



Beth Tikvah Foundation of Hamilton



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Apr 2025

Message from the Executive Director

Chris Barone, Executive Director

Individuals with a developmental disability often face significant challenges in their daily lives, including barriers to education, employment, healthcare, and social inclusion. Beth Tikvah Foundation of Hamilton plays a crucial role in supporting these individuals by providing essential services, advocacy, and resources that empower them to lead fulfilling lives. Equally important are all Beth Tikvah employees who work closely with the individuals within our service, offering hands-on care, companionship, and assistance in various aspects of daily living.

Beth Tikvah employees work tirelessly in bridging gaps in services and support for individuals in our service. This is accomplished by:

- **Providing Essential Services:** Beth Tikvah offers many residential services (group living, intensive supports living and supported independent living), ensuring that individuals with developmental disability can participate in meaningful activities and gain essential life skills.
- **Advocacy and Policy Influence:** Beth Tikvah works diligently to advocate for the rights of individuals with a developmental disability, influencing policies that promote accessibility, inclusion, and equal opportunities.
- **Community Integration and Awareness:** Through various outreach programs, Beth Tikvah raises awareness about developmental disabilities, fostering a more inclusive and accepting society.

Beth Tikvah's employees play an invaluable role in the lives of individuals with developmental disabilities. Their contributions include:

- **Enhancing Quality of Life:** Assist with daily living activities such as grooming, meal preparation, and mobility, allowing individuals to live with dignity and independence.
- **Emotional and Social Support:** Beyond physical care, Beth Tikvah employees provide emotional companionship, helping to reduce feelings of loneliness and isolation. They encourage social engagement and participation in community activities.
- **Promoting Skill Development:** Provide support to individuals to develop communication, motor, and cognitive skills, enabling greater independence and self-confidence.
- **Ensuring Health and Safety:** Beth Tikvah Employees monitor the well-being of those they support, ensuring they receive proper medical attention, adhere to prescribed treatments, and live in safe environments.

Beth Tikvah Foundation of Hamilton and all its employees play critical roles in enhancing the lives of individuals with developmental disabilities. While some employees provide the structural framework for services, advocacy, and community integration, other employees deliver direct, hands-on support that significantly improves daily life for individuals. Together, Beth Tikvah creates a more inclusive society where individuals with developmental disabilities can thrive with dignity, respect, and opportunities for personal growth. Continued investment in these services is essential for fostering a world that embraces diversity and supports all individuals, regardless of their abilities.

McMaster Job Fair



Above: Olthia & Ronica at a job fair in March 2025.

Cover photo: W.P. in his new home with a visiting dog named Bailey. W.P. is a new resident staying with S.S., J.Y., D.G., D.D. and C.S.

Promotion to RC



Deasha Markland has been with the Beth Tikvah Foundation since 2023. Deasha started working as a PT staff at our residential home and then became a FT staff in March 2024. Deasha planned many fun programming activities for the residents such like karaoke, baking, and community outings!

Beth Tikvah is expanding and adding a new Intensive Supports location. Deasha joined the Management Team as a Resource Coordinator in February 2025. She has been helping set up the new location and will be overseeing location operations once the new individuals move in! We are happy to have Deasha on the Management Team and we hope she is part of the team for many more years!

In her time off, Deasha likes to listen her to vinyl collection, go to high tea and spend time with her cats!



S.S. with an amaryllis flower that a family member gave her as a gift at Chanukah.

Welcome New Board Members of Beth Tikvah Foundation of Hamilton

We would like to take this opportunity to welcome two new board members to Beth Tikvah Foundation of Hamilton, John DeMarco and Nikki Ohayon.

John DeMarco comes to Beth Tikvah with 30 combined years of extensive experience working in direct client driven environments with elderly individuals with various types of dementia, delirium, mental health, marginalized population, dual diagnosis, responsive behaviors and developmental disabilities.

Nikki Ohayon is a registered nurse. Nikki has substantial experience in providing care to populations of all ages, especially with individuals with developmental disabilities. This has spanned through providing home care for marginalized groups and providing direct patient care in both critical care and general hospital settings. She also had opportunities to practice nursing in various leadership roles, such as Clinical Instructor, Nurse Manager, and Nurse Consultant.

Beth Tikvah is excited to have both John and Nikki on board and look forward to their insights and leadership. Their contributions will help shape the future of our foundation, and Beth Tikvah appreciates their dedication to our mission.



D.D. and W.P. holding up their bingo prizes.



Labour Management

Beth Tikvah Foundation of Hamilton is now a unionized environment. The UFCW Canada has been established since 1979. The first collective agreement was ratified on December 5th, 2024.

The Labor Management Committee has also been created to address workplace matters that will arise with implementing the new Collective Agreement, promote collaboration and healthy communication between management and employees.

In 2025, management and frontline staff are embarking on a new journey to work together and create a positive work environment for everyone. Beth Tikvah looks forward to working collaboratively with the union in the upcoming months/years to work through workplace matters, create a better workplace and look to agreeable solutions and outcome for all involved.

