

CANADIAN HOSPICE PALLIATIVE CARE ASSOCIATION

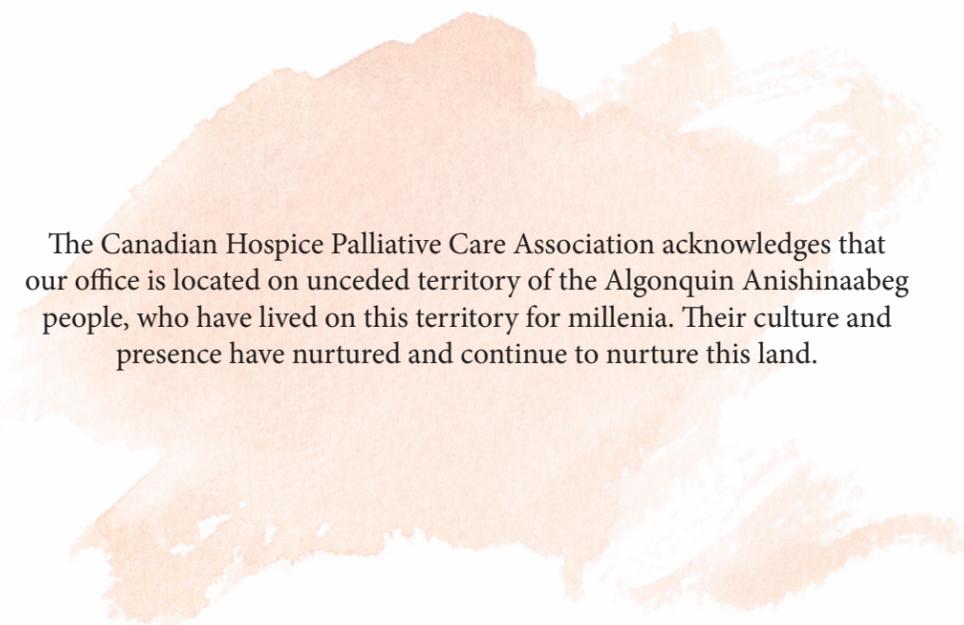
# 2021-22

ANNUAL REPORT



Canadian Hospice Palliative Care Association

Association canadienne de soins palliatifs



The Canadian Hospice Palliative Care Association acknowledges that our office is located on unceded territory of the Algonquin Anishinaabeg people, who have lived on this territory for millenia. Their culture and presence have nurtured and continue to nurture this land.



### **Vision**

“That all Canadians have access to quality hospice palliative care.”

### **Mission**

CHPCA is the national leader in the pursuit of quality hospice palliative care in Canada through: public policy, education, knowledge translation, awareness, and collaboration

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Dear CHPCA colleagues,  
partners and supporters,

As with all non-profit organizations throughout this past year, the Canadian Hospice Palliative Care Association (CHPCA) has been challenged with moving forward with positive intention and action while remaining sustainable. The palliative impact of the pandemic has challenged CHPCA to speak for citizens struggling with disease, bereavement and/or complicated grief. Throughout the past year, our Chief Executive Officer (CEO) and team of staff have focused diligently in the confused aftermath of pandemic lockdown to clarify CHPCA's role and lines of communication.



**MARGARET MILNER**  
PRESIDENT

We are proud to report that CHPCA completed the past year with a dedicated Chief Executive Officer, team of staff and Board of Directors working together to present programs and initiatives making a positive difference; albeit mainly remotely. National Hospice Palliative Care Week was celebrated in May and the second Saying Goodbye Concert was presented in November 2021. Supporting Canadians experiencing grief or bereavement, CHPCA disseminated monthly eblasts and maintained AVISO, the bi-annual newsletter. CHPCA continues to be integral for those around the world who are interested and/or involved in hospice palliative care.



The calendar of CHPCA events and campaigns throughout the year included: National Advance Care Planning Day on April 16th along with the National Caregivers Day campaign, also in April. In May, the virtual Hike for Hospice Palliative Care kicked off the National Hospice Palliative Care Week, which was themed around debunking the popular myths about hospice palliative care. October 13th marked the National Hospice Palliative Care Day for Children and the 5th annual National Bereavement Day. Each of these events and campaigns' success is measured in the participation and positive impact which ultimately exemplifies CHPCA's ongoing essential role and value for Canadian citizens.

CHPCA continues to encourage the federal government to make significant investments in hospice palliative care, ultimately towards achieving the vision: "That all Canadians have access to quality hospice palliative care."

It has been my pleasure to hold the responsibility of CHPCA's position as President for the past three years as I pass the torch to the new Executive. Each Board Director's generous gifts of energy, time and expertise guided the organization in governance over the past year. Heartfelt thanks to each of you! Laurel, our CEO and staff must be acknowledged for their dedicated commitment to CHPCA, to our stakeholders and to each other. You are greatly appreciated and honoured! Thanks to all as we move forward into a new year and hopefully a more positive time across our nation – and our planet.

Sincerely,

A handwritten signature in black ink that reads "Margaret Milner". The script is fluid and cursive, with a prominent loop at the end of the name.

