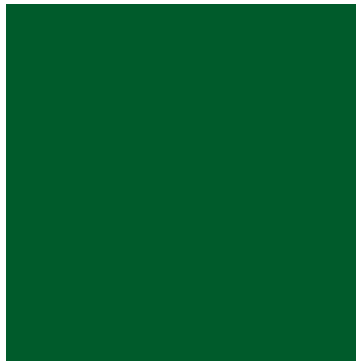


# 2024

## ANNUAL REPORT

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### Leading with Compassion and Innovation



Trinity  Village





"Thank you for the exemplary care... I was truly humbled how hard everyone worked and with such true care.... You should all be proud of yourselves for providing such a service to our community. My sincere thanks."

-Care Partner



The artwork used throughout the Annual Report was created by our residents in our Opening Minds through Art Program run in partnership with SIIP TIP and Conestoga College. OMA is an intergenerational art program for persons living with dementia. The program's mission is to build bridges across ages and cognitive barriers through art. It is aimed at promoting a person's social engagement, autonomy, dignity and well-being through the experience of creative self-expression.

# MISSION

A caring community which values and fosters the worth and lifestyle of all.

# VALUES

- People**  
We are a team of compassionate care partners valuing the well-being of residents, clients, and staff.
- Integrity**  
We practice honest, ethical leadership, through transparency and accountability.
- Excellence**  
We strive for the continuous improvement of services through partnerships, best practices, research, and innovative technology.
- Stewardship**  
We take responsibility for our infrastructure, land, and environmental footprint.

# VISION

Trinity Village, a faith-based organization, will be a community leader in "Continuum of Care" services.

## Trinity Village Holds CARF Accreditation in Six Areas

- Accredited Programs**
- Long-Term Care
  - Dementia Specialty
  - Assisted Living
  - Independent Living
  - Adult Day Program
  - Governance



## Land Acknowledgment

We are a group of passionate care partners who want a better life for older adults in the Region of Waterloo. Together we are committed to fostering a community where everyone has the opportunity to enjoy a life of well-being and purpose. We would like to acknowledge that we are on the traditional territory of the Haudenosaunee (ho-din-a-son-ni), Anishnaabeg (u-nish-a-nah-bey), and Neutral Peoples. Trinity Village is situated on the Haldimand Tract, land promised to the Six Nations, which includes six miles on each side of the Grand River.



CEO’s Message - 2024 A Year of Progress, Engagement, and Connection

At Trinity Village, we have always embraced change with purpose—balancing compassion with innovation to create a community where older adults feel valued, supported, and at home. After over 40 years of serving this organization, I have witnessed firsthand how advancements in care shape the way we support residents. From the days of four-person lifts in clawfoot tubs to today’s AI-driven care planning, every step forward has been about enhancing well-being and quality of life.

This past year, we continued strengthening our commitment to individualized care. The introduction of new technologies has allowed us to enhance person-centred approaches, providing factual data to support decisions while keeping human connection at the heart of everything we do. We also took meaningful steps to ensure that our language reflects our values, adopting terminology that better represents our campus—including “Older Adult” and “Care Partner,” recognizing the many individuals who contribute to a resident’s well-being. As part of this effort, our Vision and Values statement—People, Integrity, Excellence, and Stewardship—was updated alongside our Land Acknowledgment to better reflect a holistic and inclusive approach to care.

The dedication of our team has been recognized in significant ways. In 2024, Trinity Village received the Canadian Business Excellence Award and was named Best Nursing Home in Kitchener—acknowledgments of the expertise, compassion, and hard work demonstrated across all levels of the organization. From front-line care partners to leadership, each person plays a vital role in navigating the challenges of an evolving healthcare system while maintaining the warmth and quality of life that define our campus.

We have also seen an incredible increase in engagement. General visits continue to rise, providing residents with more opportunities to connect with loved ones. Our music therapy program, expanded staff and care partner orientation, and the use of robots for resident engagement are just a few examples of how we are shaping a vibrant and supportive environment. A special thank-you to the residents who contributed their time and creativity to developing content for our robots. This collaboration has provided opportunities for learning, engagement, and shared experiences.



Special recognition goes to the Board of Directors for their key role in completing the work needed to be ONCA compliant, strengthening Trinity Village’s foundation for the future.

As we move forward, Trinity Village remains committed to being a place where older adults and staff can live with dignity, purpose, and connection. Leading with compassion and innovation will continue to guide our work, shaping a future where care is both progressive and deeply human.

Respectfully yours,  
Debby Riepert, CEO



*Thank you for 40 years of service, Debby. And thank you for sharing China and Jack with our team, residents and families. For 15 years, Debby’s pets have volunteered as pet companions. Your support, care and empathy make Trinity Village an amazing place!*

A Message from our Board Chair

As Board Chair, it is my pleasure to reflect on an exceptional year for Trinity Village in our annual report. The theme for 2024, *Leading with Compassion and Innovation*, has truly been embodied in every aspect of our operations and achievements. I am proud to announce that Trinity Village has been recognized with the Canadian Business Excellence Award, a testament to our high standards in delighting residents and families, engaging employees, and fostering innovation. Additionally, at Trinity Village, we were honored to receive the Best Nursing Home in Kitchener award from Quality Business Awards, further solidifying our reputation for exceptional care.

