



Mission

To improve the lives of Elders and their caregivers by transforming the communities in which they live and work



Vision

To eliminate loneliness, helplessness, and boredom



BACKGROUND ON THE EDEN ALTERNATIVE

The Eden Alternative® is a not-for-profit organization that is changing the way we think about and care for our Elders. Based on the core belief that aging should be a continued stage of development and growth, rather than a period of decline, The Eden Alternative is seeking to remake the experience of aging around the world. The bulk of our work to date has been in de-institutionalizing the culture and environment of today's nursing homes and other long term care institutions.

Founded in 1991 by Dr. William Thomas, a Harvard-educated physician and board-certified geriatrician, The Eden Alternative has trained over 10,000 Eden Associates and now claims over 290 registered homes, in the U.S., Canada, Europe, and Australia. The staff and management of these homes continue to work towards meaningful culture change through ongoing training and a continued dedication to creating a life worth living for those in their care.

The core concept of The Eden Alternative is strikingly simple. Dr. William Thomas, his wife Judy, 19 regional coordinators, 60 mentors and more than 10,000 associates teach that where elders live must be habitats for human beings, not sterile medical institutions. They are dedicated to eliminating the plagues of Loneliness, Helplessness, and Boredom that make life intolerable in most of today's nursing homes.

The Eden Alternative shows how companionship, the opportunity to give meaningful care to other living things, and the variety and spontaneity that mark an enlivened environment can succeed where pills and therapies often fail. Places that have adopted the Eden Alternative typically are filled with plants, animals and are regularly visited by children.

The Eden Alternative is also about changing the culture of long-term care organizations. The departmentalized, task-orientation of the current institutional model has created a culture that is characterized by pessimism, cynicism and stinginess. By moving away from the top-down bureaucratic approach to management and moving decision making closer to the Elders, Edenizing organizations are helping to support a meaningful life for their Elders.

Studies show that implementation of The Eden Alternative is a powerful tool for improving quality of life and quality of care for those living in nursing homes. Also, in homes that have adopted Eden as an organizational-wide philosophy, there is often improved staff satisfaction and retention and significant decreases in the overuse of medications and restraints. Most importantly, Elders, supported by their caregivers, can once again direct their own daily lives.

The Eden Alternative is now poised to bring the principles and practices that are transforming long-term care to the larger community of Elders and their care partners living outside of institutions. For even a home can be like an institution when an Elder requires assistance with daily living and the entire focus is placed upon the needs of the human body, not the human spirit. Working jointly with AARP, The Eden Alternative will be conducting a pilot project in Arkansas called Eden At Home toward this effort.

For more information about The Eden Alternative, please contact Carol Ende at cende@edenalt.com or visit www.edenalt.com.

111 Blue Oak Lane Wimberley, TX 78676 (512) 847-6061 Fax (512) 847-6191
Email: edenalt@austin.rr.com • Website: www.edenalt.com

Dr. William H. Thomas

Dr. William H. Thomas is an international authority on geriatric medicine and eldercare. He currently serves as president of The Center for Growing and Becoming, Inc., a not-for-profit organization dedicated to promoting and developing constructive, holistic approaches to aging and the care of our elders. He is the founder of The Eden Alternative, a global non-profit organization that is committed to improving the care received by people who live in institutions everywhere. Most recently, Dr. Thomas developed the Green House, a radically new approach to long-term care. In 2005, the Robert Wood Johnson Foundation announced a five year ten million dollar grant that will result in the creation of Green House projects in all fifty states.

Dr. Thomas graduated from Harvard Medical School in 1986, and he was selected by the Mead Johnson Foundation as one of the top Family Medicine residents in the country during his three-year residency at the University of Rochester. He earned board certification in Family Medicine in 1992 and added a certificate in Geriatrics in 1994. Dr. Thomas also maintains a part-time appointment as Assistant Clinical Professor in Family Medicine for Upstate Medical Center. He holds the position of Professor of Aging Studies at UMBC's Erickson School of Aging in Baltimore, MD.

Named as an AARP Visiting Scholar in 2005, Dr. Thomas travels the country addressing academics, healthcare professionals, and researchers. His lectures confront issues related to aging and longevity as well as the wise use of prescription drugs.

The innovative quality of Dr. Thomas' work and ideas has been recognized by a number of distinguished awards. He is the recipient of a three-year fellowship from the global nonprofit organization Ashoka, which searches the world for individuals with unprecedented ideas for community change. He won the America's Award, established by Norman Vincent Peale and sometimes called "The Nobel Prize for Goodness" in 1997. Dr. Thomas has also been honored by the Giraffe Project, which gives awards to people who "stick their neck out" to advance the common good. Most recently, he has been honored with the Heinz Award for the Human Condition

Dr. Thomas has published a half a dozen books, the most recent of which is *What Are Old People For? How Elders Will Save the World*. The book, which American Medical Writers Association named it the "Book of the Year" in 2005, explores the virtues concealed within the necessity of aging. *Learning from Hannah* and *Life Worth Living* explore the concept of the Eden Alternative and its impact on long-term care. Dr. Thomas is currently working on a book about the relationship between aging, health and healing.

In conjunction with his books and research projects and advocacy, Dr. Thomas has been interviewed by a broad range of television, radio and print media including CNN, *48 Hours*, *Talk of the Nation*, *All Things Considered*, *Morning Edition*, *Fast Company*, *The New York Times*, *Washington Post* and *Newsweek Magazine* *Time Magazine*, *The CBS Early Show*, and was chosen by *US News World Report Magazine* as one of "America's best leaders".

Dr. Thomas lives with his wife and five children on a 250-acre working farm that employs draft horses and solar and wind power. They maintain a small country inn and retreat center which is used to teach others about the concepts and practices to which they have devoted their professional lives.

Contact Information for Dr William Thomas
Phone: 315-736-4134



ALTERNATIVE®

The Eden Alternative®
111 Blue Oak Lane
Wimberley, TX 78676
512-847-6061
edenalt@austin.rr.com

The Eden Alternative is a not-for-profit organization dedicated to remaking the experience of aging and disability across America and around the world. It is a powerful tool for improving quality of life for our Elders and for recapturing a meaningful work life for their Caregivers. The Eden Alternative is dedicated to supporting others in the creation of communities which eliminate the plagues of Loneliness, Helplessness, and Boredom. These are plagues of the human spirit, not the human body, but they can be just as debilitating and just as deadly as any disease of the body.

The core concept of The Eden Alternative is strikingly simple. We must teach ourselves to see places where Elders live as habitats for human beings rather than facilities for the frail and elderly. We must learn what Mother Nature has to teach us about vibrant, vigorous living.