Margaret (Meg) Milner, RN BSN MA  
*President*

CHPCA WEBINARS



1 200+  
ATTENDEES

SAYING GOODBYE CONCERT



\$7,200+  
RAISED

643 IN-PERSON & ONLINE ATTENDEES

CANADIAN HOSPICE PALLIATIVE CARE CONFERENCE 2021



269  
ATTENDEES

NATIONAL HOSPICE PALLIATIVE CARE WEEK 2021



17,000+  
CANADIANS REACHED



Bill C-220

Grieving is hard enough without having to worry about going back to work before you are ready. Just over a year ago, section 210 (1) of the Canada Labour Code stated that every employee in Canada was entitled to a leave of absence of up to five days following the death of an immediate family member. For many Canadians, this was not nearly enough to allow for a proper and healthy grieving process while taking care of the practical implications that accompany the death of a loved one.

Because of his own experience with the death of his grandmother and his hesitance to ask for additional time off, Edmonton Riverbend MP Matt Jeneroux decided to table the Private Members Bill C-220, proposing an extension of bereavement leave from five to ten days.

“I remember just slumping back in my chair thinking, ‘Wow, I really regret not being able to go and spend that time with her,’” Mr. Jeneroux told The Hill Times on March 10, 2021. “I’ll never get to see her again, I’ll never get to hug her again.”

From the very beginning of the process, CHPCA worked to support MP Jeneroux’s efforts in an advisory role, offering information, guidance and drawing on decades of experience in the end-of-life care and grief and bereavement spaces.

“I have worked with the CHPCA on this bill from its genesis,” said MP Jeneroux. “Their help and support has been instrumental in getting this bill unanimous support from all Parliamentarians.”

Royally assented to on June 29, 2021, the multi-partisan bill was an unprecedented success. Only 2% of Private Members Bills become law and combined with the unanimous support from politicians of all stripes and the cooperation of the over 35 members of the Quality End-of-Life Care Coalition of Canada, its codification showed that the shared experience of grief transcends political boundaries and organizational mandates – and resonates deeply within the hearts of all Canadians.

And while Bill C-220 was an important accomplishment, there is still much more to be done.

“I would love to eventually see the ten days of bereavement become paid days leave and acknowledged and recognized by each province and territory,” says Laurel Gillespie, President & CEO of CHPCA. “All Canadians deserve the appropriate time and space to grieve.”

**ACP Day Designations 2021**

Since 2012, April 16th has marked the day for National Advance Care Planning in Canada – serving as a reminder to not only start important conversations with your substitute decision maker(s), but also to revisit and review your wishes should you not be in a position to communicate them. Emails were sent directly to every provincial and territorial Health Minister in Canada requesting proclamations or acknowledgment of ACP Day in Canada, with suggested speaking notes attached to the email for reference. The Honourable Tim Houston, Premier of Nova Scotia, proclaimed April 16th as National ACP Day in the province and Health & Community Services Newfoundland tweeted about ACP Day and tagged the Minister of Health.



**World Hospice Palliative Care Alliance (WHPCA)**

The CHPCA was regularly engaged with the WHPCA throughout 2021 and continued to advocate Canada’s position on palliative care during the International Forum on Pandemic Preparedness – that equitable access to quality palliative care is a fundamental human rights issue, especially during a pandemic.



Quality End-of-Life Care Coalition of Canada  
La Coalition pour des soins de fin de vie de qualité du Canada

**Quality End-of-Life Care Coalition of Canada**

CHPCA continued to serve as the Secretariat of the Quality End-of-Life Care Coalition of Canada (QELCCC), a role it has held since the coalition’s founding in 2000. The QELCCC is a coalition of over 30 national organisations with an interest in end-of-life care who collaborate across three working committees to improve end-of-life care for all Canadians. The committees of the coalition are the advocacy committee, the education committee, and the research and knowledge translation committee. Each committee is chaired by two co-chairs who also sit on the QELCCC executive committee alongside CHPCA as secretariat.

Some of the QELCCC’s notable accomplishments this year include advocating for the passing of Bill C-220 that extended bereavement leave for close family members, conducting an environmental scan of the palliative education needs in Canada and publishing its results, and developing and disseminating an advocacy toolkit to call for improved end-of-life care for Canadians for the federal election that took place in the fall of 2021. The generous support of the Canadian Research Knowledge Network also allowed for the open-access publication of two scoping reviews of North American literature performed by the QELCCC – one on the grief experienced by informal caregivers and the other on supporting informal caregivers in a palliative context in the Journal of Palliative Care.

**Canadian Network for Palliative Care for Children**

The Canadian Network for Palliative Care for Children (CNPCC) is a professional network within CHPCA with an active executive committee that includes professionals from across the country with a focus on pediatric hospice palliative care issues. The network’s purpose is to provide leadership in pediatric hospice palliative care and to advocate for greater and more equal access for children of all ages, to high quality palliative care programs, wherever they may be. The CNPCC also promotes education initiatives that strengthen pediatric palliative care across Canada. The CNPCC once again held National Children’s Hospice Palliative Care Day on October 8, 2021, the second edition of this national day, in conjunction with CHPCA. That same day, members of the CNPCC facilitated three educational webinars for health care professionals and families. The working group to review and update the Pediatric Norms of Practice continues to work diligently to ensure that the updated norms of practice reflect current best practices in the field so that children and families receive high quality pediatric hospice palliative care. The CNPCC remains involved in the International Children’s Palliative Care Network (ICPCN) and the Quality End-of-Life Care Coalition of Canada (QELCCC) and has representation on these committees.

**International Association for Hospice Palliative Care**

CHPCA is proud to support international advocacy efforts aiming to strengthen palliative care in Canada and around the world, like those of the IAHPC advocating to the World Health Organization and at the World Health Assembly for inclusion of language referring to palliative care alongside diagnostics, therapeutics, and treatment in any international frameworks for pandemic preparedness.



