

# Fairmount *Perspective*

Dedicated to Faith, Family & Community

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## What Does “Fairmount Family” Mean?

“Welcome to the Fairmount family!” As Fairmount begins its 55th year on February 19, this familiar expression continues to greet new team members and residents alike. For residents, it is an introduction into a caring community, and an invitation to meet new neighbors and make lasting friends. When staff are greeted with those words, they are being assured that they are stepping into a community of caring colleagues.



*Three generations: Paul and Edith Gehman, their granddaughter Katie Rutt (left) and daughter Denise Trupe (right) all worked together at Fairmount for several years.*

### **Family Connections**

For some of our staff, the term, “Fairmount family,” applies in a literal sense because they are working alongside actual family members—spouses, siblings, parents, children and/or cousins. Of the 300+ team members here, 48 work with at least one family member. Some even have multiple family members employed here.

Current Payroll and Benefits Manager Denise Trupe has held numerous positions at Fairmount. She started as a Dining Services Aide before becoming an Administrative Assistant. Her parents, Paul and Edith Gehman, worked here at the same time. Paul served as Chaplain and Edith as a Secretary before they retired. Katie Rutt, their granddaughter and Denise’s daughter, began as an Administrative Assistant before advancing to Social Worker.

Commenting on the dynamic of their workplace relationship, Denise muses, “Working together, sometimes having lunch together, and knowing the same people within the organization creates a special connection for us.”

Katie adds, “We work here to serve our residents and their families, and it’s pretty cool when we get to do that alongside our own family.”

Andy Miller started at Fairmount part time as a Floor-Care Technician almost three years ago. When a position opened up in Housekeeping a few months later, he was excited for the opportunity to work full time. “Fairmount is an amazingly wonderful place to work, especially because it is God-centered,” he says. “I also love coming up over the hill every day and seeing the view. I am happy to be part of the Fairmount family!” Andy was impressed enough to recommend Fairmount to his wife, Lori, who became a Resident Assistant in Personal Care a few months ago.

Whether you refer a family member or friend, Fairmount offers a generous referral bonus to both team members and persons they refer who are hired. Aside from a bonus, team members have been quick to recommend Fairmount as a great place to work due to advancement opportunities and a caring family atmosphere.

*...continued on page 3*

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

### Core Values

Community • Compassion  
Dignity • Integrity  
Quality • Teamwork  
Trust

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# Word of the Year: Refresh

## *The President's Perspective*

Have you ever chosen a “word of the year” rather than make a New Year’s resolution as January 1 approaches? Many of my friends and close contacts select one special word around which they set personal goals or intentions for the coming year.

While I have not yet chosen a personal word for 2022, I have been thinking about a word that could help keep Fairmount focused as we enter another year of unknowns. Since the past two years have been challenging—some may say depressing—I really wanted the word to have a positive dynamic that would challenge us to be forward thinking. So, the word I chose for Fairmount in 2022 is **refresh!**

Merriam-Webster lists the definition of refresh as “to restore strength and animation, to freshen up and to restore or maintain by renewing supply.” This is exactly what I look forward to in 2022...restoring our strength! For the past two years, we had to focus on surviving through the pandemic. However, our goal is not just to survive but to *thrive!* And we don’t want to merely talk about it; we want to take action to see it accomplished!

Fairmount has engaged a consulting service, OnePoint, to help explore and implement our refreshing process. They will assist us in evaluating our current programs, marketing strategy, future expansion possibilities and other aspects of the

organization that may need to be ‘refreshed.’ We will also reach out to our community members for input, so you may be contacted by someone from Fairmount or OnePoint for your perspective.

This refreshing is not primarily about the bricks and mortar of our or-

*“I will refresh the weary and satisfy the faint.” Jeremiah 31:25*

ganization. Instead, it takes us back to our mission and values—reaffirming that our central purpose is providing care in a Christ-like manner.

We can never be satisfied to remain stagnant in our faith nor in our dedication to providing a positive and uplifting environment for our residents and team members. As Christ promises in Jeremiah 31:25, he “will refresh the weary and satisfy the faint.” Just as our personal lives need a spiritual refreshing, so does an organization that believes and follows Christ. I am looking forward to a “refreshed” new year here at Fairmount! ➤



Jerry D. Lile  
President/CEO

## Staff Honored for 475 Years

Again this year, team members enjoyed a delicious boxed meal for our annual Team Member Christmas Fellowship Meal, as well as 78 door prizes distributed over the first 12 workdays of December. The recognition of team members celebrating five-year increments of service continued also. This year, we honored 35 team members, with an amazing total of 475 cumulative years! Especially remarkable was the 45-year milestone achieved by Cynthia Zwally. Congratulations to all honorees, and thank you for your faithfulness! ➤



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# Welcome to Our New Director of Nursing

Please join us in welcoming Heather Hetrich as our new Director of Nursing (DON). Heather has worked as a Registered Nurse (RN) at Fairmount for four years and was recently promoted to DON after serving as interim in the position for three months. She has been an RN for 18 years, graduating from Lancaster General College of Nursing.

Heather lives in Farmersville with one of her three adult children (who also works at Fairmount as an RN), and three of her five grandchildren. She enjoys reading, vacationing and spending time outdoors. One of her favorite destinations is the Maine wilderness.

