Overview of Messiah Lifeways®

PARCR

April 2025

The History of Messiah Lifeways

Mission Statement

We are a ministry that responsibly enhances the lives of older adults with Christ-like love.

One Team Values



Act Courageously



Live Responsibly



Decide Collaboratively



Speak Kindly



Love Generously

Messiah Lifeways' History

- Messiah Lifeways® was founded by the Brethren in Christ Church in 1896 based on the vision of Katie Brenneman and Catie Ann Myers. We maintain a covenant with the denomination to this day.
- Messiah Home was located in Harrisburg until the 1970s, and then in the mid-1970s it moved Mechanicsburg where the ministry has grown.
- Repositioning of the Messiah Village campus was completed in 2017 with the goal of continuing our mission of service to older adults in our region.
- Fernecrest is a modern expression of the vision from 1896.

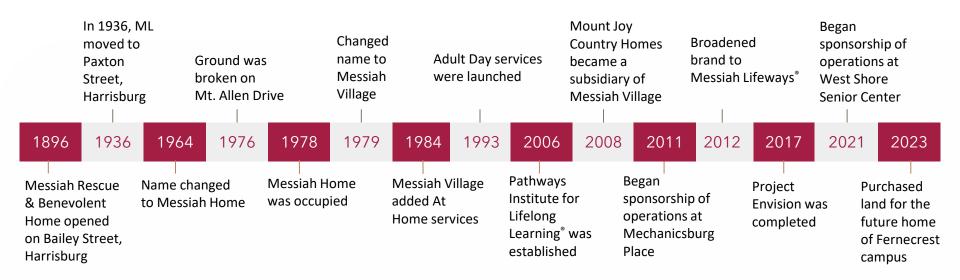
Messiah Lifeways' History

 Today, 600+ team members serve more than 800 residents through our levels of living.



- Our continued ministry serves the broader community through enrichment services and community support services.
- With support from the Board of Directors, our strategic plan focuses on building a strong workforce, improving the services we offer, and growing our footprint in the region.
- Through thoughtful planning and stewardship, Fernecrest is a key part of our growing community.

Timeline of Messiah Lifeways





The Overview of Messiah Lifeways

Messiah Lifeways

- Parent Board
- Executive Team
- Shared Services
 - Fiscal, HR, IT, Marketing,Donor Development

Brethren in Christ Church

Messiah Home

(Messiah Lifeways at Messiah Village)

- Nursing Care
- Enhanced Living
- Residential Living (including Fernecrest)
- Pathways Institute for Lifelong Learning®
- Enrichment Services

Community Support Services

- At Home
- Adult Day
- Two Senior Centers

Messiah Family Services

(Messiah Lifeways at Mount Joy Country Homes)

Residential Living

Service Lines



Resident Communities

Messiah Lifeways® at Messiah Village (Residential Living / Enhanced Living / Nursing)

> Messiah Lifeways at Mount Joy Country Homes (Residential Living)



