE FOR THE NEIGHBOURS

When residents who live on the south side of the building look out the windows in December, they see Christmas lights and a banner: Season's Greetings to our Friends at Copernicus Lodge. The display appears annually on the roof of the Toronto Transit Commission's neighbouring Roncesvalles Yard.

The gesture was initiated by Family Council and has become a tradition. "We thought it was a great opportunity to work together and brighten the day for residents," says Bruno Papa, a Research and Issue Specialist in the CEO's Office of the TTC.

The yard, at the northwest corner of Roncesvalles and the Queensway, goes all the way back to 1895, prior to the formation of the TTC. It was opened by the Toronto Railway Company. Today, the yard (also known as a car house) is a storage and maintenance facility for the

streetcar network. It's the oldest of the TTC's three active car houses.

It's proximity to a long-term care home makes for a unique situation. "We try to be good neighbours any way we can," says Bruno. "We're happy to do this; it's a positive thing."

PRIMARY STUDENTS "ENJOY SPREADING THE LOVE"

Students at Garden Avenue Public School, situated between Parkside Drive and Roncesvalles Avenue, gain important lessons every day. One of the most important is about how to treat others. "They're learning about respect," says Michelle Bell, who teaches grades 1 and 2.

The students have written Christmas cards to the residents of Copernicus Lodge and conducted a Halloween parade down the street and through the first floor. "It's like a dancing conga line," says Michelle.

Some students don't often get to see their own grandparents, and some of the residents at Copernicus Lodge likewise don't always see their grandkids so the connection benefits both sides. "They enjoy spreading the love," says Michelle, who is one of the students.

AUXILIARY VOLUNTEER HELPS KEEP SHOP RUNNING

For almost 25 years, Mary Haliniak has had a grocery shopping routine. The retired teacher takes in her list on Friday, looks for bargains and stocks up. Except Mary isn't shopping for herself. She's one of the shoppers for the Aggie's convenience store, a key source of revenue for the Copernicus Lodge Auxiliary.

THE YEAR IN REVIEW CONTINUED

The first-floor shop (most people refer to it as sklepik in Polish) is a staple for those living here. They can find the basics, and more, don't have to venture out for it, and can easily get things last minute. "It's unbelievably satisfying to help these people," says Mary, who also works in the shop on Saturdays.

The Auxiliary has raised \$1.5 million in support of Copernicus Lodge during its history. Besides what it derives from Aggie's, revenue has come from yard sales

and other sales, and a Christmas bazaar. In 2023 the Auxiliary reopened its Tuesday boutique, selling various gently used household items, clothing and jewelry.

Mary is delighted to play a part in the Auxiliary's efforts. Her parents and brother donated a fair bit to Copernicus Lodge over the years: "They felt it was important for the Polish people to have a place to retire," she says, "I'm continuing the family legacy."

RESIDENT SPOTLIGHT JULIAN TRASIEWICZ

MEET JULIAN TRASIEWICZ: WRITING UP THE BLUEPRINT

Julian Trasiewicz, who lives in long-term care, knows the building inside out. He should – he was the architect who led the development of Phase Two.

While the original building was still under construction, the Board of Directors began planning the next phase of construction. Julian was asked to draw up plans to complete the dream of Father Michael Smith. The goal was to expand the first building to provide 133 additional units, and incorporate amenities like a cafeteria/dining room, convenience store, lounge, medical office, library, laundry room, outdoor terrace and a Chapel.

"When I was introduced to Copernicus Lodge, it was a single building," says Julian. "I suggested that we add the second building at a 30-degree angle, which allowed us to create additional light and accommodate the chapel and common area with a greater ceiling height. We also had a middle staircase in the original building, which was a fire safety issue. I suggested we eliminate it and put one elevator there instead. This saved the Lodge money. They were delighted by this suggestion, which helped me get the job."

During an architectural career that spanned five decades, Julian designed single-family homes, subdivisions, and residential, commercial and industrial buildings across the GTA.

Looking back, one of the things he remembers most about working on Phase Two of Copernicus Lodge was Father Smith. "He was very knowledgeable," Julian recalls. He negotiated a favourable contract with Orlando Corporation [a real estate developer], and the project was built within budget. He knew how to talk to people and get things done."

FUNDRAISING SUPPORTS ESSENTIAL EQUIPMENT AND UPGRADES

Copernicus Lodge is always looking to enhance its facilities, advance the level of care and improve the quality of life for those who call this home. The Copernicus Lodge Foundation is instrumental in making that possible, by raising money that helps pay for essential equipment and capital upgrades not covered through government funding.

For 2023, net revenue reached \$450,000, the highest amount in a decade. Donations were earmarked to help cover:

- adjustable dining tables in our long-term care home units;
- therapeutic air mattresses for long-term care residents; and
- customized wheelchairs for long-term care residents facing financial hardship and cannot afford to pay their portion of the cost of obtaining one.