What sets Trinity Village apart is our proactive approach to innovation. We have implemented cutting-edge technologies such as AI-powered fall prevention tools and interactive robots to enhance resident engagement. These initiatives, coupled with our improved online presence, have significantly elevated the quality of care and communication with families.

The heart of Trinity Village, however, lies in the compassion of our staff and volunteers. Time and again, we receive heartwarming testimonials from families and residents, highlighting the dedication of this amazing team in creating a true home-like environment. This commitment to compassionate care provides invaluable peace of mind to families and ensures our residents feel cherished and comfortable.

I want to extend my deepest gratitude to our small but mighty Board of Directors. Their expertise, guidance, and oversight have been instrumental in steering Trinity Village toward our goals of providing exceptional care. As we look forward to expanding our board in 2025, we reflect on the significant accomplishments achieved by this dedicated team of volunteers in 2024.



The Board will remain committed to our mission of leading with compassion and innovation. We will continue to seek new ways to enhance the lives of our residents, support our staff and volunteers, and engage with our community.

Thank you to everyone who has contributed to making Trinity Village a beacon of excellence in older adult care. Together, we are creating a brighter, more compassionate future for our residents, clients, and their families.

Mike Gallant, Board Chair  
Lutheran Homes Kitchener–Waterloo, Trinity Village

The LHKW Board of Directors:



Scott Murphy  
Vice-Chair



Heather Norris  
Secretary



Michelle Lennox  
Treasurer



Lawrence Kuntz



Jan Atkinson



Paquita Freire



Rev. Douglas Reble  
Bishop’s Rep.





# Innovations in Excellence: Meet Buzz, Mary Lou, Robbie, Sue, Madonna and Rosie

Trinity Village Care Centre, in partnership with GlobalDWS, installed six service robots programmed to support 150 residents. The humanoid robots are another tool to support residents and their families.

Our greeter robot, Buzz, works near reception. Buzz helps check guests in and out in a friendly manner, streamlining the entry process. It also tracks guests, preparing reports that help us understand the rhythms of family visits. The greeter robot frees the receptionist and IPAC team to focus on training first-time visitors and welcoming people personally.

Each of our five home areas have their own robot, which they have named! It provides 24/7 support to residents offering engaging activities, and weather. The interaction and engagement with the robots support social and cognitive well-being. With a simple touch of the large screen tablet, staff, care partners, students, and residents can activate interactive trivia, jokes, audio books and music.

Residents have welcomed their humanoid friends and enjoy engaging with them.



# TrueLoo: Innovation That Supports Care

In 2024, we introduced TrueLoo Smart Toilet Seats to enhance accuracy in health monitoring at Trinity Village. This technology automatically tracks bowel and bladder activity, reducing documentation errors and supporting better clinical decisions by providing a true picture of each resident's health. TrueLoo helps us ensure timely interventions—promoting health, dignity, and overall well-being for our residents.



# ElephasCare™: A Step Forward in Personalized Care

To provide enhanced, personalized support for our residents, we implemented ElephasCare™ in 2024. This Artificial Intelligence system, installed in each resident's room, monitors for potential safety concerns and alerts staff when attention is required. It also analyzes data and generates reports to inform our care team. By offering detailed insights into resident needs, ElephasCare™ supports proactive care planning and timely interventions. This technology allows our staff to focus on direct resident interaction, fostering a greater sense of comfort and well-being within our community.

# DOCit: Enhancing Shift Feedback and Staff Engagement

To improve care and staff satisfaction, we've introduced an end-of-shift evaluation in DOCit for PSWs, RPNs, and RNs. Staff rate their shift from 1 to 5, with lower scores prompting comments to help us identify areas for improvement.