The Eden Alternative shows us how companion animals, the opportunity to give meaningful care to other living things, and the variety and spontaneity that mark an enlivened community can succeed where pills and therapies fail. It also shows us how real leaders can create a warm culture that is characterized by optimism, trust, generosity and people working together to make a better world for our Elders.

Institutions Control, Habitats Nurture

Most importantly, Eden teaches us that decisions belong with our Elders, or as close to our Elders as possible. Our Elders want, need, and deserve autonomy over their daily lives. Edenizing Homes give it back to them.

The traditional medical model that has been dominant in the care of our Elders has many shortcomings. The plagues of the human spirit run rampant in these cold, sterile social and physical environments. Our Elders need and deserve an opportunity for a life worth living, not just time spent waiting to die.

Founded in 1991, by Dr. William Thomas, a Harvard-educated physician and Board Certified Geriatrician, the Eden Alternative now claims over 15,000 Associates and 300 registered homes in the U.S., Canada, Europe, Japan and Australia. The staff and management of these homes continue to work towards deep cultural change through ongoing training and a continued dedication to making life better for those in their care.

For information on the Eden Alternative®, please check our website at www.edenalt.org. Available at the "Eden Store" on our web site are a variety of books and resources that can assist you learning more about The Eden Alternative. The Eden Home office provides the necessary training and assistance to bring the Eden Alternative into facilities and the community.

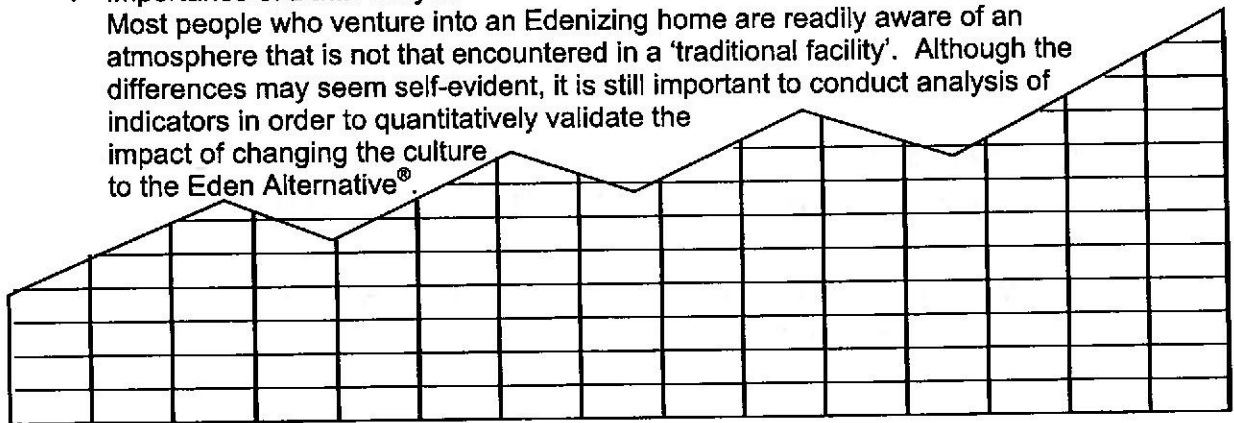
THE EDEN ALTERNATIVE TEN PRINCIPLES

1. The three plagues of loneliness, helplessness and boredom account for the bulk of suffering among our Elders.
2. An Elder-centered community commits to creating a Human Habitat where life revolves around close and continuing contact with plants, animals and children. It is these relationships that provide the young and old alike with a pathway to a life worth living.
3. Loving companionship is the antidote to loneliness. Elders deserve easy access to human and animal companionship.
4. An Elder-centered community creates opportunity to give as well as receive care. This is the antidote to helplessness.
5. An Elder-centered community imbues daily life with variety and spontaneity by creating an environment in which unexpected and unpredictable interactions and happenings can take place. This is the antidote to boredom.
6. Meaningless activity corrodes the human spirit. The opportunity to do things that we find meaningful is essential to human health.
7. Medical treatment should be the servant of genuine human caring, never its master.
8. An Elder-centered community honors its Elders by de-emphasizing top-down bureaucratic authority, seeking instead to place the maximum possible decision-making authority into the hands of the Elders or into the hands of those closest to them.
9. Creating an Elder-centered community is a never-ending process. Human growth must never be separated from human life.
10. Wise leadership is the lifeblood of any struggle against the three plagues. For it, there can be no substitute.

GENERAL WEATHER FORECAST

The GENERAL WEATHER FORECAST charts your journey. The atmosphere of an Eden Alternative® home is evident to most folks who walk into one. However, given the way things are viewed in today's world, we need data to provide definitive information. We include summary results from past research studies and samples of data collection tools.

- ❖ **The First Eden Alternative® Study**
The first study took place in upper New York State. Dr. Thomas compared two 80 bed facilities; one which adopted the Eden Alternative® philosophy and one control facility. This was a three-year study which concluded in 1993. Dr. Thomas reported the results of his research in his first book, The Eden Alternative®: Nature, Hope, and Nursing Homes. Although this book is no longer in print, Dr. Thomas includes his findings in Life Worth Living: How Someone You Love Can Still Enjoy Life in a Nursing Home. Summary graphs are provided.
- ❖ **The Texas Study**
The Texas Long Term Care Institute (Institute) conducted a two-year research project, which ran from 1996 through 1998. Six homes participated in the study and included approximately 700 beds. In considering population changes due to admissions and discharges, data were collected for roughly 1400 residents over the two-year period. A multidisciplinary task force developed new instruments and recruited individuals willing to develop the Eden Alternative® in their communities. Resident and staff variables were analyzed both collectively and individually. An overall summary sheet and graphs are included.
- ❖ **Data Collection Forms**
The forms that are included are the forms that were used in the Texas project. All information was received at the Institute in aggregate form. Thus, no individuals were identified. Data definitions are provided.
- ❖ **Survey of Employee Culture**
This survey is used to measure staff optimism and trust at an Eden facility and is downloadable from edenalt.com.
- ❖ **Importance of Data Analysis**
Most people who venture into an Edenizing home are readily aware of an atmosphere that is not that encountered in a 'traditional facility'. Although the differences may seem self-evident, it is still important to conduct analysis of indicators in order to quantitatively validate the impact of changing the culture to the Eden Alternative®.



