



Perspective

Volume 22, No. 1 | February 2016

Home, “Suite” Home

Nestled on the north and south wings of the Farm Crest building are 12 quiet, cozy rooms referred to as Residential Suites. Each includes a large living room with a kitchenette, a private bathroom and closet. The suites vary in size from 325 to 476 square feet. Three meals a day, flat linen service and weekly housekeeping are included in the daily rate. Other services are available at an additional cost.

There is no entrance fee. Residents come and go independently; some still work or volunteer each day. If they do not drive, they can take advantage of the scheduled shopping trips and daily transportation between campuses. As one resident summarized, “I have everything I need here.”

Surrounded by Family and Friends

Ruth Esch has enjoyed this location for the past six years. She describes her Residential Suite as “a nice quiet space where I can spend as much time as I want in intercessory prayer and Bible study. I like the nice big window that lets in lots of light, the raised flower planter right outside the window, and the view of the valley below.”



Ruth Esch enjoys her life at Fairmount, surrounded by family and friends.

Ruth and her husband George moved to Fairmount Homes over eight years ago. George was experiencing health challenges, and with 24 years of nursing experience, Ruth knew the time was right to move. Fairmount was a logical choice for them, as it was a familiar place. Ruth’s mother had been a resident for 10 years, and Ruth had many friends and cousins already living here.

Ruth and George lived for two years in a Farm Crest apartment. Then George needed more care and moved to the Wheat Ridge side of the campus. At that

point, Ruth decided it was time to downsize and moved to a Residential Suite. For four years, she made daily visits to Wheat Ridge to spend time with George. Since his passing, she has been especially grateful for the circle of Fairmount family and friends surrounding and supporting her with prayer and companionship.

(continued on page 3)

Inside . . .

- 2 The President’s Perspective Team Members Honored
- 3 New Director of Human Resources Named
- 4 Items of Interest February Quilting

Building an Environment of Trust

The President's Perspective

Trust continues to be one of our Core Values at Fairmount, even though it has taken a back seat in many contexts around us. Lack of trust is evident everywhere—from personal relationships to how people relate in the federal and state government. For instance, the lack of trust between Pennsylvania's newly elected governor and state legislators has created a budget stalemate lasting over 180 days and caused many to lose trust in our elected officials.

In his book, *Soup*, Jon Gordon describes trust as one of the essential ingredients for building healthy relationships, winning teams, and a culture of greatness. He maintains that without trust, you can't have engaged relationships and without engaged relationships, you won't have a successful team. Creating an environment that promotes trust is worth the hard work it requires.

We build trust in many ways. Here are a few: Resolve interpersonal conflicts by openly discussing the issues with those involved. Admit mistakes and apologize for wrong actions.

Create transparency and share all essential information. Most important, value long-term relationships over short-term success.

As Fairmount's CEO, one of my roles is to foster relationships, and stress the importance of trust between our residents and team members. For us, two measures of trust are satisfied

residents and low employee turnover. We know our residents are satisfied because they and their families praise the consistent, quality care they receive. And our employee turnover rate in 2015 was a low 12%. Both of these are great indicators of trust being lived out here daily.

Building and maintaining trust at Fairmount Homes makes it possible for residents to always depend on us, put confidence in us, and rely on our honesty. The trust we foster among us here in our community is built on the truth that we can trust God in all situations.

*"Trust in the Lord with all your heart and lean not on your own understanding; in all your ways submit to him, and he will make your paths straight."
(Proverbs 3:5-6 NIV)*


Jerry D. Lile
President/CEO



Fairmount Homes Mission Statement

"Fairmount Homes is a ministry with mature adults, providing high quality services, promoting wholeness and creative living consistent with Christ-centered Mennonite Values."

Core Values

- Community • Compassion
- Dignity • Integrity
- Quality • Teamwork
- Trust

Fairmount Homes *Perspective* is published quarterly for the residents, staff, volunteers and friends of Fairmount Homes, a Christian retirement community governed by a Board from the Weaverland Conference of the Old Order Mennonite Church.

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Team Members Honored

Fairmount's recent staff Christmas Fellowship Meal was a wonderful evening of great food, lots of fun and fellowship, and Christmas caroling. But the highlight of the evening was the recognition of 37 team members celebrating five-year increments of service with a cumulative total of 435 years.

Pictured are the team members who have served 20 years or more (from left) and the years they have served: Mary Rineer (30), Sondra Martin (25) and Ruth Carrasco (20). Not pictured is Mary Ann Huber (30).



New Director of Human Resources Named

We want to congratulate Joan Bair, who was recently promoted from the position of Human Resources Coordinator, where she has served since 2014, to the Director of Human Resources. Joan comes to this role highly qualified with a Bachelors degree in Information Systems Management from the University of Maryland and a Masters degree in Management and Leadership from Liberty University in Virginia. Her work experience includes personnel management and administration.