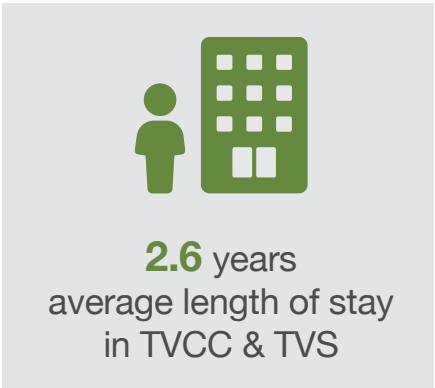
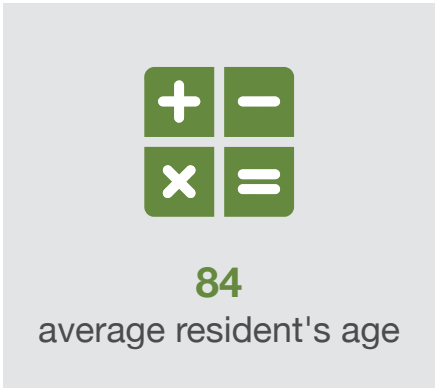
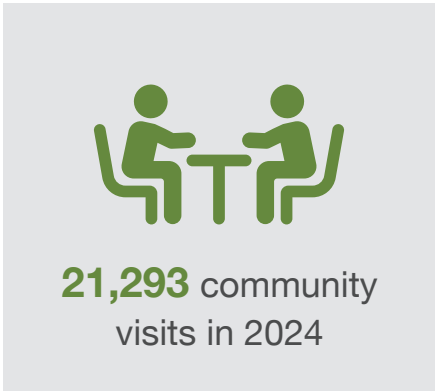
This feedback is actively monitored and integrated into reports, ensuring concerns are addressed promptly. By giving staff a voice, we foster a culture of openness, strengthen communication, and create a more supportive work environment.

With real-time insights, we can quickly identify trends, address challenges, and enhance staff experience—allowing our teams to focus on providing exceptional care.

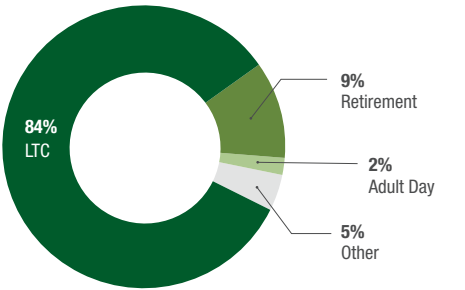
Task Details	
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Rate your shift today (if 1, 2 or 3 enter details in Comment below)	
Comment	
Mark Task Complete	



