



LEAMINGTON

Mennonite Home

Annual Meeting

May 27, 2026

We welcome you to celebrate the past year and to have a look into our future.



@LeamingtonMennoniteHome

www.mennonitehome.ca

A Voice from Our Community

Katie Brown
Retirement Resident



“

If you hear a soft melody drifting down the halls of the Leamington Mennonite Home (LMH) Retirement Residence, it's likely Katie Brown. At 93, the lifelong teacher still hums as if she's walking a classroom, eyes bright and smile beaming as she remembers three decades of students. Katie's roots run just up the road, the farm life with her husband and children, Sundays of service at LUMC and seasons measured in harvests and hymns. When a hospital stay made it clear she couldn't return to the farm, her answer came easily: "That's fine," she told her doctor. "I'll go to the Leamington Mennonite Home." This past year, LMH celebrated 60 years of care—six decades of the community caring for the community, guided by the vision of Residents First. The milestone belongs to residents like Katie, to families who trust us, and to the staff and volunteers whose everyday kindness keeps this place warm and welcoming. LMH had long been Katie's family's second home. Her father lived here for six years; her mother for twenty-three. Choosing LMH felt less like a move and more like coming back to where love already lived. The dual campus has meant everything: Katie in Retirement, her husband cared for in Long-Term Care—close enough for daily visits, far enough that each receives the right support. "I feel so well taken care of here," Katie says. "It's quiet and peaceful. There's always an activity if I want it and my newspaper arrives at my door every morning." Health challenges have come and gone, but her faith steadies her. "God was in charge and led me all along, that's why my life has been so full." Ask her what matters most, and she'll point to people. "The staff are wonderful. They've become my friends." Then she'll hum a few bars and carry on down the hall one note in LMH's sixty-year song—with more verses to come.

”

Serving our Community with Purpose

Lord, you have been our dwelling place throughout all generations
Psalm 90:1

Vision Statement

Residents first – through faith-based commitment, compassion, and community.

Mission Statement

Past legacy binds our commitment to compassionate care. Through faith-based values, we strive for excellence, accountability, and uniqueness in respect to the best care and well-being of each life we touch.

Core Values



Faith

Our Home's values are rooted in our Christian faith and Mennonite Heritage



Community

We provide a feeling of home and sense of community



Adaptability

Our actions are guided by best care practices and the changing needs of the community



Dignity

Dignity and respect are the foundation of our relationships



Care

Our residents receive the highest standard of care



Teamwork

A collaborative staff and a supportive community ensure the best individualized care



Compassion

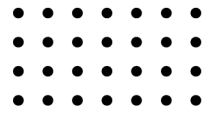
Our care practices are driven by our compassion for our residents and their families



Trust

We honour the trust placed in us by residents and their families

Celebrating 60 Years of LMH



In 2025 the Leamington Mennonite Home (LMH) proudly celebrated 60 years of service. What began as a vision from forward-thinking community members who recognized the importance of compassionate senior living long before it became common has grown into something truly meaningful. Today, that vision has grown into the vibrant and caring community we know and value. We marked this milestone with a deep sense of purpose, gratitude, and appreciation for all who have been a part of the journey over the past 60 years.



Strategic Plan

FOUR KEY PILLARS

This past year, the Leamington Mennonite Home (LMH) engaged in a comprehensive strategic planning process involving the Board of Directors and Leadership Team, resulting in a new five-year plan for 2025–2030. Through this collaborative work, four key strategic pillars were identified to guide the organization’s focus:



Building on this foundation, staff have begun implementing key objectives within each pillar, taking meaningful steps to strengthen the organization and enhance the quality of care and services we provide.

1. Sustainability

Supporting Care Today and Tomorrow

The Leamington Mennonite Home (LMH) remains committed to providing safe, high-quality, and compassionate living accommodations that are accessible and affordable for our community, both now and into the future.

This past year, the LMH Board of Directors established a volunteer Finance Committee to provide ongoing oversight of financial operations, including the review of audits, budgets, and investment policies, ensuring responsible long-term financial sustainability.

A comprehensive review was also conducted of the home's operating budget and long-term sustainability needs, including a detailed comparison with senior living facilities across the region. Supported by an internal market analysis, this work involved the Finance Committee, Administrator, CFO, and several members of the Leadership Team. The resulting recommendations were reviewed and approved by the LMH Board.

Following this analysis, a modest rate increase will be implemented across the complex. Despite this adjustment, our fees remain well below fair market value and significantly lower than comparable homes. This change supports our ability to sustain the level of care, services, and supports our residents rely on, both now and into the future.