## EDUCATION

### Nav-CARE

When a person suffers from a life-limiting illness, their access to the community – to the people and activities they once enjoyed – becomes increasingly restricted. Choices are made to accommodate the new realities of their situation, and these sacrifices not only impact the person’s mental health, but greatly influence their overall health and well-being and their ability to manage it.

The Nav-CARE (Navigation-Connecting, Accessing, Resourcing, and Engaging) program, a project led by the University of British Columbia, aims to train volunteers across Canada through localized Nav-CARE Hubs. These volunteers then assist people living with declining health navigate their illness and help shoulder the burden. Nav-CARE volunteers find local services, assist in re-engaging in hobbies and interests, relieve feelings of loneliness and isolation, and a whole host of other needs that might not be adequately met otherwise.

And when the Nav-CARE team was looking for a partner to spread awareness of this incredible program, the Canadian Hospice Palliative Care Association immediately came to mind.

“CHPCA has consistently done such good advocacy and public education work,” says Gloria Purveen, Project Manager and Knowledge Translation Lead for the Nav-CARE project. “They were our first choice as partners.”

As part of its knowledge translation services, CHPCA works closely with the Nav-CARE team to disseminate research and editorial pieces through CHPCA’s various channels – from inclusion in monthly emails and ehospice, a global repository for hospice palliative care news, to social media and biannual webinars. All of these combine to create a greater awareness for the vital work that the Nav-CARE program and their dedicated volunteers do in their communities and how this model could apply to palliative care practice across the country.

“Working with CHPCA has been a tremendous asset,” says Gloria. “The team’s knowledge and expertise not only in hospice palliative care, but also volunteerism, social media, and knowledge exchange has been invaluable as we plan and disseminate knowledge products related to Nav-CARE.”

CHPCA’s support has resulted in at least one new Nav-CARE hub being established, as well as the development of relationships with other organizations interested in the project.

“We’ve been sharing CHPCA’s ‘hands-on’ support with our Hub partners to great success. For example, tips on developing social media campaigns have been shared with the Hubs to help recruit volunteers and clients,” says Gloria. “Not to mention the importance of the research dissemination CHPCA does – which has been particularly beneficial to the work of our students!”

Ultimately, the hope is for organizations across the country to start developing their own Nav-CARE programs, making their communities more accessible to those living with life limiting illnesses.

With the continued support of CHPCA, the tireless dedication of the Nav-CARE team and further expansion on the horizon, the future of Nav-CARE is looking brighter than ever.

“We’ve made the toolkit that supports Nav-CARE implementation freely available to organizations wishing to start a Nav-CARE program of their own,” says Gloria. “Our dream is that every Canadian living with declining health, regardless of where they reside, would have access to a volunteer navigator to support them.”

## Knowledge Translation Projects

*Quality Indicators (Wilfred Laurier University)*

Dawn Guthrie's research out of Wilfred Laurier University focuses on analyzing large datasets to explore how individuals are functioning in their daily lives, where they are experiencing impairments and difficulties, their use of the health care system, and methods of evaluating the care received.

Using this analysis, Quality Indicators are created to assist health professionals and decision makers when determining the needs of individuals and their caregivers, allowing for a standardized, evidence-based measure of quality.

Dawn Guthrie's research on Quality Indicators gives palliative care providers the benchmarks needed to measure and track clinical performance and outcomes – ultimately helping achieve quality hospice palliative care for all Canadians.

*Compassion Research Lab: Sinclair Compassion Questionnaire*

Dr. Shane Sinclair and the Compassion Research Lab team have developed a scientific measure to assess, monitor and improve compassion in health-care research and clinical practice. The 15-question Sinclair Compassion Questionnaire (SCQ) is based on data gathered from more than 600 patients in acute care, long-term care and hospice settings in a study funded by the Canadian Institutes of Health Research (CIHR).

Sinclair's SCQ is a reliable, patient-reported compassion measure that allows researchers, health-care providers, system leaders and governments to assess, monitor and improve patients' experience of compassion – a vitally important aspect of health care that is often forgotten due to mounting pressures and technological advancements. The SCQ aims to put compassion back where it belongs – at the heart of health care.

*CSA Carer-Inclusive and Accommodating Organizations Standard (McMaster University)*

The Carer-Inclusive and Accommodating Organizations Workplace Standard and the Helping Worker-Carers in your Organization Implementation Guide by McMaster University helps employers create practical and effective workplace accommodations that address the stigma and challenges of worker-carers.

The project introduces four steps for health and home care organizations to leverage their current HR practice and create a carer-inclusive culture: review current HR policies and practices, engage senior leaders as champions, co-design with employees, and communicate and raise awareness.

## SPA-LTC Community of Practice

In 2021, the CHPCA saw its Palliative Approach in Long Term Care Community of Practice (CoP) registration and engagement soar far beyond expectations. The CoP is run in collaboration with partners at Strengthening a Palliative Approach in Long-Term Care (SPA-LTC) from McMaster University. The group is comprised of professionals, patients, caregivers, and other individuals interested in long-term care.

When the group began in March 2021, it counted 28 members, and by December 2021, membership had grown to over 170 individuals with on average between 40 and 60 members attending each session. Throughout the course of the year, the CHPCA hosted nine meetings, delivering content to over 380 attendees. Presentations covered content ranging from experiences in LTC during COVID-19 to improving a compassionate approach to LTC. The group is proud to be membership driven with presentation topics being chosen based on the learning needs identified by the group as a whole.