The Eden Alternative®

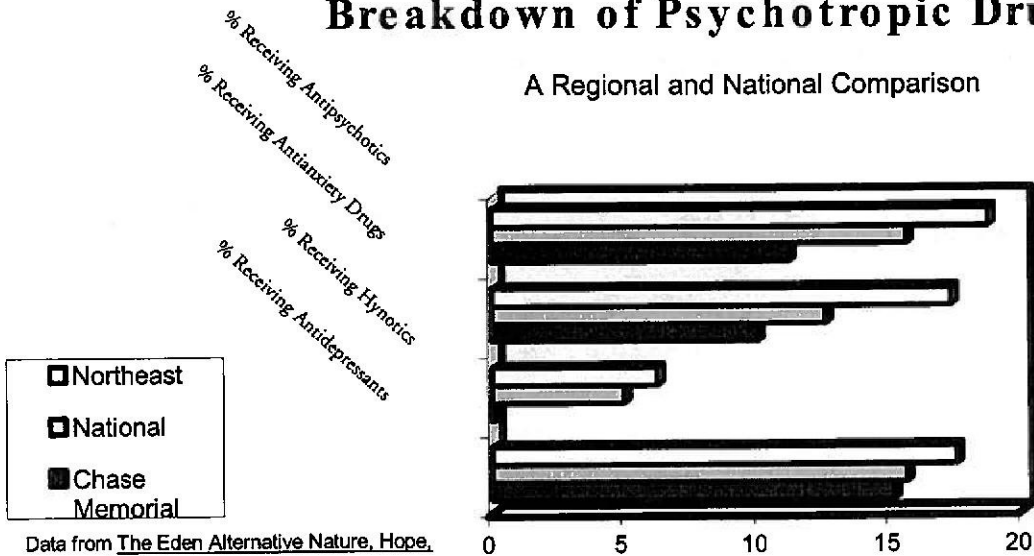
Nature, Hope, and Nursing Homes

Dr. William Thomas

1994

Breakdown of Psychotropic Drug Use

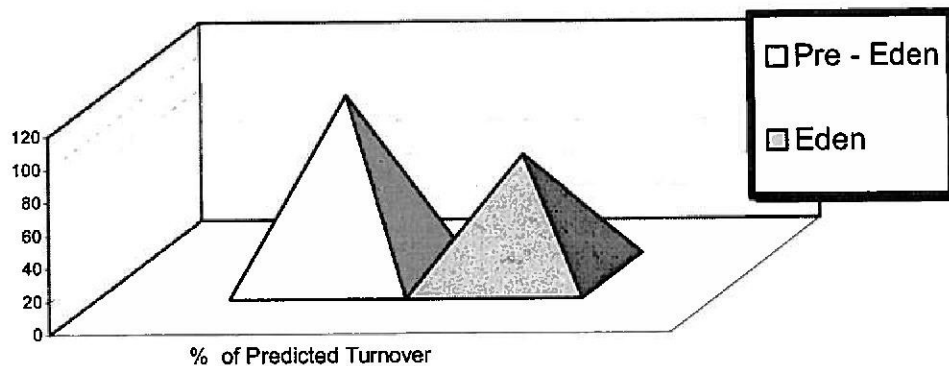
A Regional and National Comparison



Data from The Eden Alternative Nature, Hope, and Nursing Homes
by William H. Thomas, M.D. 1994

Decreased Turnover of Nurse Aides

The Eden Alternative Effect



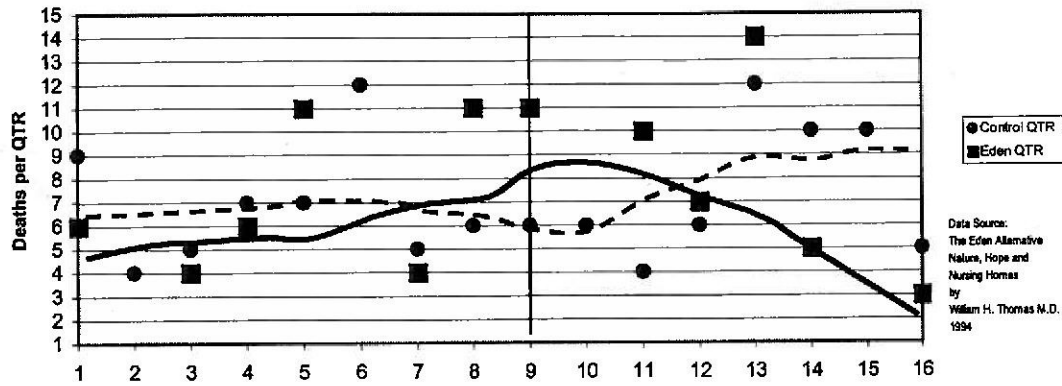
This graph compares the frequency of CNA turnover at Chase compared with the Control. Prior to the Eden period, Chase averaged 1.1 times the turnover rate of the Control. During the Eden period, the CNA staff turnover rate dropped to .74 of the control.

Data from The Eden Alternative Nature, Hope, and Nursing Homes
by William H. Thomas, M.D. 1994

The Eden Alternative Effect

A Comparison of Mortality

Chase Memorial Nursing Home and a Control Facility



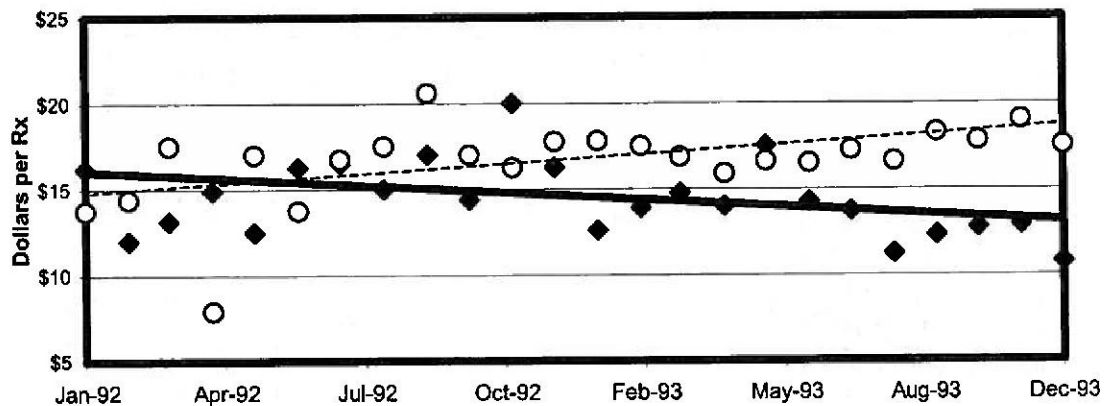
Data Source:
The Eden Alternative
Nature, Hope and
Nursing Homes
by
William H. Thomas M.D.
1994

Study period by Quarter (Begins First Quarter 1990 - Fourth Quarter 1993)

The Down Sloping Solid Line in the Right Half of the Graph Represents Decreased Mortality at Chase