In addition, we have begun exploring diversified revenue opportunities, including provincial and federal grant funding, to further strengthen our financial sustainability.

Looking ahead, significant progress has been made toward a proposed redevelopment project to replace the current Retirement Residence and introduce a new Assisted Living model, including enhanced amenity spaces for the whole complex to better serve the entire community.

2. Facilities

Overview & Capital Improvements

As the Leamington Mennonite Home (LMH) campus facilities continue to age, many of the buildings require ongoing attention to ensure they remain safe, functional, and are welcoming for the residents. Over the past year, focused efforts have been made to address aging infrastructure through proactive maintenance, targeted upgrades, and long-term planning. This includes prioritizing repairs, enhancing accessibility, and modernizing key areas to better support resident comfort and evolving care needs. Through these initiatives, LMH remains committed to maintaining high-quality environments across all facilities while planning thoughtfully for future redevelopment and long-term sustainability. In addition, security enhancements have continued across the complex, including the implementation of facial recognition technology. These improvements further support the safety and well-being of both residents and staff.

Long-Term Care (84 rooms) & Retirement Residence (46 rooms)

Upgrades included improvements to fire safety equipment, kitchen equipment, and medical equipment, as well as ongoing painting of units as they transition between residents. The palliative care room in Long-Term Care was enhanced with upgraded furnishings, made possible through a generous family donation.



Homeview Apartments (16 Rental Units)

New heat pumps were installed to replace baseboard heating, along with the installation of window air conditioning units.

Pickwick Apartments (38 Rental Units)

Fundraising dollars over the past several years have been allocated to renovations focused on modernization and improved accessibility. To date, 16 apartments have been fully renovated. These updates were made possible through the generosity of many donors, donations from the 8 supporting churches and proceeds from the Annual Fall Event where we celebrated 60 years of service.



Gardens Condominiums (41 life leased units)

Heat pumps and new windows have been installed, replacing aging furnace and air conditioning systems as needed.

Townhouses (47 life leased units)

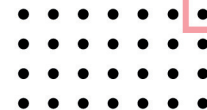
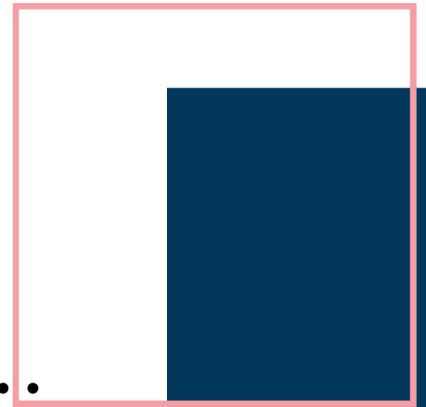
Heat pumps have been installed to replace aging furnace and air conditioning systems as required. Additional upgrades include garage doors, concrete driveways, and window and door replacements as needed.

Thank You!



Shared Community Spaces

Thanks to the generosity of lobby donors, and through naming opportunities, we were able to refresh and update this space after 20+ years. The result is a more welcoming environment where residents and visitors can gather, connect, and enjoy a cup of coffee together, an enhancement that benefits the entire community.



3. Marketing & Communications

Sharing Our Story & Strengthening Community Connection

Over the past year, we developed and began implementing an annual Marketing and Communications Strategy aimed at increasing awareness, strengthening community engagement, and sharing the Leamington Mennonite Home story of compassionate, community-centered care. This work has enhanced communication with staff, residents, supporting churches, and the broader community. Highlights include a series of church visits and tours to deepen connections with our eight supporting congregations.

To further support these efforts, a new donor digital database was implemented, strengthening our ability to build relationships and engage meaningfully with supporters. In addition, a new organizational website was launched. This refreshed platform is designed to be easier to navigate and provides clear, accessible information about the programs, services, and ongoing work at LMH, while also strengthening our overall marketing and communications capacity.

Our updated logo, mission, vision, and values have been integrated into our communications, with the installation of professional signage now underway throughout the home. Looking ahead, new exterior signage for each facility will be installed this spring, enhancing visibility and wayfinding across the campus. This initiative also supports our broader Facilities Strategic Pillar.

4. Resident & Staff Well-Being

Supporting Quality of Life Across Our Campus of Care

Resident Well-Being:

Long-Term Care (LTC) continues to operate as an 84-bed facility, with a cultural designation that supports access for individuals in our community who are identified as being in crisis. The team remains dedicated to advancing the Resident Well-Being pillar of our Strategic Plan, ensuring that each resident receives compassionate, person-centred care. Serving the 84 residents in LTC, staff are committed to delivering high-quality care while continuously strengthening clinical practices, accountability, and overall quality of service.

