

**Leamington Mennonite Home**  
**2025 Annual Meeting**  
**MINUTES**  
**May 27, 2025 | 7:00pm**

**DIRECTORS & COUNCIL CHAIR (CC) REPRESENTATIVES**

**Present:**

David Belch (Member)  
Susan Boon (CC)  
John Dyck  
Helga Enns  
Brenda Fischer (CC)  
Rachel Kauffman

Henry Kroeker Jr. (Member)  
Randy Lepp (CC)  
Charlotte Murray (CC, Member)  
Marlene Teigrob  
Erwin Tiessen  
Jim Wiebe

**Absent:**

Jayne Latam

**MEMBERS**

**Present:**

David Belch (Board)  
Bob Cornies  
John Dick  
Linda Driedger  
Shirley Dueckman  
Jim Dyck  
Marianne Dyck  
Rudy Dyck  
Herb Enns  
Richard Epp  
Judy Felhaber  
Barb Fischer  
Helen Kroeker

Henry Kroeker Jr. (Board)  
Vic Martens  
Charlotte Murray (Board)  
Louise Neufeld  
Ed Penner  
Harold Rempel  
Carl Schartner  
Mandi Scherer-Horne  
Ernie Taves  
Louise Tiessen  
Jake Wall  
Delores Wiens

**Absent:**

Len Driedger  
Marvin Dueck  
Liz Friesen  
John Goerzen  
Peter Neufeld  
Hugo Tiessen  
Ken Tiessen

**Meeting Opening and Formalities**

- Helga Enns opened the meeting, acknowledging key contributors:
  - Thanked Melissa Gaspard for work on slides and video
  - Acknowledged Jim Konrad and Ken Enns for help with sound and video
- LMH Chaplain Anna-Lisa Salo led the devotional:
  - Jeff Konrad read a scripture passage from Isaiah 43:18-21
  - Anna-Lisa Salo reflected on embracing new things and not dwelling on the past
  - Encouraged openness to God's guidance for the Home's future
- Helga Enns took attendance by church affiliation, confirming a quorum was present
- **Motion to accept the minutes from the 2024 Annual Meeting as printed and distributed:**
  - **Motion by Vic Martens**
  - **Seconded by Ernie Taves**
  - **Carried**

**Audit Presentation**

- Tyler Hicks from Hicks, MacPherson, latonna, Driedger LLP presented the audit:
  - Consolidated financial statements for all seven entities
  - Highlights:
    - Cash up \$364,000

- Reserves up \$293,000
  - \$455,000 in capital expenditures
  - Zero long-term debt for the first time
- Net surplus of \$337,000 after accounting for amortization and Ministry of Health funding adjustment
- Clean audit opinion with no issues in internal controls, risk assessments, or IT
- **Motion to accept the audited 2024 financial statements:**
  - **Moved by Herb Enns**
  - **Seconded by Bob Cornies**
  - **Carried**
- The Board is recommending that the Home uses Hicks, MacPherson, latonna, Driedger LLP for the 2025 audit.
  - **Motion to accept Hicks, MacPherson, latonna, Driedger LLP as the Home's 2025 auditors:**
    - **Moved by David Belch**
    - **Seconded by Louise Tiessen**
    - **Carried**

## 2025 Budget Presentation

- Susie Hildebrandt presented the 2025 budget:
  - Already approved by the Board of Directors in January 2025
  - Continues use of forecast budgeting for financial planning
  - Two main types: complex (capital) budget and individual operating budgets
  - Five-year forecast used to identify future projects and funding needs
- No vote required as budget was pre-approved by the Board

## Administrator's Report

- Jeff Konrad presented key operational updates:
  - Highlighted strong leadership team and their daily contributions
  - Ongoing renovations in Pickwick Apartments:
    - 8 units completed, 2 more planned for this year
    - Improvements include open concept layouts, walk-in showers, and energy efficiency upgrades
    - Estimated cost of \$40,000 per unit
    - Application made to CMHC for potential grant to speed up renovations
  - Successful fundraising in 2024:
    - \$323,000 raised through spring and fall events, plus community donations
    - Continued support from eight supporting churches for specific projects
  - Visit from Minister of Long-Term Care in November 2024:
    - Positive feedback on cleanliness and resident care
    - Addressed concerns about cultural designation for placements
  - Participation in pilot project for culturally designated homes:
    - Improved placement for community members
    - Reduced waitlist for supporting church members
  - Acknowledged strong relationships between the Leadership Team and Board of Directors
  - Praised staff for excellent care, recognized by various inspecting bodies