Cost per Prescription per Month

A Comparison of the Eden Alternative and a Control Facility



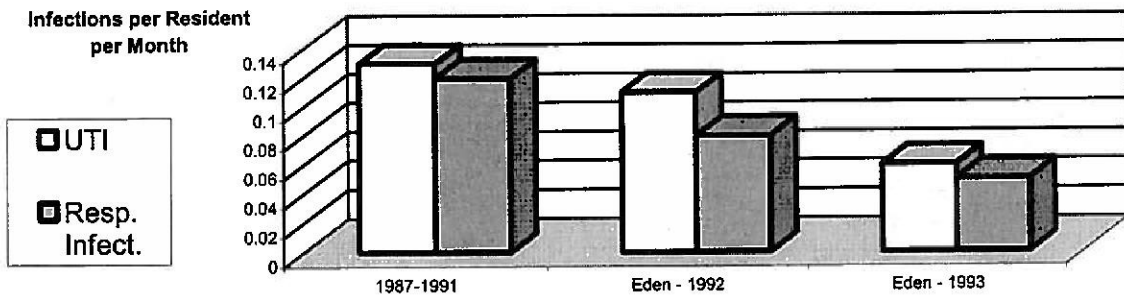
Data from The Eden Alternative Nature, Hope, and Nursing Homes
by William H. Thomas, M.D. 1994

◆ Eden Rx \$

○ Control Rx \$

The Eden Alternative Effect

Decrease in Infection Rate

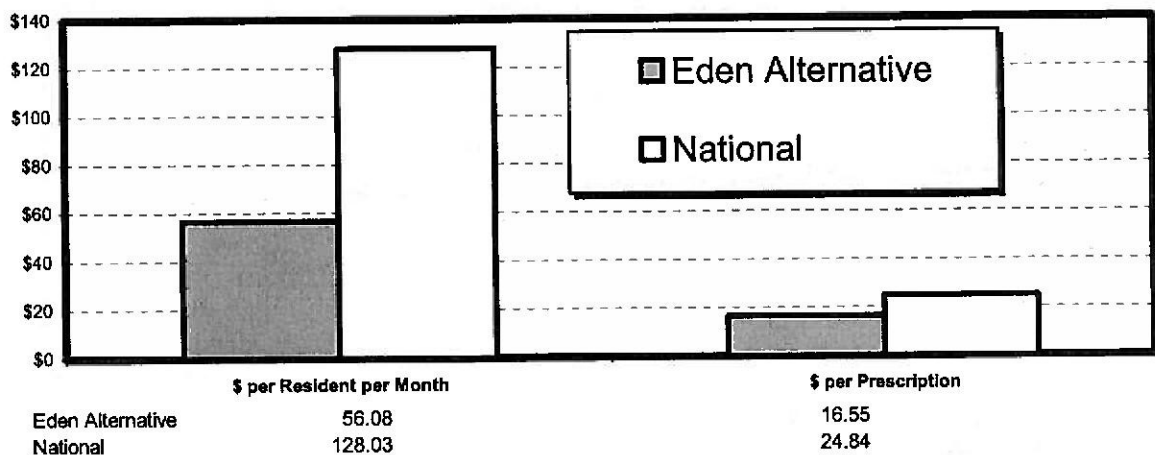


Despite, or perhaps because of, the inclusion of large numbers of plants, animals and children in the nursing home; we have found a marked decrease in the rate of infection.

Data from The Eden Alternative Nature, Hope and Nursing Homes
 by William H. Thomas, M.D. 1994

Drug Cost per Resident

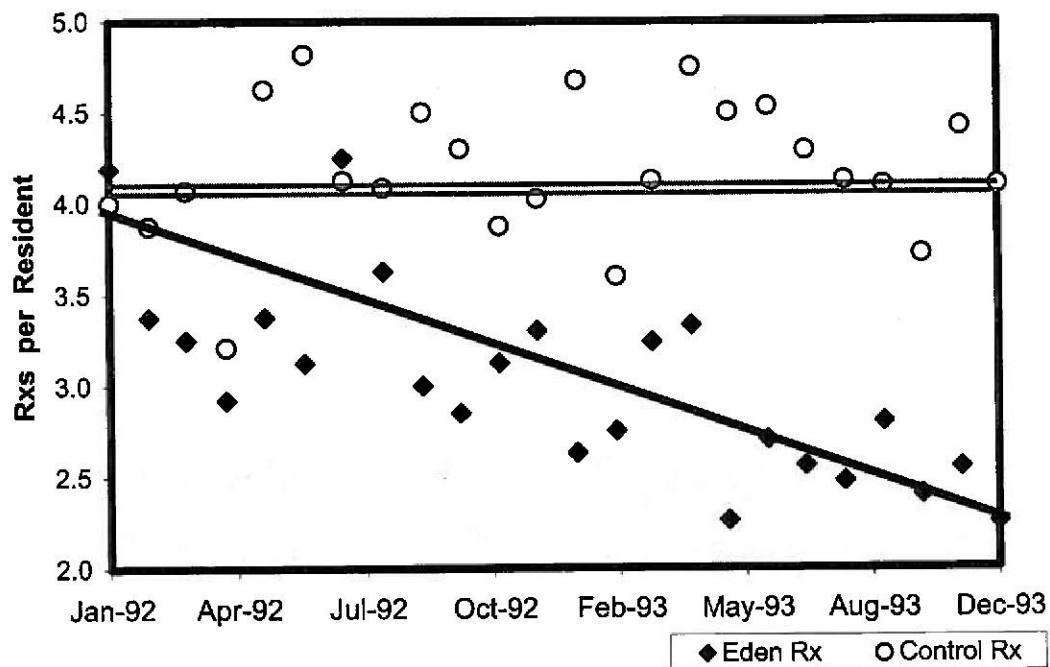
a comparison



Data from The Eden Alternative Nature, Hope, and Nursing Homes by William H. Thomas, M.D. 1994

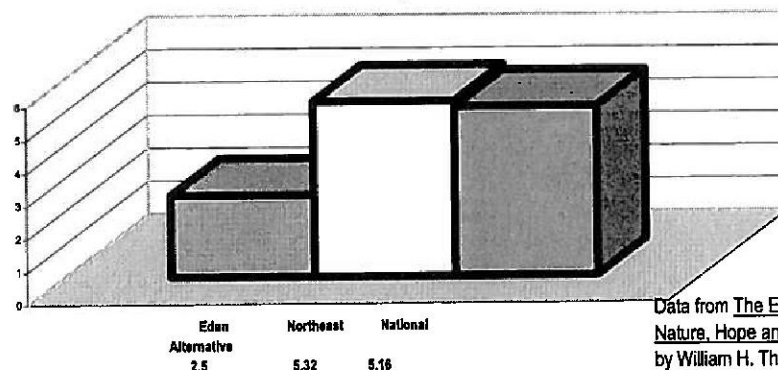
Prescriptions per Resident

Comparing the Eden Alternative and a Control Facility



Data from *The Eden Alternative Nature, Hope, and Nursing Homes* by William H. Thomas, M.D. 1994

