

## Championing Older Workers

Landis Homes was recently honored at a breakfast meeting in Willow Street hosted by the Lancaster County Office of Aging to recognize local employers who have been designated Champions of Older Workers. These employers were selected for “positive efforts to promote the employment of mature workers of this Commonwealth and develop opportunities for a better life for the individual and the business community.”

In addition to Landis Homes, other local businesses receiving the reward were High Industries, The Jay Group, Manheim Auto Auction, Walmart Store #2334, Lancaster County Government and PA State Rep. Michael Sturla.

County Commissioner Ron Ford in presenting a framed plaque to Landis Homes President Ed Longenecker said, “Landis Homes has 363 employees, of which 89, or 25%, are aged 55 and older. They employ six persons in their 80’s, nine in their 70’s and 28 in their 60’s. Older employees work in almost every department on the retirement community campus. Congratulations on a job well done.”

Landis Homes has also been selected on the State level as the 2000 Non-Profit Organization Winner of

the PA Hall of Fame of Champions of Older Workers. The award will be presented at a luncheon in Harrisburg in early November.



Ed Longenecker receives a plaque recognizing Landis Homes as a Champion of Older Workers from Lancaster County Commissioner Ron Ford.

*Landis Homes*  
**Annual Report**  
**2000**

*enclosed*



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1001 East Oregon Road  
Lititz, PA 17543-9206  
(717) 569-3271  
info@landishomes.org  
www.landishomes.org

Horizons is a quarterly newsletter of Landis Homes Retirement Community, a ministry of Lancaster Conference of the Mennonite Church commissioned to provide quality programs for the enrichment of senior adults in an environment of Christian love.

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Vol. 8

No. 4



A Commitment to Excellence



# Nursing Homes in the News

## How does Landis Homes Compare?

A Question and Answer interview with Eva Bering, VP of Clinical Services

### Why has negative information been coming out in the news about nursing homes?

Recently much attention has been given to what has been termed “abhorrent conditions in nursing homes.” In 1990 the Health Care Financing Administration (HCFA) mandated a study of nursing homes. Phase I of this study was only recently released in 2000. The study examined conditions in a large number of nursing homes in three states. It studied staffing, bedsores, use of restraints and weight loss of residents, and examined suspected and reported cases of abuse of residents by staff. The findings indicated that “nursing homes with a low ratio of employees to residents are significantly more likely to have quality of care problems.” They went on to suggest that nationwide more than 54% of nursing homes are below suggested minimum staffing of nurse aides, and one in four is below in total licensed staff, such as registered nurses and licensed practical nurses.

### What is happening nationally?

In July 2000 the Lancaster Sunday News released information that reported that 31% of nursing homes nationally fall short on staffing. Public television recently carried a documentary on actual abuse in several homes.

### How does Landis Homes compare?

This plethora of information in the media was an incentive for Landis Homes to examine where we stand against this information and how we bench up to the nation. I am proud to inform our staff, residents and our public that we are confident Landis Homes staffing adequately meets those standards and provides quality care. Our employee staffing patterns are far above the Pennsylvania mandated levels and far exceed the HCFA study current and proposed suggested minimum standards. Turnover rate is low as is our staff vacancy rate. We remain one of two Lancaster County nursing homes that do not use agency supplemental

staffing to provide our care.

### To what do you attribute this?

Most likely these are directly impacted by our strong Christian-based values and culture.



### How do local wages compare?

Our wages for health care workers is comparable to other area communities, but is not the highest. Certified nursing assistants received a 5 to 10% increase in wages recently. Other workers received between a 3% and 5% increase.