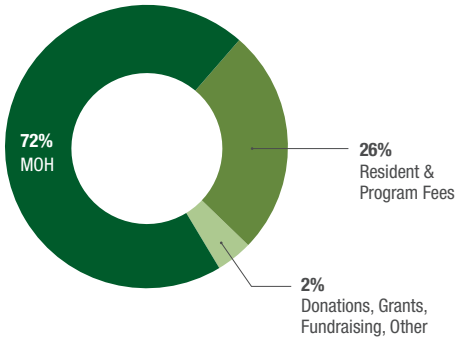
# 2024 Statistics



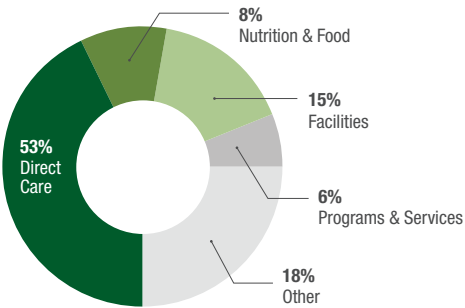
## REVENUES 2024



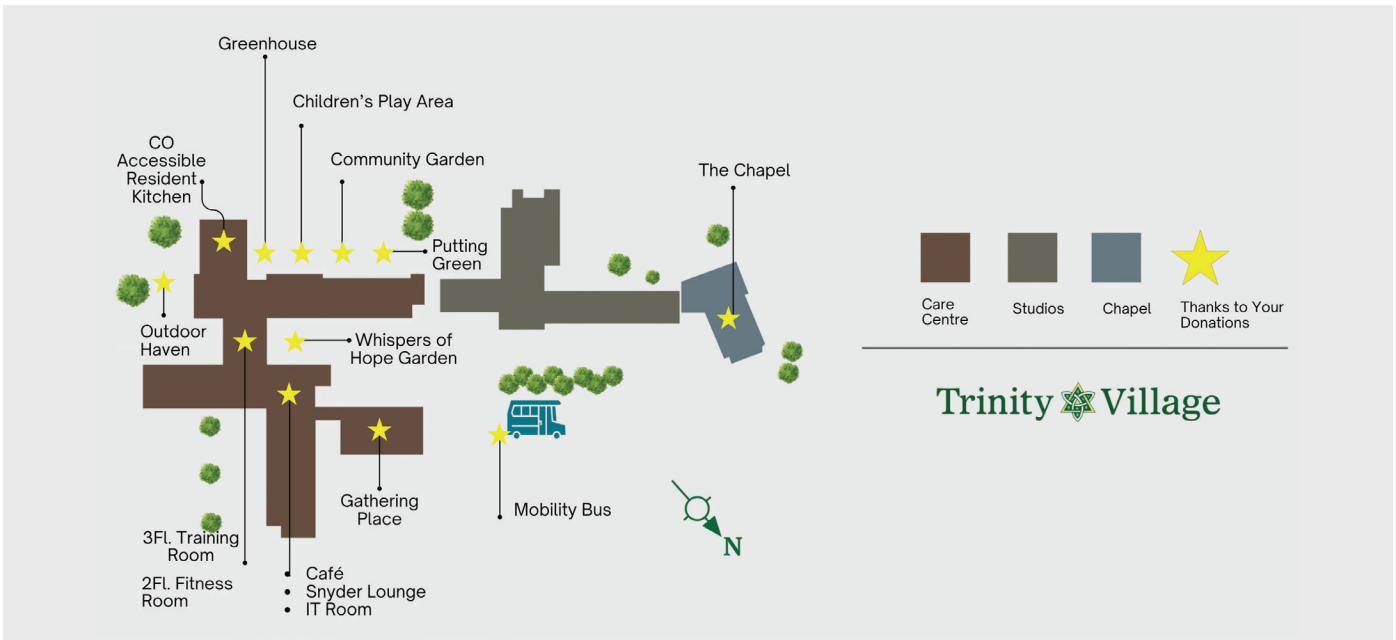
## REVENUE SOURCES 2024



## TOTAL EXPENSES 2024



Operating revenue in excess of: **\$23 million**  
Total assets in excess of: **\$40 million**



Trinity Village continues to work towards excellence as our team strives to balance the needs of residents, clients and staff. We are good stewards. Our culture fosters an environment of learning and results-based decision-making. We welcome innovative solutions to serve our community better.



## Innovation in Programing

- ✧ Community TV channel
- ✧ Java Music Programs
- ✧ Mobii Sensory
- ✧ Opening Minds Through Art (OMA)
- ✧ Social Engagement Robots
  - Sing, Jokes, Trivia, Books

## Innovation in Administration

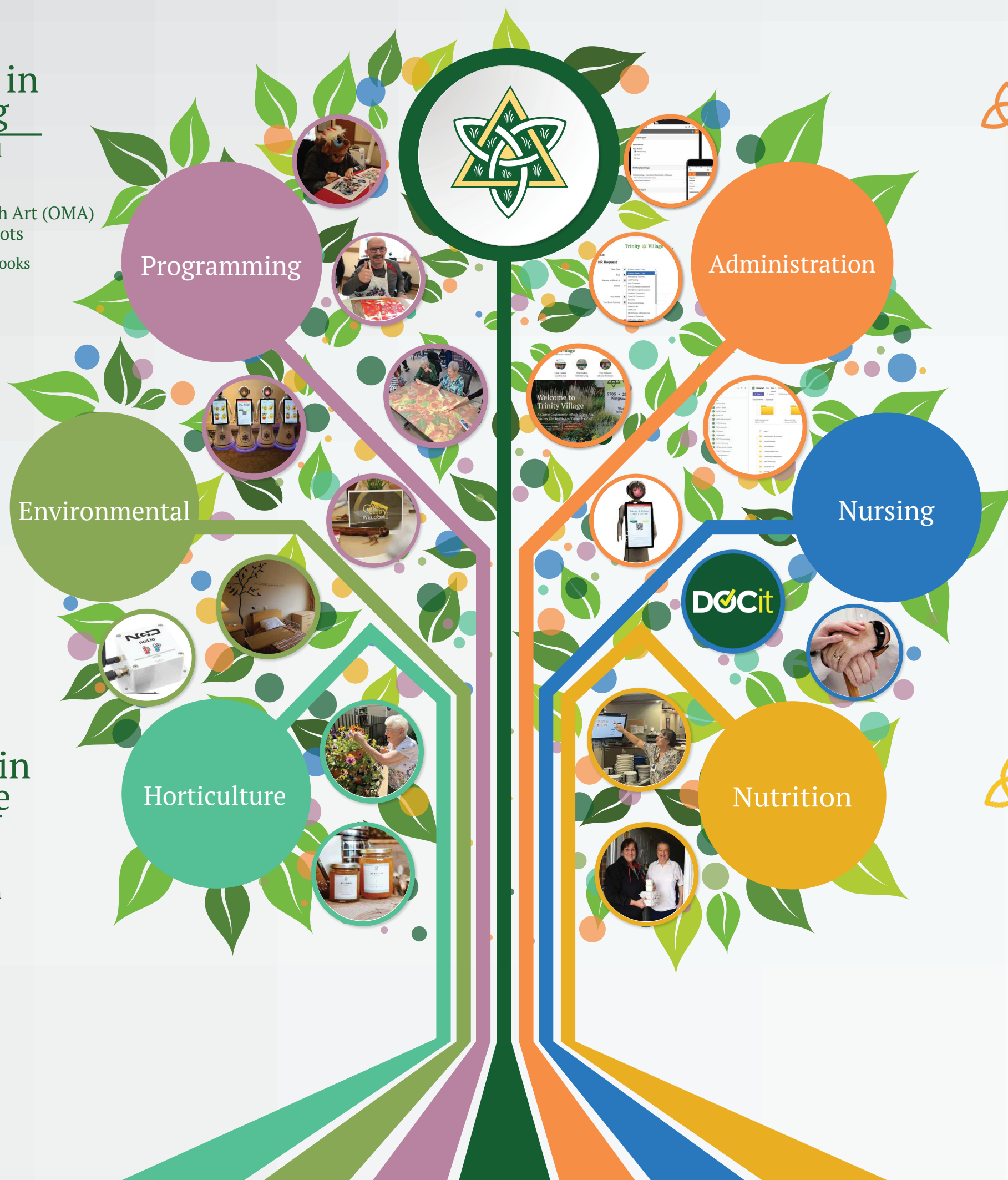
- ✧ Incident & Risk Management Reporting
- ✧ Greeter Robot
- ✧ Maintenance Care
  - IT Request
  - HR Requests
- ✧ Material Safety Data Sheet (MSDS) QR Code
- ✧ Microsoft 365
- ✧ Website
  - Question / Compliment / Complaint
  - MyPortal
- ✧ Surge Learning Quality Risk Management