Community Support Services

Messiah Lifeways At Home

Messiah Lifeways Adult Day

Messiah Lifeways Rehab

Messiah Lifeways Respite

Senior Centers: Mechanicsburg Place & West Shore Senior Center



Enrichment Opportunities

Pathways Institute for Lifelong Learning®

Messiah Lifeways Wellness

Volunteer and Service Opportunities

Messiah Village Campus Map



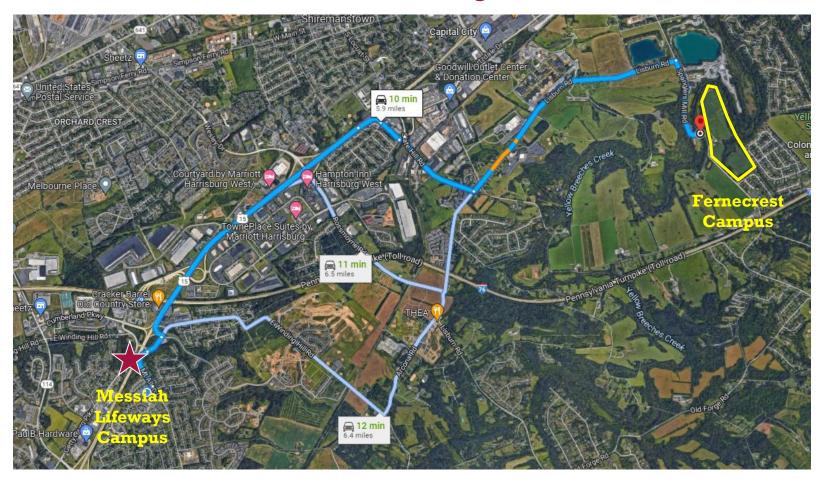
Mount Joy Country Homes Campus Map



Fernecrest Site Map



Route from Messiah Village to Fernecrest



The Strategy of Messiah Lifeways

Strategic Goals 2022 - 2025



Build

Build a culture that sincerely cares for all team members through meaningful relationships and supportive resources.



Improve

Enhance quality and value by continuously improving the organization's technology, processes, and physical space.



Look for opportunities to grow and expand our mission to serve older adults through partnerships and development.

Strategic Planning Initiatives | 2022-2025



Build

- · Model a "One Team" culture.
- Develop a career pathways program.
- Partner with higher education to create a clinical site for training.
- Determine the appropriate departmental structure for effective leadership and communication.
- Expand offerings to support team member wellness.
- Invest in the development of current and future leaders.



Improve

- Implement innovative technology that provides tools to engage and enrich the lives of residents, clients, and team members.
- Update and execute a repositioned master plan for Messiah Village.
- Evaluate the Mount Joy Country Homes campus plan.
- Permeate the Lean philosophy throughout the organization to reduce waste and increase value.



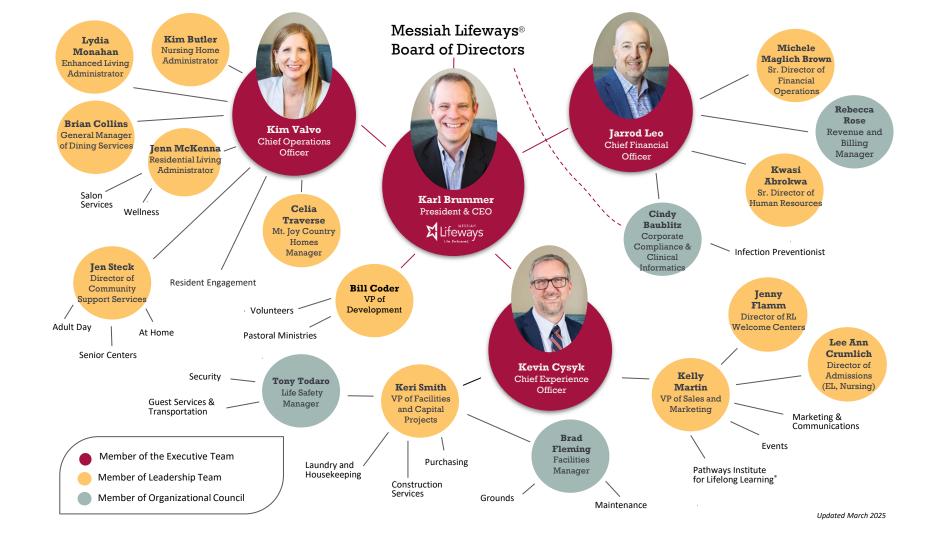
Grow

- Proactively identify and pursue opportunities to acquire, affiliate, or partner with entities who will expand our mission.
- Grow Messiah Lifeways through the development of a residential living satellite campus.
- Commit to expanding services for older adults with limited resources and enhancing community benefit activities



These cornerstones define what ONETEAM culture means at Messiah Lifeways:

- Sincerely care for those who we work with (team members)
 and serve (residents and clients)
- Strive to be the best we can be (continual improvement)
- Serve more older adults through growth and innovation (growth)
- Communicate with transparency (transparency)
- Celebrate along the journey (team spirit)





Staff Development





RISING LEADERS ACADEMY











Improve | Master Planning

- Repurpose of Decommissioned Healthcare
 - Bailey Street Reinvention (Completed)
 - Cumberland Neighborhood Design (In Progress)
 - Administrative Office Moves (Completed)
- Other improvements...