## CHPCA's 2021 Conference: The Road Ahead – Staying the Course

In October 2021, the CHPCA virtually hosted its biennial Canadian Hospice Palliative Care Conference, The Road Ahead – Staying the Course. The conference featured three plenary speakers, six challenge issue panels, 80 workshops and oral presentations, and 26 poster presentations. There were six educational focuses for the 2021 conference:

- Clinical practice
- Underserved Populations and Equity
- Health System, Public Health, Compassionate Communities, and Integration
- Advance Care Planning, Grief and Bereavement
- Policy, Advocacy, and MAiD
- Leadership and Management

The conference was attended by nearly 270 hospice palliative care professionals, volunteers, family and informal caregivers, and other allied health care providers. The conference continues to provide a key opportunity to share the experiences and expertise of those working in hospice palliative care, in both formal and informal capacities, on a national platform.

## Advance Care Planning: Workshop in a Box

One of the main barriers that keep people from doing advance care planning is a lack of information or resources. To address this, CHPCA, in collaboration with ACP experts and community leaders, created the Advance Care Planning (ACP) Canada Workshop in a Box – a free, all in one, out of the box resource for anyone who wants to raise awareness of advance care planning in their communities. It includes a robust facilitators guide, presentation and promotional materials, evaluation forms and more based on adapted materials created by the BC Centre for Palliative Care, Hospice Palliative Care Ontario, and the Nova Scotia Hospice Palliative Care Association.

## PACE for PSWs

Palliative Care Education for Personal Support Workers (PACE for PSWs) is a new comprehensive and flexible 10 course online program designed to provide much-requested support and education for PSWs. Developed through a partnership with Hospice Palliative Care Ontario (HPCO) and Life and Death Matters, this national program is aligned with provincial and national palliative care competencies.

From October 2021 to March 2022, the program saw 173 individual course registrations and 97 full program registrations for a total of 270 registrants.

Early evaluations show that:

- 100% of participants reported that they developed communication skills that were needed when supporting a dying person and their family
- 100% of participants reported they learned how to support the person and family as they experience losses and grief.
- 97% of learners reported they had expanded their abilities to be respectful when providing care for a person from a different culture, to be a compassionate caregiver and to maintain therapeutic boundaries.
- 100% of participants reported new awareness of the need for self-care as a health care provider working in palliative care and reported actively taking steps to provide for their self-care.
- 100% reported being better informed about their role as a PSW in supporting Advance Care Planning
- All participants reported an improved understanding of the importance of providing for cultural safety and always working with a trauma informed approach.

[Learn more at PACEforPSWs.ca!](https://www.chpca.ca/paceforpsws)

## Advance Care Planning: National Poll

A national poll to identify peoples' attitudes and behaviors towards planning for their future health and personal care – otherwise known as advance care planning (ACP) – was commissioned in 2021 with support from GSK and Health Canada. The poll surveyed 3,002 Canadians 18 years and older. Key findings showed that 93% of Canadians say it is important to talk to family members about their care wishes, which is consistent with findings from a similar poll conducted in 2019.

Between 2019 and 2021, the number of Canadians who talked to a family member about ACP almost doubled: from one in three (36%) to almost two in three (59%). More than four in 10 Canadians (42%) thought it was important to start planning young: up from 36% in 2019. However, despite having more conversations, Canadians also think advance care planning is more complicated than it is and still find it difficult to have conversations about it. CHPCA's leadership of the Advance Care Planning in Canada initiative continues to increase awareness and spur action towards ACP.

## Advance Care Planning: Tool Kit and Guides

In partnership with Advance Care Planning (ACP) leaders and experts from across Canada, the CHPCA created several new Advance Care Planning (ACP) guides and resources focused on helping individuals, families, caregivers, lawyers and healthcare professionals through the ACP process.

- The [ACP Long-Term Care Repository of Resources](#) serves as an information hub for those working in, living at, or interacting with Canadian long-term care homes and engaging in advance care planning conversations.

- [Essential Conversations: A Guide to Advance Care Planning in Long-Term Care Settings](#), created in partnership with Strengthening a Palliative Approach in Long-Term Care (SPA-LTC) and made possible through a financial contribution from Health Canada, is a roadmap for understanding and implementing ACP best practices and palliative approaches for those involved in planning for and providing long-term care.
- The [Resource Guide for Home and Community Care Providers](#), developed by the Canadian Home Care Association, supports healthcare professionals involved in home-based care environments across Canada.
- [Living Well Planning Well Guides](#), developed in partnership with Harper Grey LLP, Torkin Manes LLP, and Health Canada, provide lawyers and their clients information about the importance of ACP and its role within future life planning while covering different scenarios, prompts, and precedent clauses that lawyers can use to start ACP conversations with their clients.
- The [All on the Same Page Video](#), made possible through a financial contribution from Health Canada, provides an overview of a case conference, highlighting how ACP can inform discussions. It is meant for residents, their families, and long-term care staff, with the goal of ensuring everyone is on the same page about what matters most to the resident.
- The [COVID-19 National Long-Term Care Environmental Scan: Implementing a Palliative Approach to Care](#), created in partnership with SPA-LTC and made possible through a financial contribution from Health Canada, presents impactful findings from stakeholder interviews with leading authorities, including long-term care staff and representatives of provincial organizations that focus on end-of-life care.