## Strategic Plan Update

- Helga Enns presented the new strategic plan for 2025-2030 with four pillars:
  - 1. Sustainability:

- Diversify revenue streams
- Optimize operational efficiencies
- Pursue new funding opportunities
- Ensure long-term viability of facilities and equipment
- Attract, retain, and support skilled workforce
- 2. Facilities:
  - Maintain and enhance existing facilities
  - Develop plan for new retirement residence construction
  - Upgrade long-term care facility to evolve with healthcare standards
- 3. Marketing and Communication:
  - Strengthen community awareness through digital presence and partnerships
  - Develop comprehensive marketing strategy
  - Improve internal and external communication
- 4. Safety and Well-being:
  - Enhance resident-centered care
  - Foster culture of safety for residents, families, and staff
  - Strengthen mental health and resilience support

### **Retirement Residence Building Committee Report**

- Helga Enns, Jeff Konrad, and Alexandria Fischer-Janisse presented an update on the Retirement Residence project:
  - Previous concept presented at last year's annual meeting was not pursued due to compelling factors
  - Committee revisited assumptions and continues to work diligently behind the scenes
  - Project remains a high priority based on recent strategic planning session
  - Building Committee meets every two weeks to maintain progress
  - Concerns about the aging building not meeting modern RR resident needs
  - Commitment to ongoing care for current RR residents remains steadfast
  - Plans for the future include:
    - Preparing for a future capital campaign
    - Seeking community connectors and advocates for the project
    - Planning to engage with the LMH community (volunteers, staff, membership, Board)
    - Emphasis on communication and marketing through newsletters, social media, website, and church bulletins
- Helga Enns emphasized the Building Committee's excitement about moving forward:
  - Alexandria brings experience in nonprofit sector capital campaigns and project development
  - Committee includes experts in finance, building, and resident care
  - Continuing to explore options for funding, space utilization, and resident care plans

### **Board of Directors Recognition**

- Helga Enns recognized the Board of Directors representing supporting churches and the non-voting church chairs.
- Special recognition for outgoing directors:
  - Marlene Teigrob (served two three-year terms)
  - John Dyck (concluded a three-year term)

### **Director Elections**

- New and returning directors nominated:
  - Erwin Tiessen nominated for a second three-year term for LUMC (ending 2028)

- Jake Wall nominated as new Director for Deer Run Church (three-year term ending 2028)
- **Motion to affirm the above-listed Directors for 3-year terms on the LMH Board of Directors:**
  - **Moved by Vic Martens**
  - **Seconded by Linda Driedger**
  - **Carried**
- No current director for Meadow Brook Church, but efforts are ongoing to fill this position

### **60th Anniversary Celebration**

- Vic Martens, former Board Chair (1991-1996), shared reflections on 50 years of involvement with the Home:
  - Started on the Building Committee in 1975
  - Discussed early planning for senior housing units, including geared-to-income options
  - Recalled challenges in the 1990s with the Gardens Apartments project, including financial difficulties and community skepticism
  - Highlighted the turnaround and eventual success of the complex, now with waiting lists for all accommodations
- Video produced by Melissa Gaspard highlighted 60 years of Leamington Mennonite Home history:
  - Emphasized the organization's foundation in Mennonite heritage and community support
  - Outlined growth from initial 44-bed facility in 1965 to current diverse senior living options
  - Highlighted key expansions and developments over the decades
  - Emphasized ongoing commitment to faith-based care and community involvement
  - Looked forward to future developments, including plans for a new Retirement Residence
  - Residents shared positive experiences:
    - Appreciation for the welcoming and supportive community
    - Gratitude for the sense of safety and care provided
    - Enjoyment of social activities and exercise classes
  - Staff members expressed their commitment:
    - Long-term staff (28 years) emphasized the importance of building relationships with residents
    - Newer staff highlighted the importance of understanding resident preferences and providing personalized care
    - Emphasis on the familial atmosphere and emotional support provided to residents

### **Meeting Closure**

- Helga Enns concluded the meeting:
  - Thanked attendees for their participation
  - Invited everyone to stay for refreshments to celebrate the 60th anniversary
  - **Motion to adjourn the meeting:**
    - **Moved by Mandi Scherer-Horne**
    - **Seconded by Richard Epp**
    - **Carried**