

LIVING BRANCHES UPDATE



A NOTE FROM ED

*Edward D. Brubaker
President/CEO*

Since January, I have been spending the majority of my time at Souderton Mennonite Homes, getting to know residents, employees and volunteers. So far, I have thoroughly enjoyed my time on the Souderton campus, and I thank everyone for their warm welcome.

Our affiliation efforts through Living Branches continue to progress nicely. The Integration Task Force, which is comprised of leaders from both communities, has been meeting to discern what joint opportunities will be pursued in the next six months. A group representing both communities is also planning open houses in late March and early April for residents, family members, employees and volunteers. You can read more about the work of the Integration Task Force and the open houses in this bulletin.

It is exciting and gratifying to see our affiliation continue to progress. Together, I am confident that we will be able to strengthen each campus and extend the reach of Anabaptist senior care services in southeastern Pennsylvania.



Souderton residents and staff welcome their friends from Dock Woods.

Visit the Campuses of Living Branches!

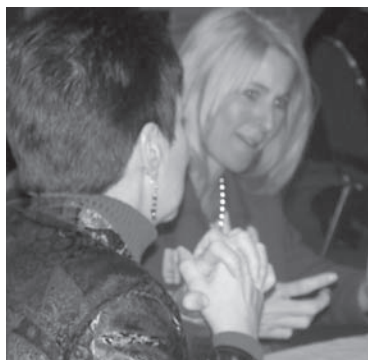
In the upcoming months, the communities of Living Branches will host campus tours for community stakeholders. Tour guides will work to familiarize residents and staff with each of the Living Branches campuses and will reflect on the amenities provided.

Activity rooms and other resident-related spaces will be open for walkthroughs along with one Independent Living suite and one Personal Care room. Certain facilities such as the Memory Support and Nursing Centers will not be open; however poster boards will be positioned around the campuses to describe these areas through information and photographs.

In addition, a historical overview will be presented on both of the Living Branches communities, which will follow a brief introduction from Ed Brubaker. Refreshments and door prizes will be offered.

The campus tour schedule is as follows: Dock Woods Community will provide tours on the Towamencin campus on Wednesday, March 25 and Saturday, March 28 from 1 p.m. to 4 p.m. Dock Meadows will provide tours on Saturday, March 28 from 10 a.m. to 12 p.m., and Souderton Mennonite Homes will provide tours on Wednesday, April 1 and Saturday, April 4 from 1 p.m. to 4 p.m. We look forward to seeing you at the open houses!

Learning and Discerning



SMH Personal Care Manager Monica Stalford shares ideas with Lori Borglum, Senior Director of Independent Living and Personal Care for Dock Woods.

The Integration Task Force has been meeting since July, and is charged with guiding affiliation-related work. At this point, much of the group's work centers on learning the systems, policies and practices of each campus as it relates to three key areas: human resources; finance and information technology; and marketing and admissions.

In the area of human resources, the group is focusing primarily on assessing the similarities and differences in our benefits plans and compensation rates across the three campuses. While the work in this interim period will focus primarily on learning, the goal over time will be to ensure that we are equitable in these areas across campuses of Living Branches.

With regard to finance and information technology, the Integration Task Force is already laying the groundwork for a joint audit, as we will need to consolidate key financial reports by the end of the fiscal year. Other areas of focus include a comprehensive information technology

inventory including hardware and software, and a formal technology assessment with an outside resource to identify opportunities for integration across Living Branches.

In marketing and admissions, our efforts are focused on concluding the Living Branches branding work, and gaining a better understanding of the types of apartments and services we offer across all three campuses. We are also taking time to understand the various ways we communicate within our campuses and with the broader community through newsletters and other mechanisms.

The Integration Task Force also recently brought together select departmental leaders for breakfast and conversation. More than 40 leaders participated in the event, which was designed to familiarize leaders with their counterparts within Living Branches, and to begin the process of considering what we may be able to do together in the future.

Look for more updates on the work of the Integration Task Force in future newsletters.

Integration Task Force Members: Edward Brubaker, Administration Chair; Bruce Alder, SMH Finance; Rick Kratz, SMH Marketing; Russ Mast, DWC Marketing; Steve Myers, DWC Finance; Brent Nafziger, DWC Operations; Lisa Peirce, SMH Human Resources; Victor Rose, SMH Operations; and Kathy Shott, DWC Human Resources.

About This Newsletter

As we continue in the affiliation process, regular and open communication is a key priority.

The Integration Task Force has created this newsletter to keep residents, family members, staff,

volunteers and other interested parties up-to-date on the work that is occurring within Living Branches.

The newsletter will be produced every other month. The format and frequency of the *Living Branches Update* will be evaluated and modified as appropriate.

If you have any questions or suggestions related to the newsletter or any aspect of Living Branches, please contact Rick Kratz (215-723-9881) or Russ Mast (215-368-4438). Thanks to Leslie Bokunewicz and Christina Alderfer for contributing to this issue of *Living Branches Update*.



Souderton Mennonite Homes P: 215.723.9881
207 West Summit Street, Souderton, PA 18964



Dock Woods Community

Dock Woods Community P: 215.368.4438
275 Dock Drive, Lansdale, PA 19446

Dock Meadows P: 215.822.0688
2343 Bethlehem Pike, Hatfield, PA 19440