## Saying Goodbye

The first edition of the Saying Goodbye concert held virtually in honour of National Grief and Bereavement Day in 2020 acknowledged the grief and loss that thousands of Canadians faced during the COVID-19 pandemic. The concert was a resounding success, so the CHPCA team, once again in collaboration with partners, artists, and organisations from across the country, hosted the second edition of the Saying Goodbye concert on November 14, 2021 as a hybrid in-person and online event, broadcast live on YouTube from the National Arts Centre in Ottawa.

Musicians from every corner of Canada came together to share their personal stories of grief, and to perform music that touches the soul.

The 2021 edition of the Saying Goodbye Concert was recognised by the Canadian Live Music Industry Awards and nominated for the Outstanding Digital Live Music event award. The concert's incomparable host, Ottawa-based musician Tara Shannon, was also nominated for a Capital Music Award for the Live Performance of the Year award for her performance at Saying Goodbye.

With 643 combined in-person and online attendees, the concert raised nearly \$7,300 and provided a safe space for Canadians across the country to share their grief and support one another.

“This is the first time I’ve been able to let my tears flow in a long time. I’ve been holding my grief in more tightly than I realized. Thank you for these precious songs and stories,” said one online concert attendee. “Thank you CHPCA for this beautiful concert. We are fortunate to have such talented singer-songwriters from across Canada sharing their stories and songs with us. It has helped a lot.”

NOVEMBER 14, 2021

# SAYING goodbye

VIRTUAL CONCERT

**ONLINE**  
 Johnny Reid • Gregory Charles • John McDermott  
 Michelle Wright • Fred Penner • Jenn Grant  
 Carolyn Dawn Johnson • Ray Legere • Shari Ulrich  
 Catherine MacLellan • Theo Tams • Don Amero  
 Eileen Lavery • NARA • The Swindlers

**IN PERSON**  
 Mikhail Laxton • Jessica Pearson and the East Wind  
 Yvan Petit • Tara Shannon

Every Canadian deserves the chance to say goodbye to their loved ones, even in an unprecedented crisis such as COVID-19.

JOIN US ON NOVEMBER 14<sup>TH</sup> for a breathtaking musical journey that honours Canadians experiencing grief during the pandemic.

[SayingGoodbyeConcert.ca](https://SayingGoodbyeConcert.ca)

MADE POSSIBLE THROUGH THE GENEROUS SUPPORT OF:

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## National Hospice Palliative Care Week

### *The Light of My Life*

CHPCA celebrated National Hospice Palliative Care Week (NHPCW) with The Light of My Life campaign between May 2 and May 8, 2021. Canadians were encouraged to “shine a light” on those who have been with them through both the hardest and happiest times of their lives on social media using the #TheLightofMyLife hashtag, with the campaign reaching over 17,000 people across the country.

### *The Father Screening*

In honour of NHPCW, CHPCA hosted a donation-based screening of the Academy Award winning film *The Father* (2020), directed by Florian Zeller and starring Anthony Hopkins and Olivia Colman, on May 6th.

Preceded by video messages from director Florian Zeller and Edmonton Riverbend MP Matt Jeneroux, the sold-out screening had 281 concurrent viewers and raised \$1,772 in donations.

### *A Bright Future: How We Can Make a Difference in Hospice Palliative Care with Quality Indicators*

As part of CHPCA’s NHPCW activities, Dawn Guthrie, PhD, Professor in the Department of Kinesiology and Physical Education at Wilfrid Laurier University hosted a free webinar outlining her research on quality indicators (QIs), helping participants understand how QIs can make a difference in hospice palliative care in Canada. The webinar was a resounding success, reaching the 100-attendee capacity limit and was streamed on Facebook to allow for additional viewers.

**The Light of My Life**

Whether they are still with us or have passed on, we encourage you to take the time to shine a light on those who have been with you through the hardest and happiest times of your life.

To brighten up these dark days, we invite you to virtually join us on **May 7<sup>th</sup> between 7–8 PM** to celebrate the light of your life.

Post a photo or video of your light to social media with the hashtag **#TheLightOfMyLife**

Canadian Hospice Palliative Care Association  
Association canadienne de soins palliatifs

National Hospice Palliative Care Week – May 2-8, 2021  
For more information visit [chpca.ca/week](http://chpca.ca/week)

gsk INNOVATIVE MEDICINES CANADA PURDUE

ADVANCE CARE PLANNING DAY – APRIL 16

**ADVANCE CARE PLANNING**

**AN ESSENTIAL CONVERSATION FOR EVERYONE**

Start the Conversation Today!  
[www.advancecareplanning.ca](http://www.advancecareplanning.ca)

#ACPinCanada #ACPD2021

Speak Up gsk

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## ACP Day 2021

Every year, April 16th serves as a reminder to Canadians to not only start essential conversations about their wishes should they be unable to speak for themselves, but also to revisit and review their wishes regularly. The Advance Care Planning (ACP) Day 2021 campaign was titled “Advance Care Planning: An Essential Conversation with Everyone” and focused on the value that these ‘essential conversations’ can bring to the lives of Canadians.

To foster greater engagement with the public, the CHPCA also held a sold-out online screenings of the Academy Award winning film *The Father* (2020) on April 16th. The campaign also experienced strong support and engagement from CHPCA’s regional partners, both in the way of social media and contributing to our repository of videos featuring personal stories from stakeholders.