The Foundation's focus in 2023 was a return to rebuilding community ties that were tamped down due to the pandemic.

For instance, we re-initiated The Copernican as a bi-annual newsletter to share our stories with donors, supporters and the broader Polish-Canadian community. This publication is helping to re-ignite interest and foster a connection to Copernicus Lodge.

As a way of reuniting with our top donors and our loyal supporters, we shared last year's annual report with them. It was part of showing our appreciation of their contributions in helping to build Copernicus Lodge, give it the strength to grow, and turn it into a wonderful place for Polish seniors and community members to reside.

For the first time in four years, to thank donors for their ongoing dedication and commitment, we hosted a Christmas party where they were joined by volunteers and board members to celebrate the festive season.

As a further step toward strengthening and garnering community support for Copernicus Lodge, the



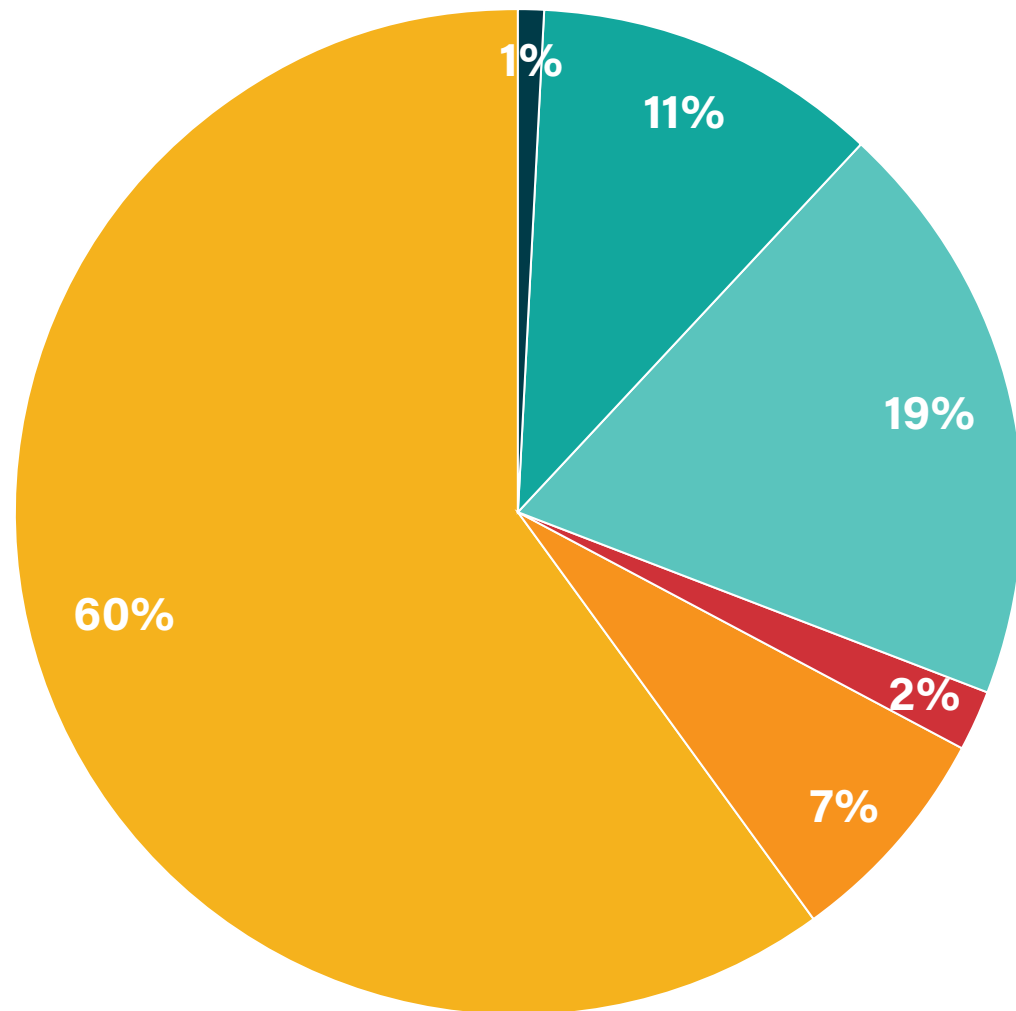
Foundation undertook plans to celebrate the 45th anniversary of our opening. This event took place in May of 2024. The event, called the Galaxy Ball, was an impetus for fundraising. It was also a chance to honour the six remaining founding directors, and to acknowledge the incredible vision of Father Michael Smith and the dedicated work of the original board in creating our home.