### How does Landis Homes measure up on care of residents?

Landis Homes is a restraint-free center and has been for a number of years. There are few to no facility-acquired bedsores or skin breakdown although we infrequently see residents return from hospitals with skin breakdown. Weight loss does occur, most often predictably with dietary changes or activity changes. Each weight loss of 5 pounds or more however is an “alert” for nursing staff to monitor weights and dialogue with other

(continued on page 6)

Check out our re-designed web site at  
[www.landishomes.org](http://www.landishomes.org)

The screenshot shows the website's navigation menu with tabs for 'Admissions', 'About Us', 'Residents Speak', 'Adult Day Services', 'Services', and 'Opportunities'. Below the menu is a 'Welcome' section with a 'Making Senior Years the Best Years' logo and a 'Welcome' heading. The 'Mission' statement reads: 'Landis Homes is a full-service, continuing care retirement community on a beautiful 100-acre campus in LEIZ, Pennsylvania. Landis Homes is a ministry of Lancaster Conference of the Mennonite Church commissioned to provide quality programs for the enrichment of senior adults in an environment of Christian love.' There is also a 'Related Websites' section with a link to 'Horizons'.

# Second Auction Held on Fellowship Day



The Silent Auction at the Fellowship Day was expanded and well-attended.

It was a beautiful and warm day for the annual Fellowship and Barbecue Day in September. From quilts and needlework to gift baskets and furniture, donated items included tickets to Radio City Music Hall, gourmet chocolates and an antique doll. All were sold either from the auction block during the four-hour sale, or in the silent auction held during the morn-

ing hours. Auctioneers Robert E. Martin and sons made it fun for those present as well as raised funds for those in need.

Over 300 hundred bidders plus onlookers attended the auction. The highest priced item at the sale was an off-white Hershey Heirloom whole-cloth quilt which sold for \$4000.00. It was quilted completely by resident, Stella Esbenshade. A Tea Party theme basket donated by Elmwood nursing staff brought \$280.00, while a numbered, framed print by Dottie Hollinger titled "Amish Homestead," brought \$500.00. In the silent auction a male green-winged teal hand-carved

by resident Frank King was the top seller at \$725.00.

Special financial gifts to the auction, when added to the proceeds of the other auction events totaled over \$38,000.00. All proceeds will be given to the Caring Fund, which helps pay the costs of assisted living and healthcare residents whose funds have been depleted.

Other highlights of the day were the activities for children. These included a barrel train ride, a wagon ride and face painting. In addition, a flea market, a yard sale, a bake sale and angel food cakes made while you wait, were popular features of the day.

The Auxiliary sponsored the chicken barbecue dinners which were served outdoors and were also available for takeout most of the day. Proceeds from the barbecue dinners, totaling over \$9500.00, will be used for a special project in the coming year to benefit all residents.



Top: A visitor enjoys the barrel train ride, with telephone included.

Above: Volunteers do the hands on work of grilling the chicken halves for the dinner.

## Welcome New Residents

### *Independent Living/Residential*

Margaret A. Gehman  
Shirley M. Grubb  
Samuel B. Hess  
Mary W. Hess  
W. Fred & Eleanor R. Honaman  
Ray & Doris Horst  
Helen W. and Jeanne R. Miller  
Richard L. and Betty N. Pellman  
Valetta Snader  
Jennie Sterling

### *Assisted Living/Health Care*

Ruth Deibler  
Charles A. Erisman  
Mae E. Hershey  
L. Virginia Weaver

# Marriages Celebrated and Remembered

Seventy-two years after they got married Francis and Elsie Harvey walked down the aisle of a chapel filled to capacity. The chapel was decorated with flowers, live music was played and a soloist sang the Lord's Prayer. It was all part of a special event at Landis Homes called "Wedding Memories," which was planned by activities and adult day services staff.

As the couple married the longest on the retirement community campus, the Harveys were selected to be the centerpiece of the event by walking down the aisle, joining the chaplain for a meditation and by sharing some events from their married life together. Francis said that when he and Elsie got married both were just out of school. He graduated from Penn State and she from LGH School of Nursing. They got married in Valley Forge Chapel paying \$2.50 for a license and giving the preacher ten dollars.