Leading up to ACP Day, the CHPCA also hosted two webinars on Facebook’s Q&A platform, allowing for viewers to directly engage with presenters, which proved to be a great medium.

The 2021 ACP Day campaign was a shared success among an active partnership network and demonstrated an enthusiastic public reception to the campaign theme and resources.

### *Highlights*

- **1086** downloads of the assets and resources related to ACP Day from Feb 1st to April 16th
- **9708** visits to the ACP website in April 2021
- Twitter: **57.7K** impressions, **6,828** profile visits, a **636%** increase over April 2020
- Facebook: **57.4K** impressions



## Canadian Compassionate Companies

### Overview

To retain their workforce and attract new talent, today's workplaces need to be proactive in creating a supportive environment for employees. Established in 2013, the Canadian Compassionate Companies (CCC) program is a way for organizations to demonstrate their ongoing commitment to compassion at work by meeting three of five criteria outlined by the CHPCA— criteria that include provisions for the Compassionate Care Benefit (CCB), sensitivity training, accommodation, extended leave and other considerations for employee caregivers and employees facing grief and loss.

### Who are employee caregivers?

Employee caregivers represent 35% of employed Canadians. Over 1 in 20 of these employees will leave their job and 44% will miss days of work because of their responsibilities as caregivers.

### The Future of the CCC Program

In 2021, the CHPCA and McMaster University partnered to undertake a study as part of the SSHRC/CIHR Healthy Productive Work Partnership Grant: Mobilizing the CSA Carer Standard to assess the impact of the CCC Program. The aim was to explore employer motivations to becoming a CCC-designated organization, to investigate the benefits and challenges associated with the CCC program, and to identify opportunities to expand the program.

The study found that the CCC designation was valuable to employers, and areas of improvement were identified and have informed CHPCA's approach to revamping the program in 2022.

## National Children's Hospice Palliative Care Day

On October 8th, 2021, CHPCA along with the Canadian Network of Palliative Care for Children (CNPCC) led the celebration of National Children's Hospice Palliative Care Day. The campaign aimed to highlight the gaps in the system that children of today and their families face when they need quality hospice palliative care. Three webinars were offered to provide a learning opportunity for health care workers, clinicians, and families interested in learning more about pediatric palliative care, with a total of nearly 120 participants.

## National Grief & Bereavement Day

CHPCA celebrated National Grief and Bereavement Day on November 15th, 2021 with the theme of "When I Grieve, I Feel..." to encourage dialogue about grief and share their individual stories as they journeyed through the universal experience of grief. Often, someone's journey through grief does not resemble the "5 steps of grieving" that most people are familiar with, and as a result, many are left thinking that their feelings are abnormal or wrong. Navigating any form of grief often feels isolating, which is why it is important to show our support for those living with all forms of grief. That is why the goal of this campaign was to use dialogue to destigmatise the variety of responses to grief that Canadians experience every day.

To increase awareness and promote grief awareness, CHPCA hosted a webinar with Maria A. Vassiliou, podcast host and founder of Philotimo Life, entitled "Everybody Grieves: how you can better recognize, respond to, and process grief" that was attended live by 82 participants.

## Hike for Hospice

For the 19th year, hospice palliative care organisations located all over the country hosted Hike for Hospice fundraising events on May 2nd, 2021 to rally their communities to support the palliative care services in their area. In response to public health guidelines and precautions related to the Covid-19 pandemic, most Hikes were held virtually or offered a hybrid approach. While some Hike for Hospice events were once again postponed due to pandemic restrictions, other sites that had postponed their 2020 event were able to host an event in 2021. Several organisations continue to report growing success with the virtual Hike model and indicated that they plan to continue to incorporate a virtual or hybrid event for Hike for Hospice events in future years.

## National Caregivers Day

Carers Canada, a program of the Canadian Home Care Association, led the National Caregivers Day on April 6, 2021. With its theme "Experiences in Caregiving", the campaign sought to bring forward the growing challenges that the Covid-19 pandemic created for caregivers by featuring caregiver stories and experiences. CHPCA values the crucial role that caregivers play for so many Canadians who receive hospice palliative care. In recognition of their work, and of the need for better supports for caregivers, CHPCA hosted a special free screening of the movie *The Father (2020)* on April 6th, a movie centered around the changes to the relationship between parent and child when the child becomes the caregiver.

*"Thank you for all your Association does. The selection of *The Father* (and the free viewing of it) was a timely reminder that we are all, one way or another, impacted by end-of-life care issues."*  
 – Event Participant

## Other Awareness Days

CHPCA participated in the Hats Off for Children's Hospice Palliative Care campaign on October 8th, 2021 led by the International Children's Palliative Care Network by proudly wearing their hats and sharing the message on social media.

On October 9, 2021, CHPCA honoured World Hospice Palliative Care Day, sharing resources and events tied to the campaign led by the World Hospice Palliative Care Alliance with social media followers, newsletter subscribers, and with AVISO readers. The 2021 campaign theme was "Leave no-one behind – Equity in access to palliative care".

In 2021, the inaugural World Compassionate Communities Day was held on November 1. The campaign, led by Public Health Palliative Care International, aimed to celebrate the compassionate community initiatives that strengthen social infrastructure in communities around the world. In honour of the day, CHPCA, along with its Champions' Council, was proud to attend the ceremony for the official recognition of the day in the city of Ottawa hosted by Mayor Jim Watson.