Further to the renewed emphasis on community support and donor outreach, several members of local councils of the Knights of Columbus approached the Foundation to resurrect the Father Michael Smith Annual Golf Tournament in 2024. When it was last held in 2019, as a third-party event hosted by the Knights, the tournament raised \$100,000 for our home.

The efforts of the Foundation that were set in motion in 2023 year to build fundraising and friend-raising have created a momentum that will continue in 2024 and beyond.

We are inspired by the heartfelt generosity of our donors and supporters. For nearly 45 years, Copernicus Lodge has stood as a monument to what can be achieved when Polonia and its friends unite and work together. As we move forward in unison, we can help ensure that Copernicus remains "a place to call home" for every resident and tenant for years to come.

2023 CHARITABLE CONTRIBUTIONS



A BEAUTIFUL HISTORY OF HELPING PEOPLE

For more than 30 years, Dr. Richard Styka has been making donations to support Copernicus Lodge. He says everyone finds their own reasons to give. Some have had loved ones here. Others want to keep Copernicus Lodge strong so it will be there for them one day. Still others see it as a vital community institution. And for all, he says, it represents the best of compassion and care.

"Copernicus Lodge has such a beautiful history of helping people."

His own connections to Copernicus Lodge run deep.

Seventy years ago, Richard was an altar boy for Father Michael Smith, founder of Copernicus Lodge. Fast forward, and Richard became a dentist, married Gisela Kalejta, and raised four children. When Gisela returned to work, she became a nurse at Copernicus Lodge, and eventually Director of Nursing.

Gisela and Father Smith collaborated closely on plans for additional nursing staff for Copernicus Lodge's long-term care expansion. And after leaving to work at other care homes, Gisela returned to Copernicus Lodge as Executive Director. "She loved going to work there," he recalls.

Unfortunately, Gisela passed away in 2006. When he passes by Copernicus Lodge these days, Richard thinks of how it helped his in-laws, who lived there for a time, and the long history going back to Father Smith's vision. Mostly, he says,

"I think of Gisela being there and what she contributed to Copernicus Lodge. She loved helping people."

In December 2023, after 53 years of practicing dentistry (just 2 km north of Copernicus Lodge), Richard retired. "I'm hanging up my drill." But he isn't hanging up his support of Copernicus Lodge. "I will continue to give to the best of my ability."

He has given often and generously, and his message for all is that every dollar helps.

"I encourage others to give a little bit on a regular basis. It's not the huge lump sum from a few people, but the small amounts from many people that can make a significant difference."