Routine Medications Per Resident a comparison



Data from *The Eden Alternative Nature, Hope and Nursing Homes* by William H. Thomas 1994

The Eden Alternative®

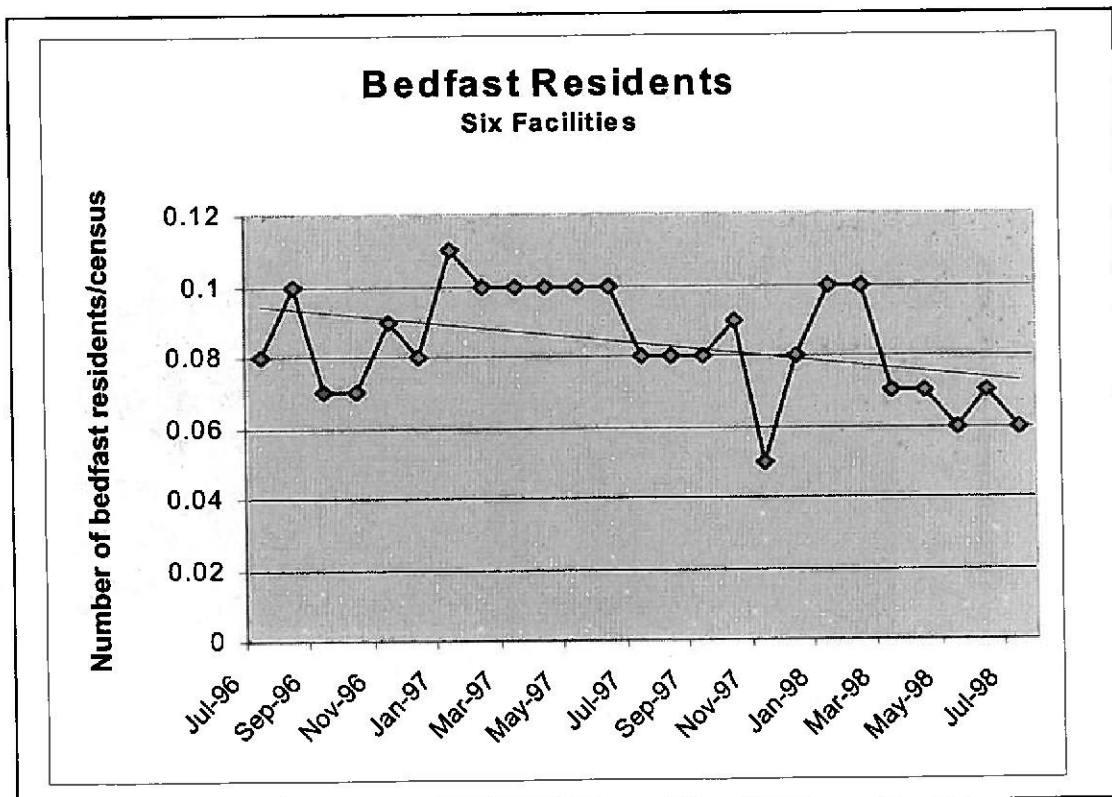
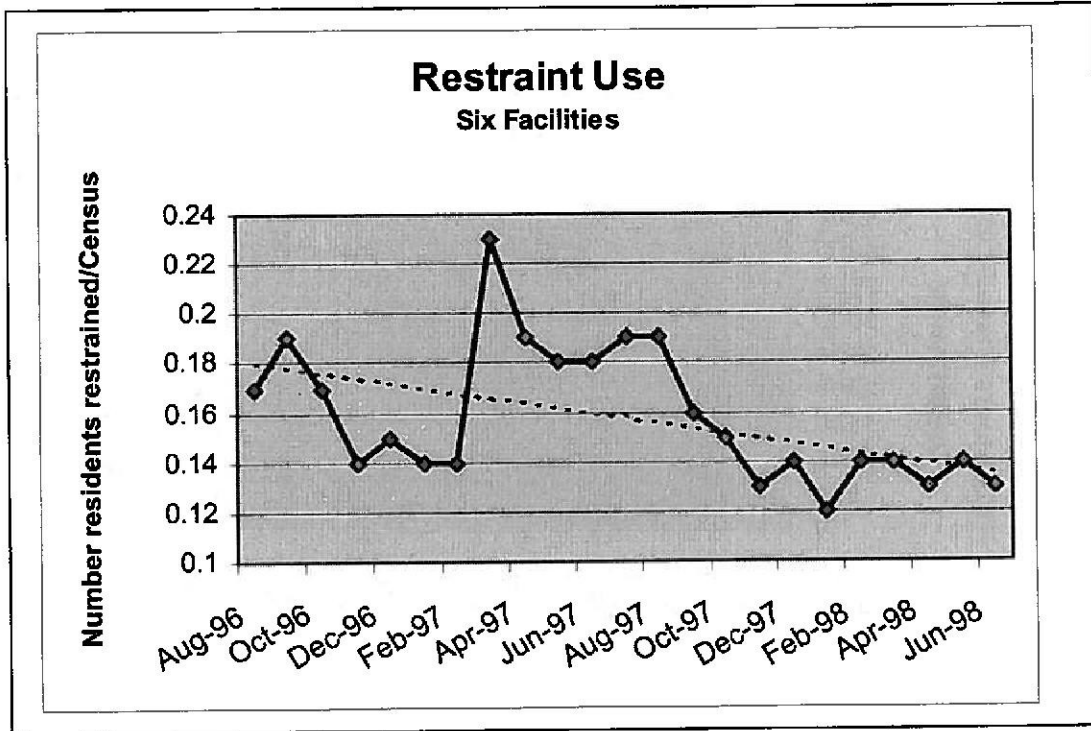
The Texas Study