## Reach and Engagement Growth

### Facebook

Reach (2021-22): **193,863**  
 Reach (2020-21): 123,197

### Instagram

Reach (2021-22): **10,296**  
 Reach (2020-21): 873

### Twitter

Avg. Engagement (2021-22): **3%**  
 Avg. Engagement (2020-21): 1.7%  
 Impressions (2021-22): **264,043**  
 Impressions (2020-21): 258,707

# BOARD OF DIRECTORS

## BOARD OF DIRECTORS EXECUTIVE COMMITTEE



**MARGARET MILNER**  
PRESIDENT



**VALERIE (VAL) PAULLEY**  
PAST-PRESIDENT



**VIVIAN PAPAIZ**  
VICE-PRESIDENT



**PAULO MARTINS**  
SECRETARY/TREASURER

## PROVINCIAL REPRESENTATIVES



**ELAINE KLYM**  
ALBERTA



**DONNA FLOOD**  
BRITISH COLUMBIA



**JENNIFER GURKE**  
MANITOBA



**SHIRLEY VIENNEAU**  
NEW BRUNSWICK



**DEBBIE SQUIRES**  
NEWFOUNDLAND & LABRADOR



**MARIANNE ARAB**  
NOVE SCOTIA



**RICK FIRTH**  
ONTARIO



**JUSTINE FARLEY**  
QUEBEC



**CAMERON CHOQUETTE**  
SASKATCHEWAN



# STAFF

## STAFF FULL TIME (EFFECTIVE MARCH 31, 2022)



**LAUREL GILLESPIE**  
CHIEF EXECUTIVE OFFICER



**KARINE DIEDRICH**  
DIRECTOR,  
OPERATIONS AND ENGAGEMENT



**CHERYL SPENCER**  
MANAGER,  
OPERATIONS AND EVENTS



**KATRIELLE ETHIER**  
SENIOR COMMUNICATIONS OFFICER



**NICK WALLING**  
DIGITAL MARKETING OFFICER



**CAITLIN REESOR**  
EVENTS AND ENGAGEMENT  
COORDINATOR

## CONTRACT

**ANDREA BIRD**  
SOCIAL MEDIA & COMMUNICATIONS

**DEREK BIRD**  
IT SUPPORT

**SANDIE LESSARD**  
FINANCE AND ACCOUNTING



# GET INVOLVED

## Follow CHPCA on Social Media



@CanadianHospicePalliativeCare



@CanadianHPCAssn



@cdnhpcassn



Canadian Hospice Palliative Care Association



Canadian Hospice Palliative Care Association

## Subscribe to our newsletters!

Stay up-to-date with the latest from CHPCA by signing up for the [CHPCA Monthly Update](#) or keep up with Advance Care Planning in Canada by signing up for the [ACP Quarterly Update](#) today!

## ehospice

[ehospice](#) is a globally run news and information resource committed to bringing you the latest news, commentary and analysis from the world of hospice, palliative and end-of-life care.

## CHPCA Job and Event Boards

Is your organization looking for a new team member? Do you have an event or awareness day to promote?

CHPCA's [job](#) and [event boards](#) offer organizations the opportunity to reach thousands of people working in hospice palliative care across Canada.

## Join a Community of Practice

If you are not already a part of a CHPCA community of practice (CoP), now is a great time to join!

The [Palliative Approach in Long Term Care \(LTC\) Community of Practice](#) is made up of professionals, patients, caregivers and other interested individuals from across Canada who come together on a monthly basis to share experiences and best practices regarding advance care planning and palliative approaches in LTC education and implementation.

# OUR MEMBERS

## Provincial Associations

The CHPCA continues to foster and strengthen relationships with our members – the provincial palliative care associations – and by extension, to our affiliate and associate members.

Provincial associations provide leadership for quality hospice palliative care in their respective provinces and work with partners in the health system and the community to accelerate best practices and promising innovations in palliative care.

### Alberta

Alberta Hospice Palliative Care Association

<https://ahpca.ca/>

### British Columbia

British Columbia Hospice Palliative Care Association

<https://bchpca.org/>

### Manitoba

Palliative Manitoba

<https://palliativemanitoba.ca/>

### New Brunswick

New Brunswick Hospice Palliative Care Association

<https://nbhpca-aspn.ca/>

### Newfoundland and Labrador

NL Palliative Care Association

<https://www.nlpalliativecareassociation.net/home>

### Nova Scotia

Nova Scotia Hospice Palliative Care Association

<https://nshpca.ca/>

### Ontario

Hospice Palliative Care Ontario

<https://www.hpco.ca/>

### Prince Edward Island

Hospice PEI

<https://hospicepei.ca/>

### Quebec

Association québécoise de soins palliatifs

<https://www.aqsp.org/>

### Saskatchewan

Saskatchewan Hospice Palliative Care Association

<https://www.saskpalliativecare.org/>

## Associates and Affiliates

Associates (individuals) and Affiliates (groups) are individuals or groups that have joined the CHPCA in conjunction with their province's association to become joint provincial members and CHPCA Associates or Affiliates.

Associates and Affiliates are given access to exclusive content produced by the CHPCA and provincial associations including campaigns materials, questionnaires, Aviso, conference discounts, and other relevant information and benefits. They are also often consulted when seeking guidance about issues pertaining to hospice palliative care on a provincial or national level. CHPCA Associates and Affiliates have a fundamental role in directing the activities of the Association.