FINANCIAL HIGHLIGHTS

COPERNICUS LODGE SUMMARY STATEMENT OF FINANCIAL POSITION

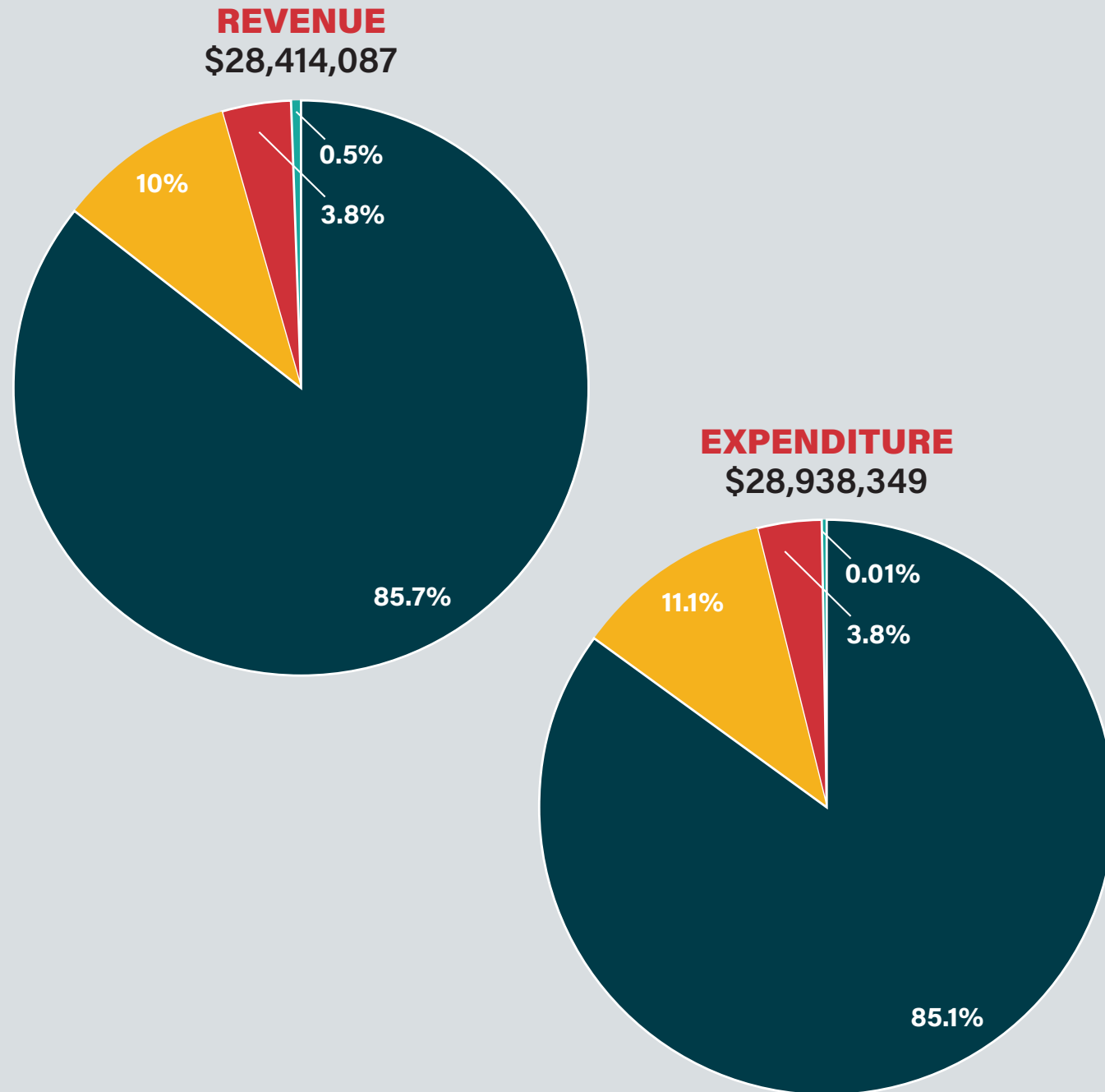
December 31	2023	2022
ASSETS		
Current		
Cash and short-term investments	\$ 2,667,931	\$ 3,476,578
Replacement reserve short-term investments	1,228,037	1,336,020
Accounts receivable and other	1,869,015	1,943,743
	5,764,983	6,756,341
Long-term		
Long-term investments	103,302	342,149
Replacement reserve long-term investments	1,105,935	1,136,479
Capital assets	21,049,616	21,972,267
	\$ 28,023,836	\$ 30,207,236
LIABILITIES AND NET ASSETS		
Current		
Accounts payable and accrued liabilities	\$ 4,469,769	\$ 3,799,926
Deferred income	218,394	1,315,369
Current portion of deferred government assistance	60,200	60,200
Current portion of long-term debt (Note 3)	1,386,464	1,308,767
	6,134,827	6,484,262
Long-term		
Deferred government assistance	120,400	180,600
Long-term debt (Note 3)	7,858,247	9,244,711
Deferred capital contributions	175,375	132,942
	\$ 14,288,849	\$ 16,042,515
Net assets		
Replacement reserve - Phase I	666,689	685,940
Replacement reserve - Phase II	1,255,211	1,271,114
Replacement reserve - Phase III	412,072	515,445
Funds invested in capital assets	11,448,930	11,045,047
Unrestricted	(47,915)	647,175
	13,734,987	14,164,721
	\$ 28,023,836	\$ 30,207,236

FINANCIAL HIGHLIGHTS CONTINUED

COPERNICUS LODGE SUMMARY STATEMENT OF OPERATIONS

For the year ended December 31	2023	2022
Revenue		
Long-term care	\$ 24,345,250	\$ 24,604,743
Housing	2,836,168	2,807,615
Community programs	1,073,925	1,041,343
Other	158,744	81,182
	28,414,087	28,534,883
Expenses		
Long-term care	24,619,698	24,518,394
Housing	3,203,775	3,173,027
Community programs	1,113,201	1,074,664
Other	1,675	76,410
	28,938,349	28,842,495
Deficiency of revenue over expenses for the year	\$ (524,262)	\$ (307,612)

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

Natalie Farshait,
Chair of the Governance & Human Resources Committee

Marc Buklis,
Chair of Property Management Committee, Chair of the Quality and Risk Management Committee

Lucian Ezman, *Corporate Secretary*

Jan Faryaszewski, *Director*

Margaret (Małgorzata) Martin, *Director*

Dr. Fiona Menzies, *Director*

SENIOR LEADERSHIP TEAM

Aleksandra Grzeszczuk, *CEO*

Liana Chandran, *Director of Operations*

Carmen Miller, *Director of Care*

Henry Zajac,
Fundraising and Development Officer

Michelle Miziolek,
Executive Assistant to the CEO

AUXILIARY

Emily Krula, *President*

FAMILY COUNCIL

Renata Ozimek, *Chair*

RESIDENT COUNCIL

Shared Leadership

A Place to Call Home



Copernicus

A place to call home



Kopernik

Miejsce Zwane Domem