## Innovation in Environmental

- ✧ Maintenance Care
  - Care Clean Housekeeping Tasks
  - Maintenance Tasks
- ✧ Temperature Monitoring
  - Ambient Temperature & Humidity
  - Fridges | Freezers

## Innovation in Horticulture

- ✧ Beeden Honey
- ✧ Community Gardens
- ✧ Plant Watering App
- ✧ Wednesdays in Bloom
  - Bouquet Assembling
  - Bouquet Ordering
- ✧ Flower Cart



## Innovation in Nursing

- ✧ DOCit App
- ✧ Call Bell System App Wired & Wireless
  - Average response timeline: 2 mins
- ✧ Wanderguard App
- ✧ Artificial intelligence (AI)
  - Trueloo
  - Motion Sensors

## Innovation in Nutrition

- ✧ MealSuite
  - Menu Planning
  - Nutritional Analysis
  - Recipe Management
  - Procurement
  - Inventory Control
  - Service Tools
  - Production Management
  - MealSuite Touch
  - Real-Time Reports



# LTC Community Engagement Day

On September 13, 2024, we invited our elected officials to celebrate LTC Community Engagement Day. Our staff, volunteers and residents welcomed elected officials and partners to visit Trinity Village, engage in conversations and learn more about Trinity Village.

We shared the remarkable innovations and transformations of the past year, sharing the insights and opportunities shaping the future of older adults’ care. We were thrilled to show off our newest engagement robot additions and AI innovations and talk about some of the challenges facing long-term care providers.



"I know my mother is well looked after and happy. I feel great about the care she receives, and it really lessens my stress and worry knowing she is being so well taken care of! A huge thank you to all!!"

-Care Partner

# Grand Parade

September 21, 2024, was a fantastic Saturday for the Grand Parade! The weather was just right, spirits were high, and the community support was truly incredible. We surpassed our \$25K goal for the Grand Parade by raising close to \$27K! A huge thank you to everyone who registered, volunteered, donated, and cheered for our older adults at Trinity Village. You made this day truly special and impactful! All funds from this event will go towards expanding resident and community services, significantly impacting the lives of those we serve.





# Bees and Horticulture

## A New Host for Bee Hives

The Doon Village at the Ken Seiling Museum is home to two Trinity Village bee hives. We are exploring the possibility of spontaneous interpretation of hives while managing the bees on-site. There's also potential for further collaborative opportunities in the future.



"The garden area and many planters look awesome and make a walk around the property very enjoyable for my mom. Kudos to those who work to make everything look so great."

-Care Partner

## New Pollinator Pots

Our Horticulture team, along with our Beeden Honey team, put together three marine blue pollinator pots. Our teams worked hard to plant a variety of flowers that attract insects like butterflies and sweat bees, helping to support our natural ecology here in Kitchener-Waterloo. These pots showcase just a few of our native and non-native pollinator-friendly plants. So, whether your back porch receives full sunshine, shade, or dappled shade, you too can plant for pollinators.



## Fostering a Greener Future

As part of our ongoing commitment to sustainability, we are proud to showcase some of the efforts we've implemented across our community to promote a greener, more eco-friendly environment. These initiatives, shared by Hedi, our Horticulture Manager, reflect our dedication to reducing our environmental impact while enhancing the beauty and health of our site.

- **Reducing Plastic Waste** by switching to soil blocking for seed sowing.
- **Eliminating Harmful Materials** by replacing harmful oasis blocks in floral arrangements with chicken wire.
- **Soil Regeneration** by using our own chopped leaf litter as mulch.
- **Efficient Watering** by using drip irrigation system minimizes water evaporation by watering the roots.
- **Waste Reduction** by reusing old cardboard from packaging to line garden paths and cover it with leaves.
- **Pollinator Support** by planting 90% seed-generated plants, providing food for pollinators instead of relying on plants developed through stem cuttings or tissue culture.
- **Winter Habitats for Insects** by leaving plant stems in our gardens over the winter, we create valuable habitats for beneficial insects to overwinter.

