

## Growing Caregivers from Within

**I**t all began in 2009 when Pauline Zimmerman took a housekeeping job at Fairmount. Often as her evening shift settled into its familiar rhythm, she would be reminded again that she was meant to serve in a care community like Fairmount. The halls were calm, her work was steady, and every interaction—no matter how small—felt meaningful. Little did she anticipate that it would be the first step in a journey that would shape her life, her calling and the future of care at Fairmount.

### **Finding Purpose in Caring for Others**

Pauline was introduced to Fairmount by a friend, but her interest in healthcare started long before that. Years earlier, her family had walked alongside a grandparent living with dementia. That experience sparked a desire in Pauline to care for others facing similar challenges. Not long after joining the Housekeeping Department, Pauline felt drawn to resident care and knew she wanted to become a Certified Nursing Assistant (CNA).



*Pauline caring for a resident in 2010, reflecting a long-standing commitment to service at Fairmount.*

### **Growing Through Opportunity and Education**

Fairmount offered an education program that supported team members pursuing CNA training. Pauline seized that opportunity and then went on to serve as a CNA for nine years. Those years were foundational—building relationships, learning the heart of caregiving and discovering the deep purpose behind the work.

In 2018, Pauline completed additional training and served for four years as a Licensed Practical Nurse, before becoming a Registered Nurse in 2022. Each step brought new responsibilities and new ways to serve residents, families and fellow team members. In 2024, she transitioned into the role of Assistant Director of Nursing. Just nine months later, she stepped into the position of Director of Nursing, an achievement that reflects both her dedication and Fairmount's commitment to developing leaders from within.

### **Learning to Lead with Integrity**

Along the way, Pauline faced the challenges that come with growth. As her responsibilities increased, she learned how to lead individuals who were once her peers, balancing accountability with compassion.

“Leadership has been a continual learning experience,” Pauline shares. She strives to meet people where they are while remaining grounded in Fairmount’s mission, core values and standards, leading with integrity and a servant’s heart.

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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.

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Community • Compassion  
Dignity • Integrity  
Quality • Teamwork  
Trust

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[www.FairmountHomes.org](http://www.FairmountHomes.org)



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# Growing Together in 2026

## The President's Perspective

As we enter a new year at Fairmount, our theme for 2026 is simple yet powerful: Growth. Growth isn't just about getting bigger or about numbers—it's about becoming stronger in faith, deeper in relationships and more committed to our mission of Christ-centered care.

The Bible reminds us in 2 Peter 3:18: "But grow in the grace and knowledge of our Lord Savior Jesus Christ."

What does growing look like at Fairmount?

- **Growing in Care:** Expanding our capacity to provide excellent physical, emotional and spiritual support for residents and team members.
- **Growing in Community:** Building stronger connections with families, volunteers and neighbors so that Fairmount is warm and welcoming to all.
- **Growing in Stewardship:** Increasing our ability to use resources wisely to ensure sustainability for future generations.

John Maxwell, American author and speaker, said, "Change is inevitable. Growth is optional." At Fairmount, we choose growth that is intentional and rooted in God's calling.

Will you join us in prayer for growth this year? Pray that we grow in grace, wisdom and love. Pray for our residents, and for our staff and volunteers as we serve faithfully. And pray that our every step forward reflects Christ's presence.

Help us embrace opportunities to grow together: to listen more deeply, serve more faithfully and love more fully. Because when we grow, we reflect the life-giving presence of Christ in all we do.

Together, let's make 2026 a year of growing for His glory and for the good of those we serve.



Jerry D. Lile  
President/CEO

## Legacy and Estate Planning Workshop



Join us on Wednesday, February 18, at 3:00pm for a free Legacy and Estate Planning Workshop presented by Bill Hartman, Vice President of Everence

Asset Management. This educational session will offer practical guidance on creating an effective estate or legacy plan and explore how thoughtful planning can support meaningful charitable purposes, including benevolent care. The workshop will be held in the Wheat Ridge Chapel on the Fairmount Homes campus and is open to the community—no RSVP required.