**Texas Long Term Care Institute
Southwest Texas State University**

2000

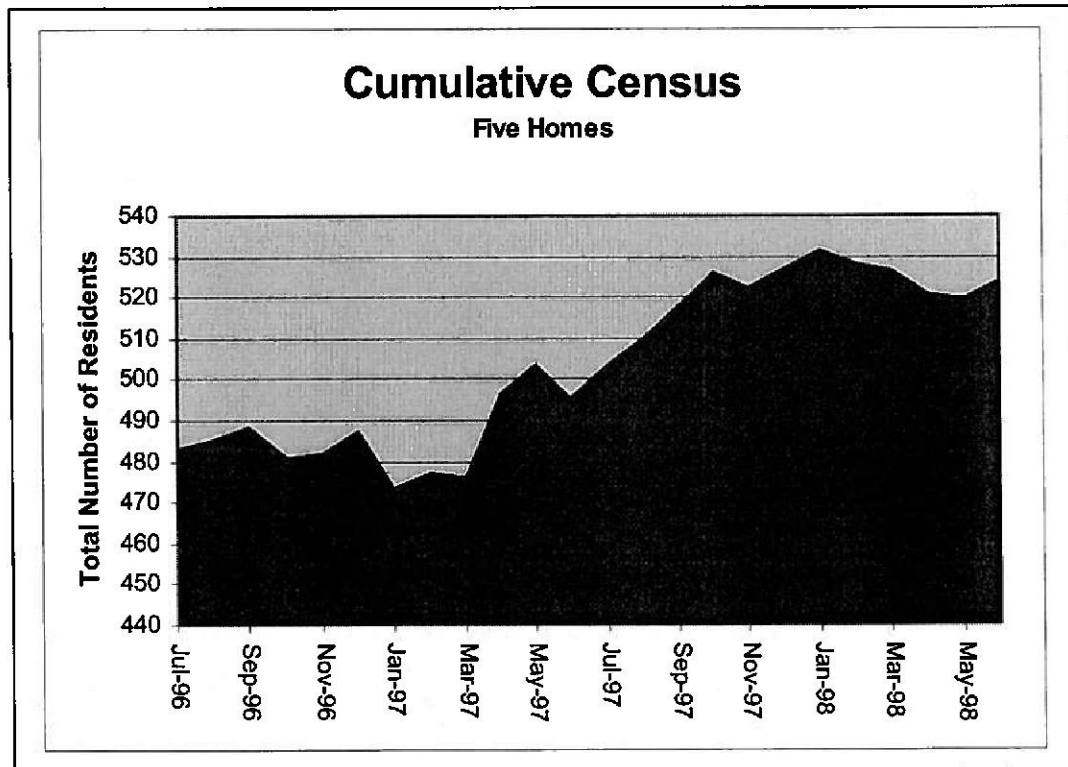
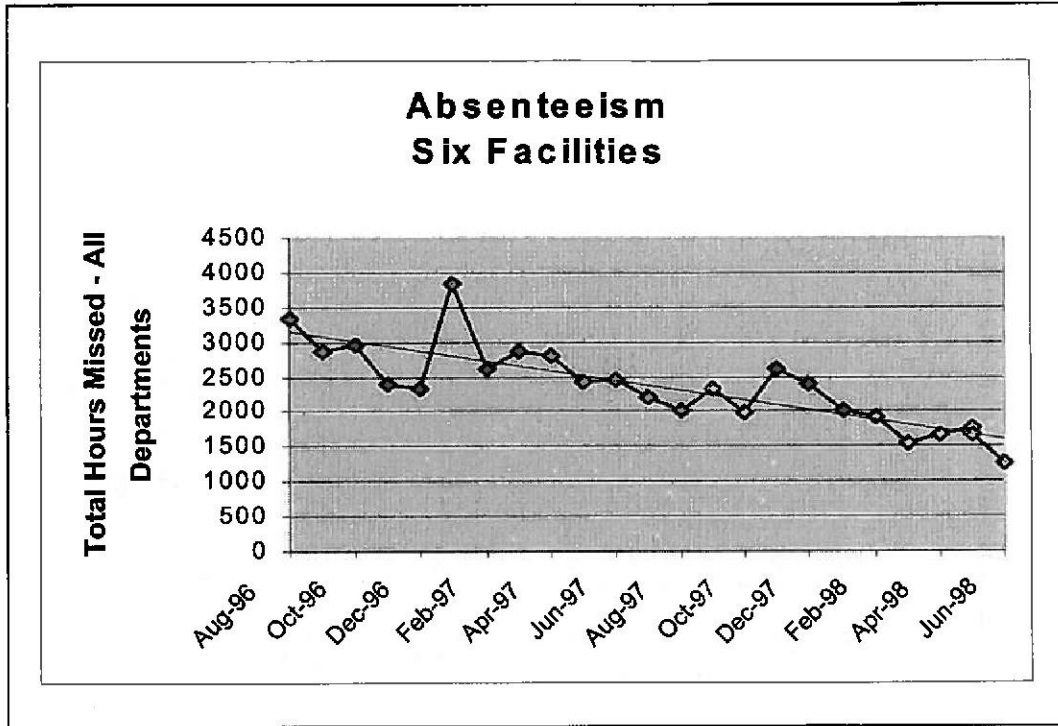
Texas Long Term Care Institute