Joan lives in Ephrata with her husband Eric and two college-age daughters. Spending time with her family and vacationing at the beach are some of her favorite activities.

When asked what has most impressed her at Fairmount, Joan replied: “We have a great team here who really work well together. I especially enjoy watching the generosity of the community at events such as Heritage Day and the Benefit Auction and Chicken Barbecue.”

We wish you all the best, Joan, in your new role at Fairmount.

Home “Suite” Home *(continued from page 1)*

Freedom to Live Independently

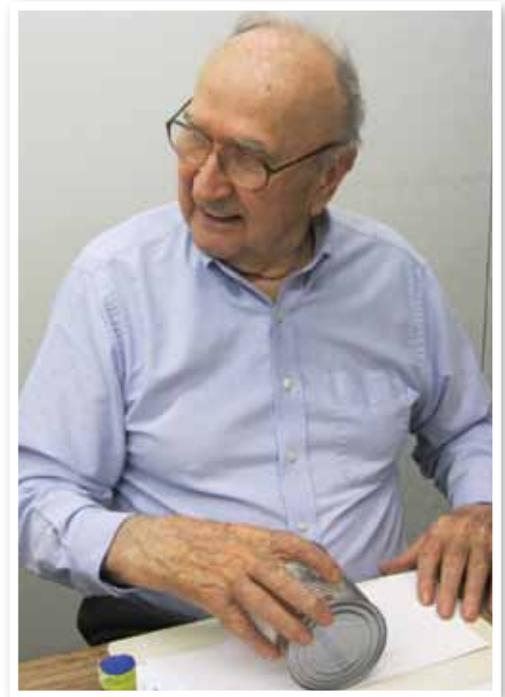
David Hostetter moved to a Residential Suite 13 years ago after the sudden death of his wife. “My children thought it was too soon to make a move,” he says. “But I told them I didn’t like leaving an empty house every morning and coming home to an empty house every night. Later, when my children were asked what they thought about my coming to Fairmount, they replied that they were so glad I was here.”

Unlike Ruth, David knew no one at Fairmount when he moved in; his only connection had been years before when he visited his sister during her short stay in Health Care. “After visiting my sister, my wife and I decided that Fairmount is where we wanted to retire,” he explains.

Thanks to the services that come with suite living, David is free to spend his days as he wants. Four mornings a week he gets up early and drives to Christian Aid Ministries, where he is starting his 21st year of volunteer service. In his free time, he enjoys listening to chorus programs on campus or spending time in Fairmount’s Crest View library. He attends his home church every other week, and stays at Fairmount for services on the opposite weeks.

At Fairmount, David never comes home to an empty house. He remarks, “I know everyone here because I’ve been a resident longer than all but one person. I have a wonderful group of friends; we all sit at the same table for our meals (and the food is really good!). I’ve never been sorry I came here!”

If you or someone you know would be interested in exploring residency at Fairmount Homes, please call the Admissions Office at 717.354.1800 for more information or a tour of our many living options.



Pictured above is David Hostetter labeling cans of meat at Christian Aid Ministries where he volunteers four mornings a week.



Retirement Community

333 Wheat Ridge Drive
Ephrata, PA 17522-8558
717.354.1800
www.FairmountHomes.org

Address Service Requested

Items of Interest

Central PA Blood Drives

A blood drive is planned for Thursday, February 4, from 11:30 a.m.–6:30 p.m. in the Farm Crest Community Room. Donors will receive a certificate for a Buy One-Get One Free breakfast or lunch at Shady Maple (valid Monday-Friday only). For an appointment, please call the blood bank at 800.771.0059. Walk-ins are welcome until 6 p.m.

Ham & Cheese Fundraiser

Our annual ham-and-cheese sandwich fundraiser, held jointly with the Weaverland Conference Youth for Truth, is coming up soon. Sandwiches may be ordered until March 4 at the Wheat Ridge or Crest View front desk, or by calling 717.354.1800. The pick-up date will be March 19. Proceeds will go to the Sharing Fund.

TOPS Chapter Receives Award

The Fairmount TOPS (Taking Off Pounds Sensibly) chapter was recently recognized as the most successful TOPS chapter in PA. New members are welcome. For more information, please call Dorothy at 717.354.1811 or email dorothyw@fairmounthomes.org.

Mailing List Update

If you wish to have your name removed from the mailing list, please call 717.354.1800, write the Managing Editor at the address above, or email carols@fairmounthomes.org.



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Annual February Quilting

Save the Dates

Saturday, February 20

Tuesday, February 23

Wednesday, February 24

8 a.m. to 4 p.m.

(Lunch served daily)



Make plans to join us!

Farm Crest Community Room, 1100 Farm Crest Drive