"No big party like they do today," Francis said. They spent their honeymoon in a cabin near Penn State, which was owned by his fraternity. He began working for Kresge, later known as K-Mart, the day they came back. However instead of being based in the Lancaster store as they had planned, they had just a couple of days to move to Patterson, NJ, to work in a store there. In their 72 years of married life said Francis, "we lived in 20 cities, in eight states and raised 5 children before moving to Landis Homes in 1985."

Francis gave three pieces of advice for persons who are looking to marry. First, "What you see is what you get," he said. "Don't try to change the person after you get married."

Second, "Never go to bed angry, because you won't sleep anyway." And third, he advised, "Men, when

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you retire, don't try to run the kitchen."

A number of other couples shared including two of the five couples at Landis Homes who have gotten married since 1996. John Graybill who was just married to Elizabeth Harnish Graybill in January 2000, shared his belief, as did many couples, that it was God who brought them together.



Staff member and new bride Carol Nolt, in her three-week old wedding gown, poses with Francis and Elsie Harvey who have been married for 72 years in front of a display of wedding gowns at the Wedding Memories program.

Another part of the afternoon program was the modeling of wedding gowns from the past. Winifred Green was there with her wedding dress which had been handstitched by her grandmother in 1948. Activities staff person Carol Nolt came down the aisle in her gown from her very recent wedding in August 2000. Many other gowns and memorabilia were on display in the chapel lobby. A reception of wedding cake and ice cream was held in the Garden Room following the program.

Landis Homes is truly a proving ground for marriages. "Of the 650 residents on campus, there are 105 couples which have been married for 50 years or more, of those 55 have been married for 60 years or more," said Activities staff person Janice Hess. Pastor Don Good seemed to sum up the event when he remarked, "A long and successful marriage requires falling in love many times, but *always* with the same person."

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*Winifred Green was there with her wedding dress which had been hand-stitched by her grandmother in 1948.*

# Two Receive Scholarships

Landis Homes has recently learned that two of its employees are the recipients of scholarships from CENPANPHA (Central Pennsylvania Association of Non-Profit Homes for the Aging). Ilene Bartlett and Nadine Stoltzfus will each receive \$750.00 to be used in furthering their educations in the healthcare field.

Both Ilene and Nadine currently work as certified nursing assistants. Earlier in their careers, Landis Homes sponsored each of them in receiving their nurse aide training at the Lancaster Institute for Health Education.

Ilene, whose son is also beginning college this year, is now a student at Lancaster County Career and Technology Center in Willow Street. She has been working at Landis Homes since February 1999. Director of Nursing Ethel Caldwell in recommending Ilene for the scholarship wrote, "...she is will-



**Ilene Bartlett**

ing to learn new things and is caring, dedicated and knowledgeable."

Ilene, who works with residents with memory loss in the special care center, says, "The folks with this disease are dear to me, because it has touched my personal life. I hope when I finish my degree I can perhaps help in designing some new and innovative programs."



**Nadine Stoltzfus**

Nadine, who began working at Landis Homes in May of 1998, is currently a student at Lancaster Institute of Health Education. She plans to get her license as a registered nurse. Of Nadine, Ethel Caldwell wrote, "She is an advocate for the residents and is concerned about giving quality care."

Nadine said of Landis Homes, "This scholarship tells me that the organization recognizes my goals and wants to help me meet them." And of working with older adults, she said, "I like geriatric nursing because it allows for a compassionate relationship with the patient, which I love."

## Bring Your Child to Work Day



As part of "Bring Your Child to Work Day," employees brought in over 40 infants and children for a parade through the healthcare and assisted living areas. Residents lined the halls and lounges to see the children who dressed up and in some cases performed for them. Cameron Mast, above, plays violin in the Dogwood healthcare center.