Cumulative Results



Texas Long Term Care Institute

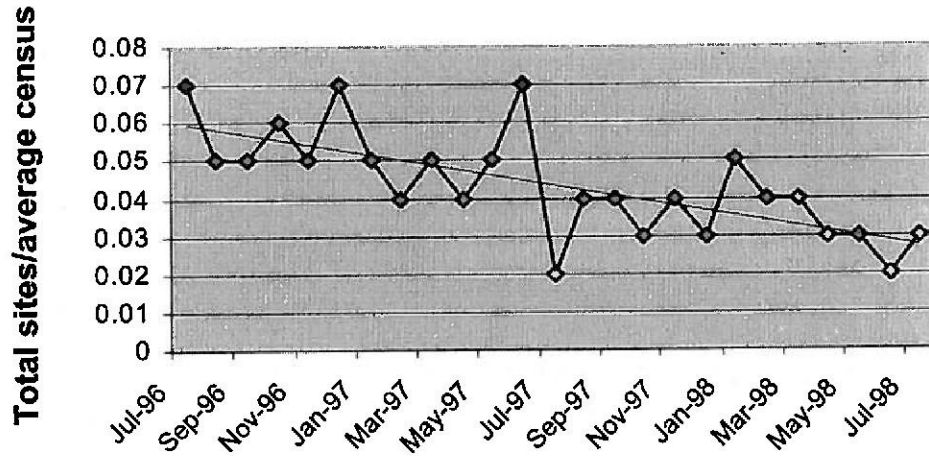
Cumulative Results



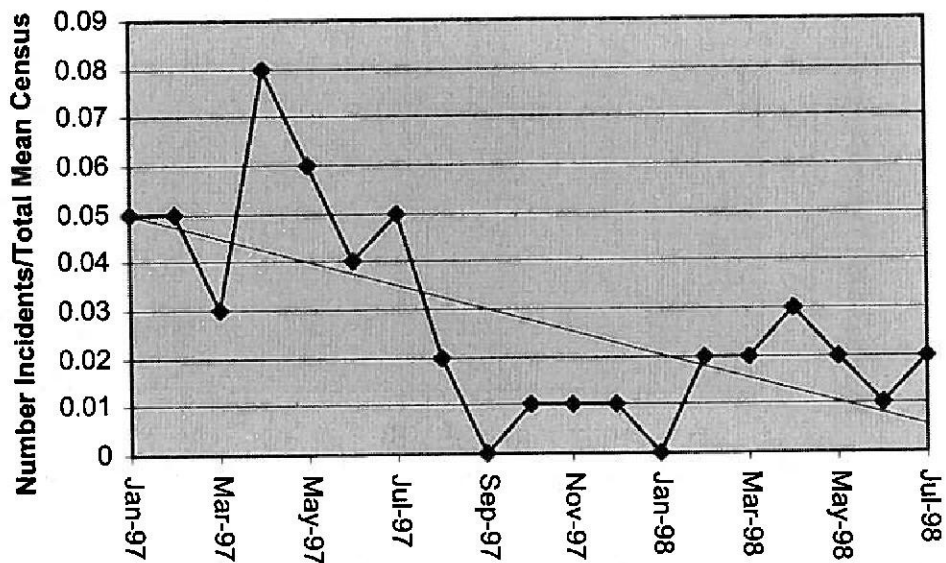
Texas Long Term Care Institute

Cumulative Results

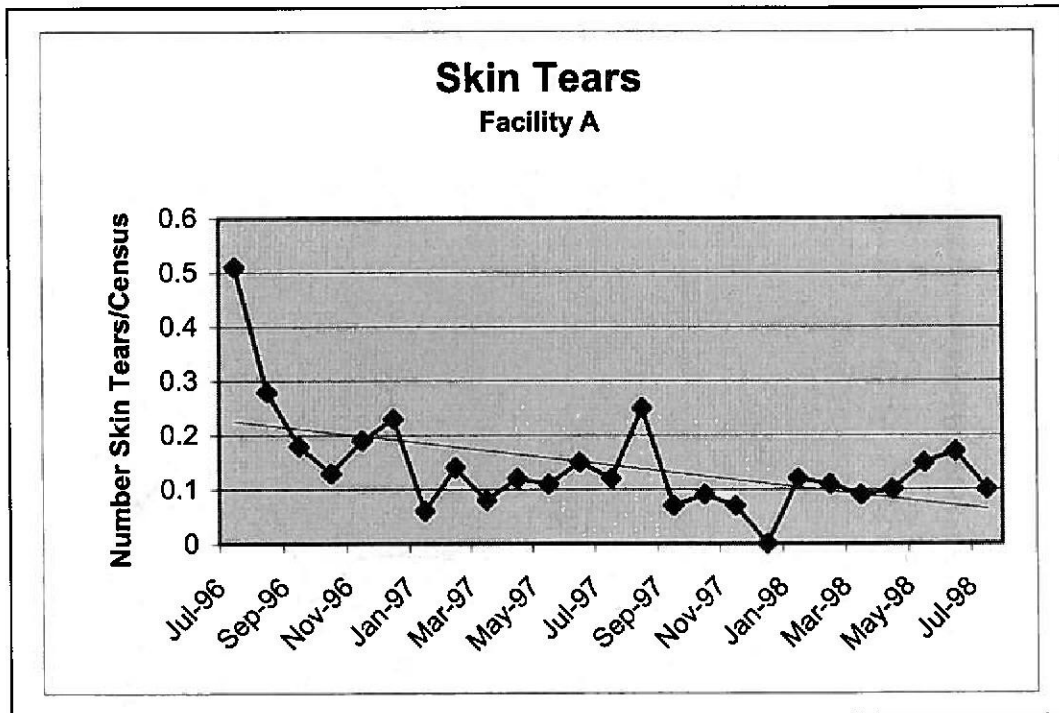
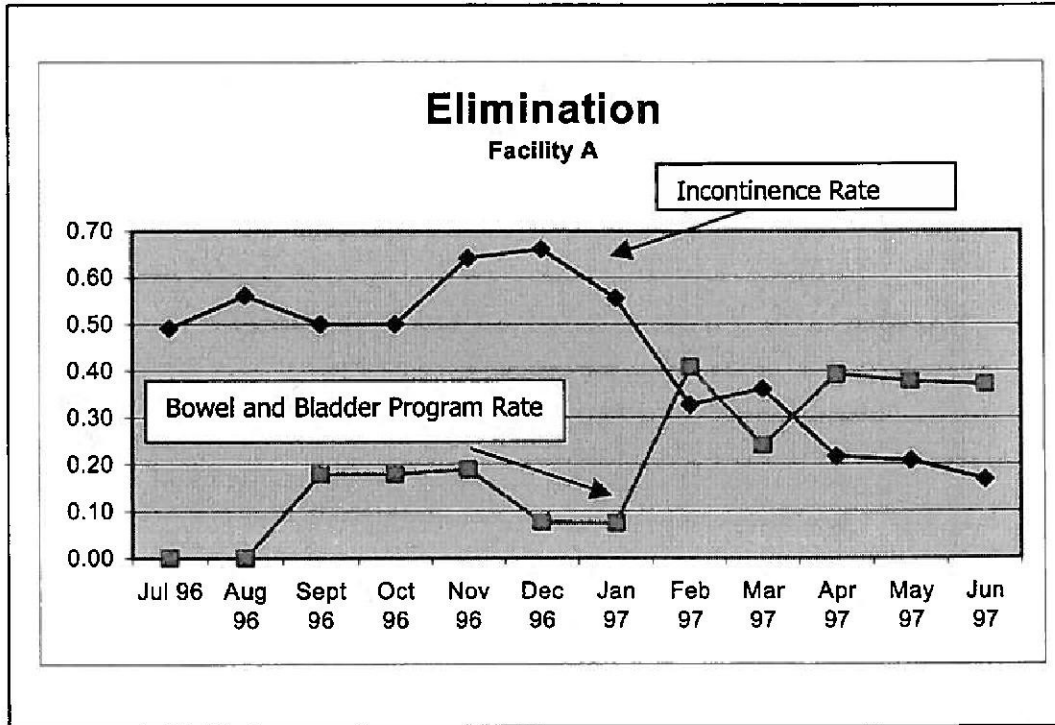
Pressure Sores - Stage I and II
Six Facilities



