

The Affiliation of Souderton Mennonite Homes and Dock Woods Community

July 16, 2008

Dear Employees and Residents:

update



We have enjoyed interacting with many of you over the past three weeks, as you have shared your enthusiasm regarding the affiliation of Souderton Mennonite Homes (SMH) and Dock Woods Community (DWC) and asked great questions about next steps.

As we work through the affiliation process, there are at least four key areas we are addressing: the name of the parent company, legal considerations, continued communications, and the leadership structure for the parent company.

To address the name, legal considerations and communications, we have established an Integration Task Force, with the following members: Bruce Alder, SMH Finance; Russ Mast, DWC Marketing and Public Relations; Steve Myers, DWC Facilities and Finance; Lisa Peirce, SMH Human Resources; Vic Rose, SMH Operations; and Kathy Shott, DWC Human Resources. We are both part of this group as well, and Ed will serve as Chairperson. In addition to these functions, the Integration Task Force will manage other tasks required to complete the affiliation by the end of the year.

A subgroup of the Integration Task Force, called the Communications Task Group, will guide our efforts to share information and receive feedback over the coming months, as well as the process for naming the new parent company. That group will include: Carolyn Gibson, SMH Nursing; Rick Kratz, SMH Marketing and Admissions; Russ Mast (Chair); and both of us.

With regard to developing the leadership structure for the new parent company (including campus leadership), Ed will be leading that process, in consultation with the Affiliation Council (Charlotte Hunsberger, SMH; Bill Longacre, DWC; Leon Moyer, DWC; Jim Rittenhouse, SMH; and both of us). An outside resource will be engaged to help lay out a process for establishing a leadership structure and determining who is best suited for each role. The Affiliation Council will ensure that all tasks remain on target, so that the Boards of both communities will be ready to approve the name and leadership structure prior to finalizing the affiliation.

Again, we are looking forward to working together to strengthen our communities and extend our reach in our region, while also continuing to provide the quality services our residents have come to expect. Should you have any questions throughout the affiliation process, please feel free to contact either of us, or e-mail affiliationinfo@gmail.com.

Sincerely,

Edward D. Brubaker
President/CEO
Dock Woods Community

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Souderton Mennonite Homes



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