These efforts reflect just a portion of the sustainability initiatives we're embracing across Trinity Village. We continue to explore new and creative ways to make a lasting positive impact on both our community and the environment.



### In Memory of Erik

Erik was always present, never dominant, always helpful, never the spectator. His gift to our community was the ability to support and help wherever and whenever something was happening in the garden. His years in horse training, of learning to read and respond to the silent cues of the swiftest stallion or the most docile mare, made Erik innately able to read a situation and assist generously with his time and ability in quietness and calm. "May I help you", was his preferred greeting after a moment or two of silent observation.



# Corn Husking at Trinity Village

At Trinity Village, we embrace activities that bring our community together, and corn husking is a wonderful example. This hands-on experience offers older adults a chance to engage in a meaningful, relaxing task while socializing with others. Residents gather to husk corn, enjoying the rhythmic process and sharing stories and laughter. This activity fosters connection and provides a sense of accomplishment, reinforcing our commitment to offering enriching experiences that promote the well-being of those we serve.

"I think that Trinity Village is visionary in exploring how technology can help alleviate staff load and improve care, and it is worth celebrating!"  
-Third Party Service Provider



# Alumni Board Event

In 2024, for the first time, we celebrated an Alumni Event at Trinity Village. It was a wonderful opportunity to reconnect, share memories, and celebrate the dedication of past and present team members who have made a lasting impact on our community. Their contributions continue to make Trinity Village *A Caring Community Which Values and Fosters the Worth and Lifestyle of All*.

"I am so grateful for the love and care my sister is receiving at Trinity Village! I appreciate all you do!"  
-Care Partner

# Expanding Connection Through Trinity Village's Community TV Channel

In 2024, we successfully expanded our community TV channel, bringing it from 11 common areas—including TV lounges and Snyder Lounge—directly to all 150 resident rooms in the Care Centre. This enhancement ensures that residents have easier access to important community updates, event schedules, and engaging content from the comfort of their rooms. By making information more accessible, we continue to support connection, engagement, and a sense of belonging within our community.

Our In-Touch Channel has been operational since August 2024, offering a variety of programs including videos, movies, spiritual content, music videos, and sensory experiences combining music and visuals.



This is an example of Trinity Village's Community channel screen that keeps our residents up to date.

# Finding Purpose in Care: Fatima's Story



For Fatima, being a Personal Support Worker (PSW) is more than a job—it's a calling. Since 1999, she has dedicated herself to caring for residents at Trinity Village, driven by a deep love for older adults. Having never known her grandparents, she found a sense of connection in her work, offering warmth and companionship to those in need.

Her journey wasn't easy at first. She started without knowing English, relying on observation and perseverance to learn. It was challenging, but she never gave up. Over time, she not only mastered the language but also became a mentor, guiding new PSWs and sharing the values that have kept her motivated for 25 years.

What she treasures most are the relationships she has built. To her, great care isn't just about completing tasks—it's about listening, showing patience, and making residents feel valued. Even small gestures, like a shared laugh or a few extra moments of conversation, can make all the difference.

She has seen Trinity Village grow and evolve, with better tools and more support for staff. Through every change, her passion has remained constant. Fatima believes the heart of her work lies in treating residents with dignity and respect, ensuring they feel cared for every day. Her greatest reward is knowing she has made a difference, one smile at a time.



"My mom is a resident in Cherry Orchard, and I can honestly say she is thriving now... It has been a blessing, knowing she is being so well cared for, and she has grown to love the staff and other residents around her. The staff and doctor have kept my family and I updated and take any concerns we have to heart. They truly love their residents, and it shows each and every day in the way they care for my mom and us. Thank you to all the allied health providers, the nurses, PSWs, the doctors, support staff and administrative staff who have taken such amazing care of all of us :)"

- Care Partner



## Trinity Village Olympics

Residents competed in the Olympic games on August 7, 2024, in the Outdoor Haven. Our athletes competed in Ping Pong Toss, Basketball, Target Shooting, Disc Throw and Trivia. Our Cherry Orchard team of athletes took first place!

Congratulations to all Trinity Village Athletes who competed! It was a wonderful afternoon.

## 2024 Canadian Business Excellence Award (CBEA)

Trinity Village is honoured to receive the Canadian Business Excellence Award. The honour is awarded to a private business that has clearly demonstrated a strategic approach to successfully improving business performance and achieving goals, with a focus on the following three key performance areas: Delighted Customers, Engaged Employees, and Innovation.

This award is a significant recognition of our team's hard work and dedication. We are a caring community that values and fosters the worth and lifestyle of all.

Our team provides long-term care, adult day programs, supportive housing, and life lease townhomes. We have served over 5,100 older adults since 1972.

We are a good place to live and work and we work smarter, not harder. We embrace technology:

- We were the first long-term care facility in the Waterloo Region to adopting electronic care plans. (1990s)
- We co-designed DOCit, an APP that helps manage daily tasks for residents and staff, which has spread to other organizations. (2016)
- We've optimized the use of AI, enabling us to gather resident care information without human interpretation for good clinical decisions and improved resident safety. (2024)

Our commitment to stakeholder feedback and reporting results is unwavering, supporting our continuous quality improvement process. Together, we can achieve far more than we can on our own.