Key Highlights:

- Introduction of Nurse Practitioner & Charge Nurse positions to enhance clinical leadership, improve oversight, and support frontline staff
- Ongoing focus on staff training and education to ensure best practices, compliance, and quality care delivery. The Behavioural Support Office (BSO) provides additional support for residents who rely on individualized behavioural care to enhance their safety, comfort, and overall well-being.
- Implementation of a higher level of reporting, strengthening documentation, communication, and accountability across the care team.



Retirement Residence and LMH Complex: A Continuum of Care and Housing

The Leamington Mennonite Home continues to offer a comprehensive continuum of care, allowing residents to age in place within the community. Whether living in townhouses, condominiums, apartments, or the Retirement Residence (Assisted Living), residents are supported through a range of housing options designed to meet evolving needs.

Across the complex, all residents have access to a lifeline emergency response system, ensuring that an LMH staff member is alerted immediately when assistance is required. This integrated approach supports safety, independence, and peace of mind for residents and their families.

Sustaining consistent services across all facilities remains a priority. The Retirement Residence provides assisted living supports for 46 residents, with an average age exceeding 90 years, reflecting the increasing complexity of care needs within this setting.

The campus includes a diverse range of housing options:

- 47 Townhouses
- 42 Gardens Condominiums
- 38 Pickwick Apartments
- 16 Homeview Apartments
- 46 Retirement Residence (Assisted Living suites)



Together, these living options enable residents to remain within a familiar and supportive community while accessing the level of care and services appropriate to their stage of life.

Social Recreation

The Social and Recreation Department continues to play a vital role in supporting the Resident Well-Being pillar of our Strategic Plan.

Residents engage in a wide variety of meaningful and enriching activities designed to support physical, emotional, social, and spiritual well-being. These opportunities foster connection, purpose, and joy in daily living.

Residents participated in regular programming such as group exercise classes, bingo, sing-alongs, music activities, outdoor walks, and one-on-one visits. Community engagement remained an important focus, with outings and special visits. We invite members in the community to come and volunteer at the home.



Spiritual care continues to be a cornerstone of resident life. Weekly worship services, along with morning devotions and individual visits provided by our Chaplain, offer comfort, reflection, and ongoing spiritual support to residents. Social Work services play an important role in supporting and enhancing resident well-being. Through emotional support, advocacy, care planning, and connection to resources, Social Work helps ensure that residents' psychosocial needs are addressed, contributing to a higher quality of life and overall sense of dignity and belonging.

We are grateful for the continued involvement of the Ladies Auxiliary, whose coffee café provides a welcoming and social gathering space. Monthly birthday celebrations, seasonal events, and special holiday programming also contribute to a vibrant and inclusive community atmosphere for the resident well being.



Volunteers remain an essential part of our home. Their willingness to spend meaningful, quality time with residents, through visits, conversations, and participation in activities enhances the sense of companionship and belonging that defines our community. We invite you to get involved and volunteer at the home in a capacity that aligns with your passions.

Together, these efforts reflect our ongoing commitment to enhancing quality of life and ensuring that each resident experiences dignity, engagement, and a true sense of home.

Essential Services:

Supporting Daily Living & Comfort

The Housekeeping Department is proud to report that comprehensive cleaning protocols are consistently maintained throughout the facility, ensuring a safe, clean, and welcoming environment for residents, staff, and visitors. Over the past year, the team has remained diligent in upholding high standards of cleanliness and infection prevention, contributing significantly to the overall health and safety of the home. Their work supports not only regulatory compliance but also enhances resident comfort and quality of life under resident well being.

The Dietary Department continues to play a vital role in supporting the Resident Well-Being pillar of the Strategic Plan. Over the past year, the team has focused on enhancing both service delivery and the overall dining experience across all areas of care for residents in LTC, Retirement and the complex as a whole.

Key Highlights:

- Comprehensive workflow review conducted with all kitchen staff to improve efficiency and service quality
- Implementation of new menu software that generates meals tailored to residents' specific dietary needs
- Hosted a Mini Food Show, allowing residents and staff to sample and provide feedback on potential new menu items



**291,000+ Resident Meals
Served Annually**



**2,800 Diners Club Meals
served to Complex Residents**



**2,500 Meals on Wheels
Delivered**

Staff Well-Being:

Staff at the Leamington Mennonite Home bring our vision to life each day: Residents First—through a shared commitment to faith, compassion, and community. Whether providing direct care or supporting operations behind the scenes, every team member plays a vital role in enhancing the quality of life for the 273 residents we serve across our continuum of care.