When asked what she likes most about working at Fairmount, Heather responds, "I like the sense of community, the friendliness, and that it is small enough that everyone knows everyone else."

We wish you the best in your new role, Heather!



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*What Does "Fairmount Family" Mean ... (continued from page 1)*

## **Opportunities for Advancement**

Over the years, Fairmount has been eager to promote current staff to positions of greater responsibility. Many team members started out in front-line positions and went on to supervisory positions, such as those who began as Resident Care Assistants (RCAs) or Certified Nurse Assistants (CNAs) and went on to become Licensed Practical Nurses (LPNs) or Registered Nurses (RNs). Fairmount has also been supportive of team members like Denise and Katie, who made job changes from one department to another to gain experience and explore different career possibilities.

## **Teamwork for Residents' Sake**

One of the primary meanings of "Fairmount family" is depicted in Fairmount's core value of **teamwork**. Demonstrated daily by our staff, teamwork is the center of great care for our residents. Across all departments, from Nursing to Maintenance, Housekeeping, Laundry, Activities and Dining, supervisors constantly compliment the willingness of staff to do whatever it takes to best care for residents.

Vice President of Health Services Susan Noriega observes, "In Nursing, we see RNs and LPNs pitching in to do the jobs of CNAs if there's a gap. They help wherever they are needed most."

Activity Director Deb Fitzwater agrees, citing

the flexibility of team members in her department. "I have team members who will work extra hours or work outside of their assigned area if help is needed elsewhere, saying, 'I am willing to do this for the sake of the residents.'"

Aaron Zimmerman, promoted from Cook to Director of Dining Services last year, notes, "Change requires flexibility. Our roles may shift quickly in this department—from serving one meal to everyone in the dining rooms to suddenly being asked to take the next meal to each resident in their room. To pivot this quickly, I appreciate that team members are open to each other's ideas and willing to experiment to find the best ways to navigate sudden changes."

Team members care for each other in many ways—filling in shifts as needed, offering prayers or sending cards and gifts to sick coworkers, and even offering their paid time off (PTO) hours to someone who has no more PTO to cover days missed because of illness.

"Welcome to the Fairmount Family" is more than a trite saying; it is a value lived out daily by staff and residents alike. If you would like to consider becoming part of the Fairmount family, please call 717.354.1800 to explore your options.

Fairmount's Administration and board thank all of our team for your hard work, compassionate care of our residents, and demonstrating teamwork. ➤



# Fairmount

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*Perspective* issues are available at [www.FairmountHomes.org](http://www.FairmountHomes.org).

**Electronic Service Requested**



## Items of Interest

### Spring Open Houses

Save the dates for Spring Open Houses of Wheat Ridge Apartments and possibly a cottage on April 5 (Tuesday), April 7 (Thursday), April 19 (Tuesday), and April 21 (Thursday) from 2-4pm each day. Please call the Marketing Department at 717.354.1811 to reserve a space.

### 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 February 28 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 be used for the benefit of residents in financial need through the Sharing Fund.

### You Gave ExtraOrdinarily!

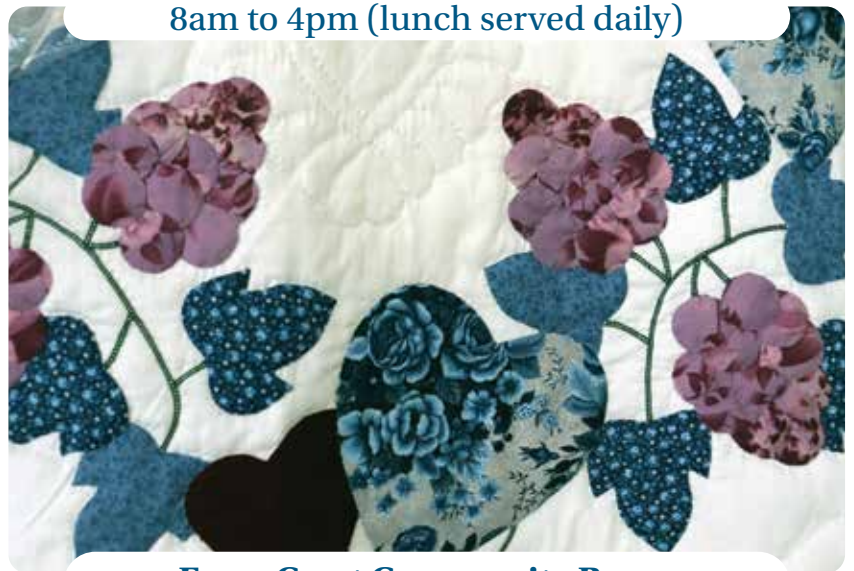
Thank you to everyone who donated to Fairmount through the November 22 ExtraOrdinary Give event! A total of \$22,232 from 89 generous donors will go to the Sharing Fund. We are grateful for this wonderful show of support from our community.



## Annual Quilting Days

**Saturday, February 12,  
Tuesday, February 15, & Wednesday, February 16**

8am to 4pm (lunch served daily)



**Farm Crest Community Room  
1100 Farm Crest Drive  
Ephrata, Pa**

*Please plan to join us!*