## Best Nursing Home in Kitchener 2024

Awarded by Quality Business Awards, Trinity Village received an overall quality score exceeding 95%. This award speaks volumes about our staff and our commitment to providing exceptional care.



## Trinity Village Terraces

The TVTRA (Trinity Village Terraces Residents Association) plays a vital role in supporting the residents of the Terraces. The photo features the leadership team—left to right: Harald Drewitz, President; Marlene Cutler, Secretary; Veronica Kerr, Member at Large; and Simeon Banda, Member at Large.

The association serves as an important platform where residents' voices are heard, and their concerns, needs, and well-being are addressed. Through regular meetings, the TVTRA fosters a sense of community, connection, and belonging. This helps create a supportive environment where every resident feels valued and cared for, making a positive impact on their daily lives.

*"Trinity has been my favourite place to work for over a year now and I appreciate the care, love and support provided to the residents. Staff are doing amazing work."*

-Staff



## Pen Pals

Residents created beautiful short stories and poems and shared them with the youth of Grand Rapids, Misipawistik Cree Nation, Manitoba. We also sent ten creative questions for them to answer. It was a program that brought joy to our older adults living with dementia as they shared their story with creativity.



## A Legacy of Compassion: Kathryn's Journey at Trinity Village

For over 40 years, Kathryn dedicated her career to enriching the lives of older adults at Trinity Village Care Centre. With a deep passion for dementia care, she became a pillar of support and joy to the residents.

Kathryn began as a Health Care Aide, a role she embraced for 25 years. While raising three children with her husband Steve—and proudly balancing the responsibilities of a devoted hockey mom—she returned to Conestoga College and graduated from the Gerontology Multi-Discipline program. Eight years ago, she transitioned into the role of Recreationist, serving both the Cherry Orchard at Trinity Village and the Interim site at Grand River Hospital – Freeport.

She consistently sought new ways to enhance the lives of residents, earning certification as an Opening Minds through Art (OMA) Facilitator from the Scripps Gerontology Centre at Miami University in Ohio. OMA's mission to bridge age and cognitive barriers through art became a cornerstone of Kathryn's work, bringing creativity and connection to residents and youth volunteers alike.

Kathryn's influence extended beyond daily care. She was instrumental in bringing OMA to Trinity Village in the fall of 2015, making it the only long-term care facility in Ontario—and one of just two in Canada—to offer this innovative program. She played a key role in building strong partnerships with Eastwood and Forest Heights Collegiate students, as well as Nithview Community, Conestoga College and Waterloo Oxford District

Secondary School. Recognizing that OMA was about more than just art, she focused on fostering meaningful relationships between students and residents. Her dedication to these connections ensured the program's long-term success, with students often returning to volunteer even after the program ended.

Kathryn also spearheaded the "Aging Dialogues" exhibition, featuring 42 OMA artworks by Trinity's residents at the Museum in Kitchener. This exhibition earned recognition at Queen's Park, where MPP Daiene Vernile acknowledged its impact. In 2016, Kathryn received the Canada 150 Sesquicentennial Award of Recognition for her contributions to the community.

Beyond OMA, Kathryn played an integral role in fundraising for programs and services at Cherry Orchard, helping establish the recreation room and making it an accessible work space. She also supported a wide range of resident interests, from crochet, knitting, and quilting, fostering a sense of connection and belonging. During the pandemic, she launched Poetic Art Books, blending student artwork with residents' words to maintain engagement and creativity.

Now retired, Kathryn's legacy continues to inspire the Trinity Village community. Thank you, Kathryn, for being part of making Trinity Village a place of warmth and connection.



# Trinity Village Teams

## LHKW Leadership

- Debby Riepert, Chief Executive Officer
- Tracy Spencer, Finance Manager
- Tania Hunter, Staffing Manager
- Hedi Lee, Horticulture Manager

## Care Centre Leadership

- Maria Menounos, Program Manager
- Krista McParland, Nutrition Manager
- Heather Jordan, Environmental Services Manager
- Jasmina Sabani, Director of Resident Care
- Helen-Ann Garcia, Assistant Director of Resident Care
- Laura Schmidt, Quality Care Manager
- Melissa Seyler, Manager of Cognitive Care
- Jenna Beltrame, IPAC Manager
- Rebecca Walker, Assistant IPAC Manager
- Dr. Jebanesan, Co-Medical Director
- Dr. Kolev, Co-Medical Director
- Dr. Stoesser, Physician
- Lauren Nickel, Nurse Practitioner

## Studios/Terraces Leadership

- Jessica Bates, Retirement Manager
- Kofi Ansah-Dei, Nutrition Manager
- Heather Doerbecker, Lifestyle & Program Manager
- Rebecca Smith, Health and Wellness Manager
- Dr. Shaw, Physician