Improve | Master Planning

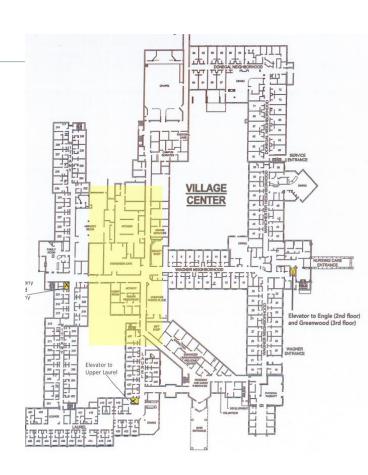


- We continue to work on determining the "right size" of the nursing and personal care neighborhoods
 - Continue to provide high quality of care for residents within our continuum
 - Adjust to future staffing levels
 - Ensure best location for programming (outdoor space, accessibility, etc.)
 - O Balance strategic plans with revenue reductions
- Refine capital investments through a Capital Reserve Analysis (zumBrunnen)/Tech Assessment to support HVAC and IT upgrades



Improve | Master Planning

- Professional office spaces are being consolidated to prepare for major renovations to the hub of Village Center
 - Evergreen Café/Main Kitchen
 - Compass Pointe Place
 - Former Human Resources office
 - Compass Pointe Salon
 - Corridor to Donegal Neighborhood and the Chapel
- Upgrades are also planned for the Village Commons building
 - Combine smaller units within this building
 - Invest into common spaces









Grow | Fernecrest Satellite Campus

- The current phase of development (Phase 1) encompasses 54-acres and will include an apartment building with 56 residences, five estate homes, 32 duplex homes, and 38 courtyard homes.
- There are plans for a future phase; however, a timeline for that development is unknown.
- Messiah Lifeways does not have plans to construct health care buildings on the Fernecrest campus, but will leverage the highly-acclaimed healthcare services from Messiah Village.



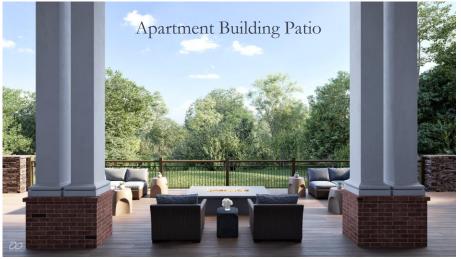
Apartment Building Exterior















Grow | Why Build Fernecrest?

- Consumer preferences have changed significantly over the past decade.
 - People are staying active well into their retirement years.
 - People are looking to age in their "homes" longer.
 - People are moving from much larger homes and looking for more spacious accommodations even when downsizing.
 - Family structures are changing and adult children may not be local.
- Senior living has evolved significantly over the past decade.
 - Retirement communities are offering more "hotel-like" amenities.
 - Many providers are reducing the amount of nursing beds they are operating due to the limited workforce.

Residence Types: 15 floorplans

Apartments

840 - 1,600 sq. ft. One dedicated parking space Options available with dens

Courtyard Homes

1,200 - 1,400 sq. ft. 1.5-car garage

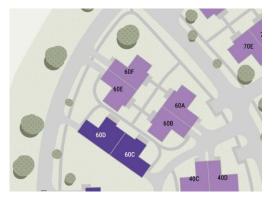
Duplex Homes

1,620 - 2,078 sq. ft. 2-car garage Optional den

Estate Homes

2,508 sq. ft.2-car garageOptional den

Courtyard Homes



Duplex Homes



Estate Homes



Apartment: Primrose



Living Room



Bedroom



Patio

Courtyard Home: Bluebird





Front Porch

Kitchen

Duplex Home: Heron I



Living Room

Front Porch







Floor 1 Floor 2

Questions?