Our dedicated team of more than 200 staff includes Registered Nurses (RNs), Registered Practical Nurses (RPNs), Personal Support Workers, Dietary and Kitchen staff, Activity staff, Housekeeping, Supportive Housing staff, Maintenance, and many other valued professionals. Together, they create a collaborative, respectful environment where residents are treated with dignity and care, and where meaningful relationships are at the heart of daily life.

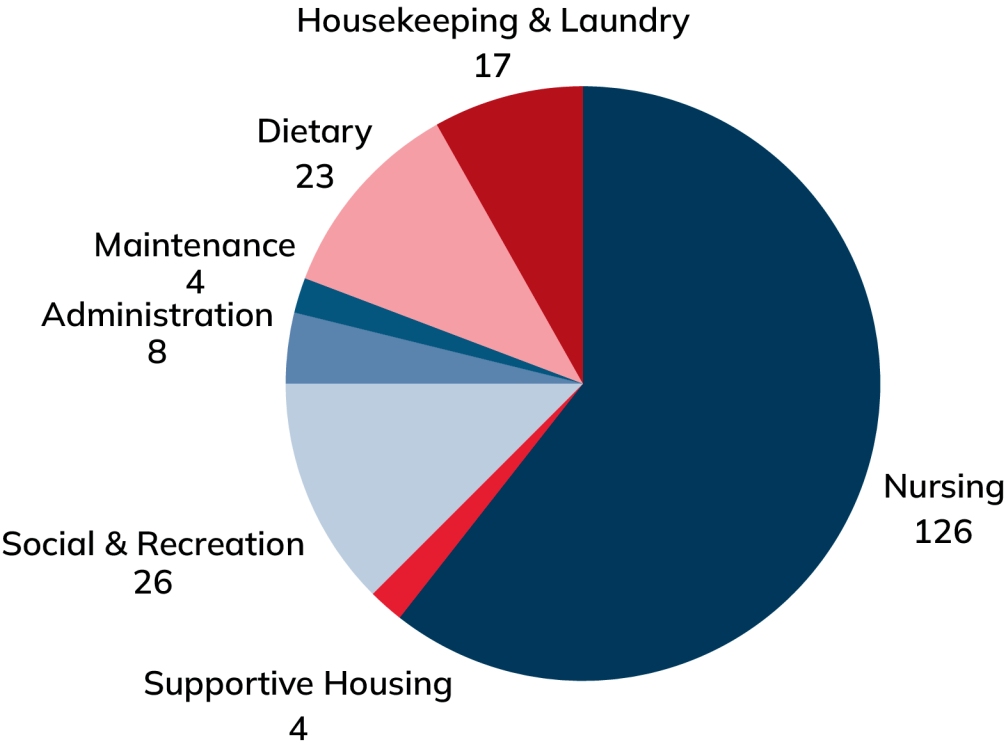
At LMH, care extends beyond services—it is rooted in connection, trust, and a deep sense of responsibility. Staff consistently demonstrate professionalism and compassion, recognizing that they are working within the residents' home. Their commitment ensures that LMH remains not just a place to live, but a true community where residents feel known, valued, and supported.



Aligned with our Resident and Staff Well-Being strategic pillar, we remain committed to fostering a workplace culture that supports employee safety, engagement, and a sense of belonging. Through teamwork, open communication, and a shared dedication to excellence, the staff continue to make a meaningful and lasting impact on the lives of those entrusted to our care.

We extend our sincere gratitude to all staff for their dedication, compassion, and the extraordinary role they play in making LMH a place where care truly matters.

200+ staff working at LMH in various departments:



As part of our commitment to both Resident and Staff Well-Being, all 208 staff successfully completed Gentle Persuasive Approaches (GPA) training this past year. This education equips staff with the skills and confidence to respond effectively and compassionately to responsive behaviours, supporting a safe, respectful, and person-centred environment for residents and staff alike.

Message from the LMH Chaplain, Anna-Lisa Salo

It continues to be a privilege to serve this community in supporting the spiritual care of the residents, their families, and the dedicated staff. In a faith-based seniors home where daily life is shaped by compassion, resilience, and life in community, the ministry of spiritual care remains deeply meaningful. It is no secret that this Home is filled with people who are experiencing many forms of suffering. As I visit with the residents, the promise in Psalm 34 brings hope and assurance. The Lord is close to the brokenhearted and saves those who are crushed in spirit. These words have offered a quiet assurance that, even in seasons marked by loss, suffering, or uncertainty, God draws near. The resilience I see in the residents who often suffer in silence finds its roots in the belief that God sees and values them. Rooted in this promise, even in the suffering, we have shared moments of both joy and sorrow. There have been countless opportunities to offer prayer, a compassionate presence, and spiritual encouragement. I am grateful for the many ways I see how our community supports the residents with grace and kindness.