## Residents Enjoy Ephrata Fair



Residents in Assisted Living were treated to an afternoon at the Ephrata street fair in September. The favorite culinary delight was fried oyster sandwiches. Pictured are residents Helen Gotjen and Ruth Wissler, seated, with Activities staff person Karen Sensenig.

# Volunteer Opportunities

Drive Landis Homes' 14 or 25 passenger buses for short trips. CDL (Chauffeurs Driver License) & non-CDL drivers needed. *Go places while you serve!*

Accompany Landis Homes residents to therapy pool. *Get exercise in the bargain.*

Make beds in healthcare one hour a week or month. *Ask a friend to serve and spend quality time together.*

Accompany Assisted Living resident to special events and programs on and off Landis Homes Campus. *Help someone and have fun at the same time.*

Please contact the Volunteer Services Office

## New Position Announced

Carolyn Williams has accepted the position Director of Assisted Living and began her employment with Landis Homes in October. Carolyn brings a wealth of experience in her field. She was previously the Director of Social Services at The Lebanon Valley Home in Annville, where she had been employed since 1986. Prior to that she had worked as a medical social worker and activities assistant in other communities.



Carolyn Williams

Carolyn is a licensed Practical Nurse and holds a baccalaureate degree in social studies from Pennsylvania State University. She is a licensed Nursing Home Administrator since 1993 and has completed a post

graduate certificate program in Gerontology at Temple University in 1998.

In her new role, Carolyn will have responsibility for the assisted living areas of Aspen, Birch and Cedar and will work with Special Care Director Faith Hoover in the administration of Lititz House.

Carolyn and her husband, who is retired from Penn State University, live in Myerstown and are the parents of two grown daughters. They are members of Hummelstown United Church of Christ.

Carolyn's favorite recreational endeavors are traveling, reading and being at the ocean.

*Eva Bering  
VP of Health Services*

## How Landis Homes compares, continued from page 2

nursing personnel, dietary staff, residents and families to plan appealing and nutritious meals and snacks for residents. Infection rates are well below national averages as are medication errors.

### *What challenges do we face?*

Landis Homes is not exempt from external pressures that impact our ability to provide adequate staffing and quality care. The labor pool is shrinking as other employment areas are more attractive and offer competitive wages. Unemployment rates for non-professionals in Lancaster County is low. Professional nursing programs are graduating in smaller numbers and fewer students are entering nursing programs. Medicare and Medicaid reimbursement barely cover 65-75% of our costs to provide services.

### *What will happen in the future?*

HCFA has indicated that the results of the Phase I

study are preliminary and that a Phase II study is needed to quantify the results. Nevertheless, the media and public continue to pressure nursing homes and legislators to increase legislation and to increase reimbursement to more adequately cover costs. Lancaster County has established a task force to identify strategies for recruitment and retention of qualified workers. Pennsylvania Association of Non-Profit Homes for the Aging (PANPHA) has also developed a task force looking at workforce issues. The American Association of Homes and Services for Aging (AAHSA) of which Landis Homes is a member supports minimum staffing standards.

We remain confident that Landis Homes is meeting the challenge and providing quality care by competent staff at reasonable costs to our residents. Our challenge is to continue to monitor the care, cost, staffing, clinical outcomes and reimbursement to assure that we maintain this posture.

# Celebrating God's Generosity

Celebrating God and His abundant blessing is especially easy for me this time of year. Fall is my favorite season. There are so many beautiful colors and smells from leaves falling and baking and warming cider. It's a time for harvest and Thanksgiving. All of which remind us of our generous God.

God's love never fails, His mercy is new every morning. He is full of wisdom. Joy and peace from Him are ours for the asking and His presence is with us always. God is so good! God is so generous! All we have we have because of Him.

As you consider God's generosity in your life this past year we invite you to join us, the Development Office staff, as together we remember those residents at Landis Homes who have financial needs. In giving a gift, great or small, may you once again experience God's blessing.

For more information on ways to contribute at Landis Homes feel free to call the Development Office at 509-5490.