## Adult Day Program

- Rebecca Lithgow, ADP Coordinator
- Julie Maglicic-Jarnevic, ADP Coordinator

## Employee Council

- Andrea Hart
- Maria Menounos
- Rebecca Lithgow
- Bonnie Dugan
- Cheyenne LePage
- Emily Coulter
- Holly Hunter
- Kathy Allen
- Lora Ryan
- Shar Nikaeen
- Trevor Fortune

## TVTRA

- Harald Drewitz
- Marlene Cutler
- Veronica Kerr
- Simon Bando

## Care Centre Family Council

- Carolyn Snyder Milke
- Lisa Grimberg
- Marcia Schmidt

## Care Centre Resident Council

- Audrey Atkinson
- Barbara Johnson
- Boyd Manwell
- Catherine Martin
- Donna Wagner
- Ed Deed
- Elizabeth Martin
- Elizabeth Riddell
- Enorma Kingston
- Guy Maltby
- Gwendolyn Thrower
- Janet Perchaluk
- John Rathwell
- Juliet Baptiste
- Kevin Jeannotte
- Linda Cleary
- Margaret Fischer
- Maria Seschel
- Marilyn Hanlon
- Marion Brace
- Marcela Pustea
- Mary Cranch
- Mary Ann Courchaine
- Maxine Ticknor
- Melvin Riepert
- Neil Roul, Chairperson Residents' Council
- Ninoska Wong
- Norma Smith
- Pat Galbraith
- Patricia Millo
- Patricia Schumacker
- Patrick Kelly
- Peter Rahmann
- Robert Kneeshaw
- Ronald Plaskett
- Rosina Lichty
- Shirley Bartholomew
- Tadeusz "Ted" Puculek
- Terry Hogan
- Theresa Slack
- Tim Montserin
- Vernanne Drummond
- Veronica Colvin
- William Fischer

# Partnerships

- Achieva Health – Rehabilitation Services
- Adult Day Program, ADS Network
- Anishnabeg Outreach
- Behavioural Support Ontario Waterloo Wellington Network
- Camino Wellbeing + Mental Health
- Canada Summer Jobs
- Cardinal Health
- CARF International-Commission on Accreditation of Rehabilitation Facilities
- CareRx Pharmacy
- College of Dietitians of Ontario
- College of Nurses of Ontario
- Community Garden Network, Region of Waterloo
- Community Support Services Network
- Complete Purchasing
- Conestoga College - Nursing, PSW, PAC & Rec & Leisure Recreation Program, SIIP TIP: Supporting Inclusion Through Intergenerational Partnerships and Taking Interest in People, Centre for Health Care Research & Innovation
- DementiaAbility Enterprises Inc
- Dietitians of Canada
- D'Youville University
- ECO Canada
- Eden Alternative Network
- ElephasCare™/Gold Sentinel Inc
- Essity
- Forest Heights Collegiate Institute –Opening Minds Through Art
- Health Quality Ontario
- IPAC West Environmental Services
- JM Dietetic Consulting Services
- KR Communications
- 5D Computers
- LifeLabs
- Logical Landscaping Inc.
- LTC & RH IPAC Community Practice
- Maintenance Care
- MealSuite
- Mitchell Animal Hospital
- Nurse Led Outreach Team
- Ontario Beekeepers' Association
- Ontario CLRI-Centres for Learning, Research & Innovation in Long-Term Care
- Ontario Health atHome
- Ontario Health Care Housekeepers Association
- Opening Minds Art (OMA) Network
- Point Click Care
- ProResp
- Public Services Health and Safety Association
- Recreation Professionals Ontario
- Registered Nurses Association Ontario
- Robert Hopkins Professional Association
- Seniors Support Waterloo Region
- STL Imaging
- St Louis Adult Learning and Continuing Education Centre
- St. Mary's Hospital—Geriatrician
- Staff Schedule Care
- Surge Learning
- Teepa Snow Network
- Therapeutic Recreationists Ontario
- ToiLabs (TrueLoo)
- University of Guelph—Nutrition Manager and Dietitian Program
- University of Waterloo Recreation & Leisure Program and University of Waterloo Co-operative & Experiential Education
- VitalHub
- Volgistics
- Volunteer Waterloo Region
- Waterloo Region Community Gardens Network
- Waterloo Region Infection Prevention and Control (IPAC Hub)
- Welbi
- Wellington County Beekeepers' Association
- Wilfred Laurier University Music Therapy & Social Work Programs

# Memberships







This logo presents a trefoil interlaced with a triangle surrounding a garden to symbolize the loving relationship between the Holy Trinity and the Creation. It celebrates the life-affirming relationship between those who give and those who receive the care offered by the Trinity Village community.

Trinity Village is owned and operated by Lutheran Homes Kitchener - Waterloo  
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