The spiritual care of the residents took many forms this past year and they would not have happened without the generous assistance of LMH staff and supporting churches.

In Christ's peace,
Anna-Lisa Salo

Supporting Churches



LEAMINGTON UNITED
MENNONITE CHURCH



NORTH LEAMINGTON
UNITED MENNONITE
CHURCH



FAITH MENNONITE
CHURCH



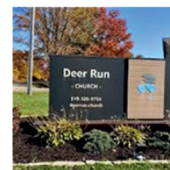
HARROW MENNONITE
CHURCH



OLD COLONY
MENNONITE CHURCH



MEADOW BROOK
CHURCH



DEER RUN CHURCH



WINDSOR MENNONITE
FELLOWSHIP

Message from the LMH Administrator, Jeff Konrad

Over the past year, LMH has continued to provide care and services to more than 300 seniors in our community. I remain grateful to our Leadership Team for their resilience and fortitude throughout the year. Their dedication and tireless efforts have led to another successful year at The Leamington Mennonite Home. This steadfast group consistently goes above and beyond to ensure that our Home remains a vibrant, safe, and supportive environment for both residents and staff.



Our Leadership Team meets weekly to address staffing, resident care, and the many initiatives and goals connected to our complex. It is their collective talent, insight, and commitment that guided us through the challenges of 2025 and into 2026.

In 2025, our Leadership Team included:

- Director of Nursing & Personal Care – Cheryl Alice (30 years)
- Director of Social & Recreational Services – Judy Ferrari (24 years)
- Director of Nursing Care & Seniors Services – Mariel Konrad (14 years)
- Housekeeping & Laundry Supervisor – Tena Brum (8 years)
- Administrator – Jeff Konrad (7 years)
- Director of Dietary Services – Kelly Dueck (3 years)
- Chief Financial Officer – Susie Hildebrandt (2 years)
- Director of Development/New Development Project Manager –
Alexandria Fischer-Janisse (1 year)
- Human Resources Manager – Samantha Sevo (1 year)



I also want to recognize our compassionate and hardworking staff. There is a reason our Home continues to be recognized as one of the best. We consistently hear this from inspectors representing the Ministry of Health and Long-Term Care, the Retirement Homes Regulatory Authority, the Ministry of Labour, and the Windsor-Essex County Health Unit.

While we are not perfect, we are proud to be an excellent Home—and that excellence is driven by the staff who care for our residents every day.

I would also like to thank our Board of Directors for their ongoing collaboration with Administration and for fostering a strong and positive relationship with our Leadership Team. A special note of appreciation goes to our Board Chair, Helga Enns, with whom I maintain regular communication on the many important matters affecting our Home.

Finally, we are thankful for the ongoing support of our partner churches. Our residents deeply value the pastoral care they receive from their home congregations, and we are equally grateful for the financial support provided by these communities. This annual funding is vital in sustaining our mission to deliver exceptional resident care. Thank you for your continued generosity and commitment to our Home.

Message from the LMH Board Chair, Helga Enns

I am grateful for the opportunity to reflect on the many ways God has guided, sustained, and blessed the Leamington Mennonite Home community this past year. Our purpose remains rooted in Christ's example of compassion, dignity, and love. This year we continued to serve seniors by providing a safe, caring, and spiritually grounded community where each person is valued and supported.

The Board is deeply appreciative of the pastors from our Supporting Churches who begin each of our Board meetings with a short reflection. At our November meeting, Pastor Matt Harman from the Meadowbrook Church, said to us that "the work we do can be service". He encouraged us to see our responsibilities as acts of ministry. Scripture offers the same reminder in 1 Peter 4:10: Each of you should use whatever gift you have received to serve others, as faithful stewards of God's grace in its various forms.

We are called to use our gifts in service as God's faithful stewards. Many individuals contribute to making the Home a place where residents can thrive – through their time, skills, generosity, and commitment. We extend our gratitude to our Administrator, Jeff Konrad, the leadership team and all LMH staff, the Supporting Churches, volunteers, donors and community partners.

Together we can continue to build a "home" where residents are cared for, respected, and loved.