*Cathy Yoder  
Director of Development*

## In Loving Memory

Anna S. Eby	06/25/00
Robert Hartley	06/25/00
Verna Zimmerman	06/25/00
Marie Morgan	07/04/00
David Thomas	07/11/00
Irene Stauffer	07/13/00
Erma Maust	07/14/00
Mary Lefever	07/19/00
Blanche Hoover	07/21/00
Celestine Eberly	07/30/00
Maurice Landis	08/02/00
Mildred Blackhall	08/08/00
Paul Buckwalter	08/10/00
Lester Good	08/15/00
Anna Neff	08/19/00
Mattie King	08/19/00
John Charles	09/10/00
John Kauffman	09/11/00
Amos L. King	09/29/00
Grace Kurtz	10/01/00
John G. Oberholtzer	10/01/00
Barbara H. Sensenig	10/05/00
Lois H. Smith	10/08/00
Irvin S. Peifer	10/13/00
Muriel B. Heilman	10/19/00

- Yes**, I want to join in celebrating God's generosity. I want to give a gift to Landis Homes in the Fund listed below.
- Caring Fund                       Endowment Fund
- \$50     \$100                       \$250     \$1000
- Other \_\_\_\_\_
- Please send me information on life-income gift programs (gift annuities)
- Please contact me. I want to discuss including Landis Homes in my will.
- I have already included Landis Homes in my will.

Name: \_\_\_\_\_

Phone number: \_\_\_\_\_

Address: \_\_\_\_\_

*Make contribution payable to  
Landis Homes  
1001 East Oregon Road  
Lititz, PA 17543*

## Residents & Families Enjoy Boating Safety Course in Pool



The Pool and Fitness staff held a boating safety course for residents and their families in September. The training held in the pool included a canoe, a kayak and a row boat. Twila Sauder and Melanie Mascarenas, in the water, are pictured with Jeremiah and Jennifer Martin, grandchildren of David and Martha Landis, in the canoe.



**Landis  
Homes**

**Retirement Community**

1001 East Oregon Road  
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## Calendar Of Events

SUN	MON	TUE	WED	THR	FRI	SAT																																																																																				
Oct. 30 - Jan. 2001	<sup>1</sup> Art Exhibition Frakturs by Ceci Good Harvest View Galleries	<sup>2</sup>	<sup>3</sup>	Nov. <sup>4</sup> 23 Thanksgiving Day Service Roy Bucher, Speaker 10:00 a.m.	<sup>5</sup>	<sup>6</sup> East Bethany																																																																																				
Nov. <sup>9</sup> Carol Gockley & Her Birds 9:45 a.m.		<sup>10</sup> East Bethany		Dec. <sup>11</sup> 10 Advent Communion Service 10:00 a.m.	<sup>12</sup> East and West Bethany	<sup>13</sup>																																																																																				
Nov. <sup>14</sup> "Songs of Fannie Crosby" Debi Irene 2:00 p.m.		<sup>16</sup> East Bethany		Dec. <sup>15</sup> 15 Christmas Tea 1:30 & 3:00 p.m.	<sup>16</sup> West Comm. Room	<sup>17</sup>																																																																																				
Nov. <sup>14</sup> "Hearing Loss, What You Should Know" Debbie Bashore, Hearing Specialist 3:00 p.m.		<sup>23</sup> West Bethany		Dec. <sup>22</sup> 22 Christmas Tea 1:30 - 3:00 p.m.		<sup>27</sup> East Bethany																																																																																				
Nov. <sup>22</sup> 22 Thanksgiving Service Roy Bucher, Speaker 7:00 p.m.		<sup>30</sup> West Bethany		Jan. <sup>23-26</sup> 23-26 Renewal Meetings Nelson Martin, Speaker Bishop of Landis Valley District 7:00 p.m.		<sup>27</sup> West Bethany																																																																																				
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