[Learn more about becoming an Associate or Affiliate here!](#)



## Donate to CHPCA

Every Canadian deserves a beautiful, colourful, and vibrant life up until the very end.

Support CHPCA in advocating for better access to hospice palliative care for all - from coast to coast to coast.

# OUR SUPPORTERS

The CHPCA relies heavily on the support that we receive from our generous partners and funders whose financial assistance keeps us in operation. We would like to acknowledge our current partners and thank them for their ongoing support.

## Partner Level (\$50,000+)

- GlaxoSmithKline Inc.
- Health Canada

## Compassion Level (\$25,000 - \$49,000)

- Purdue Pharma (Canada)

## Dignity Level (\$10,000 – \$24,999)

- Innovative Medicines Canada (IMC)
- CBI We Care
- Arbor Memorial
- CYAN Solutions
- BunnyGee Music
- Canadian Partnership Against Cancer

## Sponsors (\$2,500 - \$5,000)

- Amgen
- The Order of Saint Lazarus, Grand Priory in Canada
- Clarius Home Health
- Healthcare Excellence Canada
- Canadian Cancer Society



# FINANCIAL STATEMENTS

## Statement of Financial Position

### CANADIAN HOSPICE PALLIATIVE CARE ASSOCIATION

STATEMENT OF FINANCIAL POSITION  
AS AT MARCH 31, 2022

### ASSOCIATION CANADIENNE DE SOINS PALLIATIFS

ÉTAT DE LA SITUATION FINANCIÈRE  
AU 31 MARS 2022

	2022	2021	
<b>CURRENT ASSETS</b>			<b>ACTIF À COURT TERME</b>
Cash	\$ 150,657	\$ 417,640	Encaisse
Investment (note 3)	50,884	152,272	Placement (note 3)
Accounts receivable	127,326	54,477	Compte débiteurs
Prepaid expenses	8,631	18,426	Frais payés d'avance
	337,498	642,815	
<b>CAPITAL ASSETS (note 5)</b>	8,373	-	<b>IMMOBILISATIONS (note 5)</b>
	\$ 345,871	\$ 642,815	
<b>CURRENT LIABILITIES</b>			<b>PASSIF À COURT TERME</b>
Accounts payable and accrued liabilities	\$ 184,991	\$ 324,774	Comptes créditeurs et frais courus
Deferred revenue (note 4)	20,000	173,039	Revenu reporté (note 4)
	204,991	497,813	
<b>NET ASSETS</b>			<b>ACTIFS NETS</b>
Unrestricted	140,880	145,002	Non affectés
	\$ 345,871	\$ 642,815	

# FINANCIAL STATEMENTS

## Statement of Operations

### CANADIAN HOSPICE PALLIATIVE CARE ASSOCIATION

### ASSOCIATION CANADIENNE DE SOINS PALLIATIFS

STATEMENT OF OPERATIONS  
FOR THE YEAR ENDED MARCH 31, 2022

ÉTAT DES OPÉRATIONS  
POUR L'EXERCICE TERMINÉ LE 31 MARS 2022

	2022	2021		2022	2021
<b>REVENUE</b>			<b>REVENU</b>		
Conference	\$ 149,155	\$ 111,806	Congrès		
Education	2,383	8,244	Éducation		
Donation	155,817	203,467	Dons		
Grants	810,357	765,793	Subventions		
Interest	368	447	Intérêt		
Membership fees	17,089	17,144	Cotisations des membres		
Administrative services	63,500	71,000	Services administratifs		
Resource material	19,875	9,021	Documentation		
Miscellaneous	7,432	15,768	Divers		
	1,225,976	1,202,690			
<b>EXPENDITURE</b>			<b>DÉPENSES</b>		
Advertising and promotion	5,447	2,520	Publicité et promotion		
Amortization	4,187	-	Amortissement		
Bank charges	4,080	3,057	Frais bancaires		
Communications	53,531	44,848	Communications		
Contracted services	401,860	550,468	Services impartis		
Dues and subscriptions	5,799	3,538	Cotisations et abonnements		
Facility rentals	2,060	-	Location des installations		
Human resources (note 6)	615,098	457,030	Ressources humaines (note 5)		
Insurance	3,041	2,709	Assurance		
Meeting costs	-	37	Coût des réunions		
Office supplies	2,835	4,788	Fournitures de bureau		
Postage	5,882	2,579	Affranchissement		
Printing	12,786	8,142	Impression		
Professional fees	6,297	6,184	Honoraires professionnels		
Rent	43,115	47,797	Loyer		
Teleconferences	365	806	Téléconférences		
Telephone and facsimile	1,411	10,474	Téléphone et télécopie		
Training and professional development	6,145	2,781	Formation et perfectionnement professionnel		
Translation	56,159	22,311	Traduction		
Travel	-	555	Déplacements		
Voluntary recognition and honoraria	-	149	Honoraire et reconnaissance des bénévoles		
	1,230,098	1,170,773			

	2022	2021	REVENU NETES POUR L'EXERCISE
<b>NET REVENUE FOR THE YEAR</b>	\$ (4,122)	\$ 31,917	

	2022	2021	REVENU NETTE DES PROJETS	REVENU NETES DES CORE
NET REVENUE FROM PROJECTS	\$ 69,083	\$ 15,722		
NET REVENUE FROM CORE	(73,205)	16,195		

	2022	2021	REVENU NETES POUR L'EXERCISE
<b>NET REVENUE FOR THE YEAR</b>	\$ (4,122)	\$ 31,917	