## Spring Open House

Mark your calendar! Join us for an informative overview of Fairmount living on Tuesday, May 19, 2026, from 2:00pm –5:00pm in our Crest View Gathering Room, 1100 Farm Crest Drive. Then head over to our Wheat Ridge campus as we kick off our Summer Concert Series at 6:30pm with J-Tyme Bluegrass. Register or learn more by visiting [FairmountHomes.org](http://FairmountHomes.org) or calling 717.354.1811.



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## Welcoming New Leadership

That same spirit of growth continues as Fairmount celebrates another leadership transition. Laurie Welsh has accepted the position of Assistant Director of Nursing, bringing with her both experience and a lifelong calling to the nursing profession. Laurie joined Fairmount four years ago as the Registered Nurse Assessment Coordinator (RNAC), after previous service in the same role at another long-term care facility.

“I have known since I was eight years old that I was going to be a nurse,” Laurie shares—a calling she has faithfully lived out for more than 32 years. In her new role, Laurie looks forward to serving residents while also supporting staff in meaningful ways, recognizing that quality care extends beyond clinical tasks.



Pauline Zimmerman (Left) and Laurie Welsh (Right)

## Building the Future of Care, Together

Pauline and Laurie represent what it looks like to grow the next generation of caregivers—leaders shaped by experience, mentorship and a shared commitment to service. As they step into these leadership roles together, Pauline and Laurie help ensure that Fairmount’s legacy of compassionate, mission-driven care continues for years to come.

## A Legacy of Faithful Service

On December 5, 2025, Fairmount staff came together for our annual Team Member Christmas Fellowship Meal, enjoying fellowship, laughter and a shared meal as we reflected on the past 12 months. This year, we were excited to recognize 27 team members who achieved five-year milestone anniversaries—totaling an amazing 320 years of service. We are deeply grateful for each honoree and their continued commitment to serving others through Fairmount’s mission.

# 2026 Summer Outdoor Concert Series

Come out and enjoy an evening of music and community—open to the public! Please bring lawn chairs.



### J-Tyme Bluegrass

Tuesday, May 19 | 6:30pm  
Wheat Ridge Campus

### Days of Old

Tuesday, June 16 | 7:00pm  
Farm Crest Campus

### Singing Servants Quartet

Tuesday, July 14 | 6:30pm  
Wheat Ridge Campus

### Tru-Vintage

Tuesday, August 18 | 6:30pm  
Farm Crest Campus



**Disclaimer:** Event details are subject to change. Rain dates for each concert will be the following Thursday. Please check our website for any updates or cancellations: [FairmountHomes.org](http://FairmountHomes.org).



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## Items of Interest

### ***Central PA Blood Drive***

On February 19, the Central PA Blood Bank will hold a blood drive in the Crest View Gathering Room from 11:30am–6:30pm. Donors may call the blood bank for an appointment at 800.771.0059 or visit [www.cpbb.org](http://www.cpbb.org).

### ***Ham & Cheese Sandwich Fundraiser***

Our annual ham and cheese sandwich fundraiser, held jointly with the Weaverland Conference Youth for Truth, is just around the corner. Sandwich orders may be placed through March 13 at the Wheat Ridge or Crest View front desks, or by calling 717.354.1800. Sandwiches are \$6 each and will be available for pick-up on April 11. All proceeds support residents in financial need through the Sharing Fund.

### ***8th Fairmount Book Sale***

Fairmount's 8th Book Sale is planned for Friday, May 15, from 12:00pm–8:00pm, and Saturday, May 16, from 7:00am–10:00am, in the Farm Crest Community Room. Book donations are now being accepted. Be the first in line on Friday or enjoy half-price sales on Saturday. Proceeds benefit the Sharing Fund.

## Annual Quilting Days

**Saturday, February 7;  
Tuesday, February 10; &  
Wednesday, February 11**

**8:00am - 4:00pm  
(Lunch served daily.)**

**Farm Crest Community Room  
1100 Farm Crest Dr.  
Ephrata, PA 17522**

Save the date and come quilt for the  
September 12 Benefit Auction!