Behavioral incidents
Six Facilities

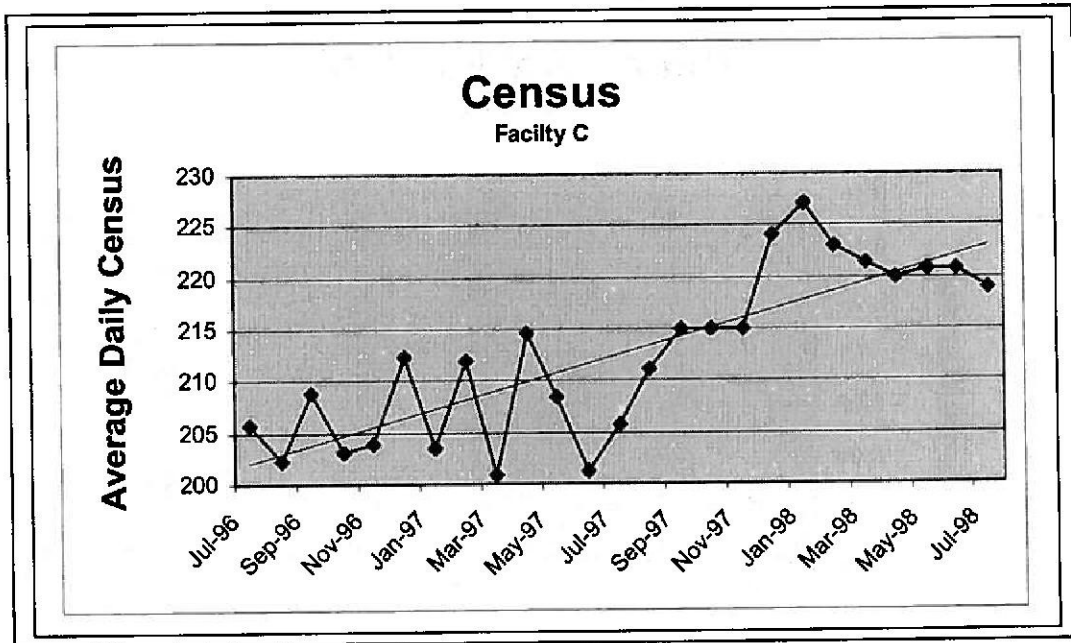
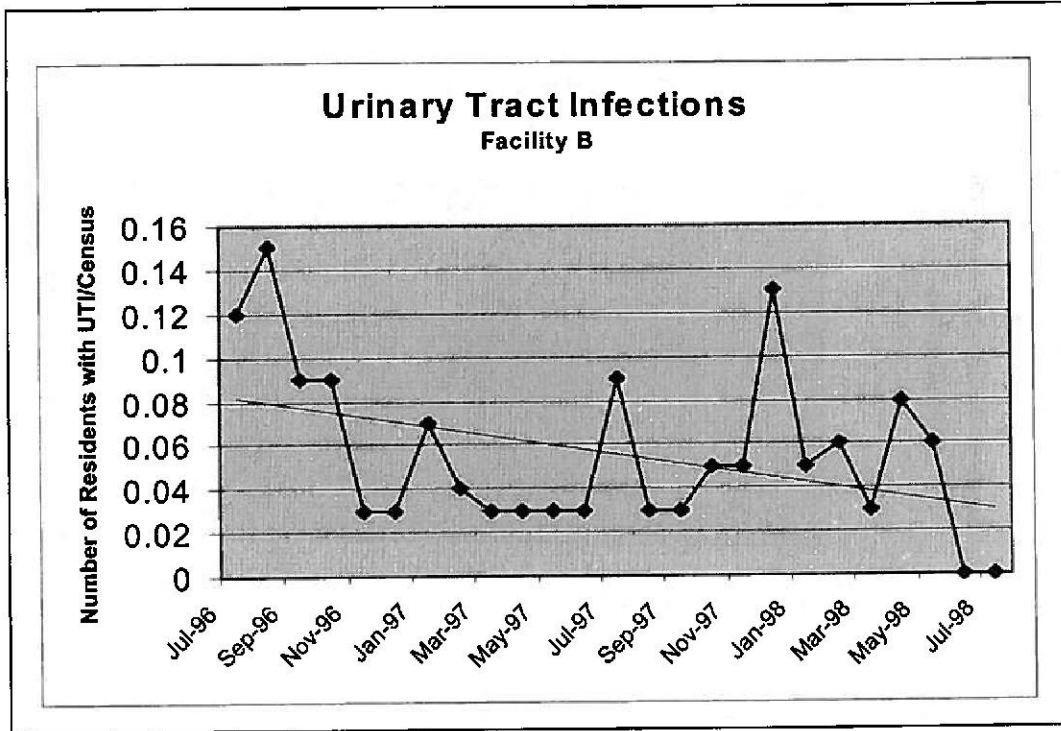


Texas Long Term Care Institute Findings – Individual Homes



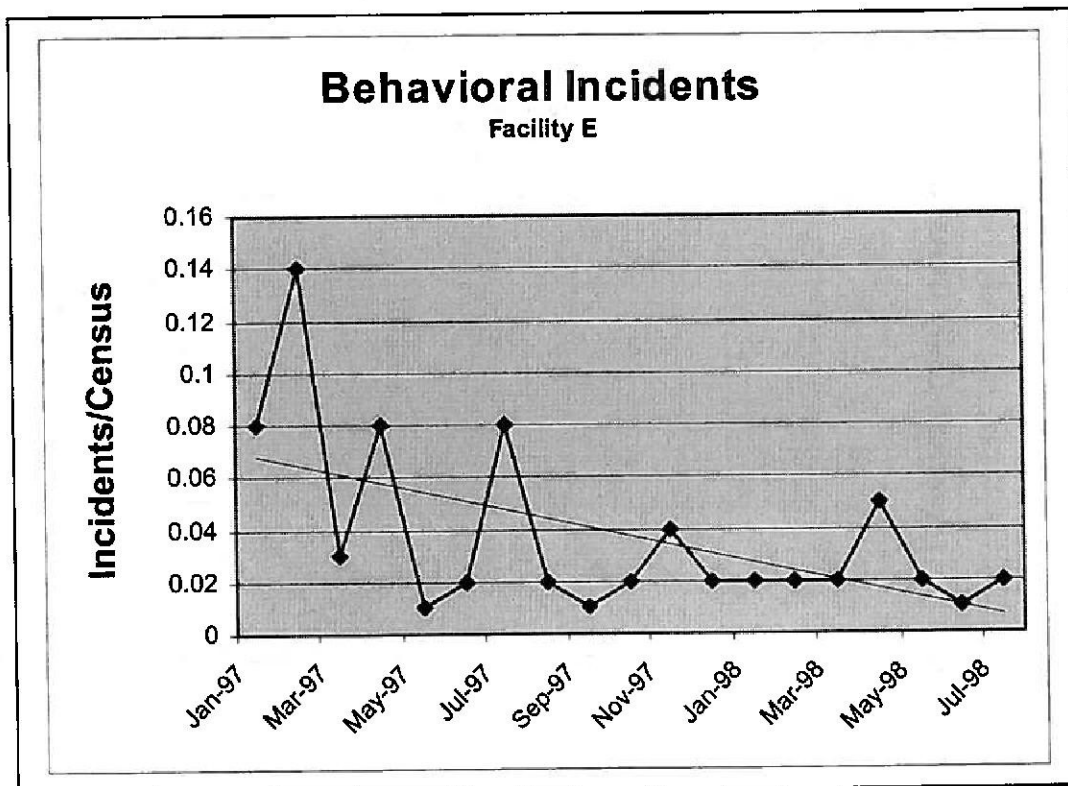
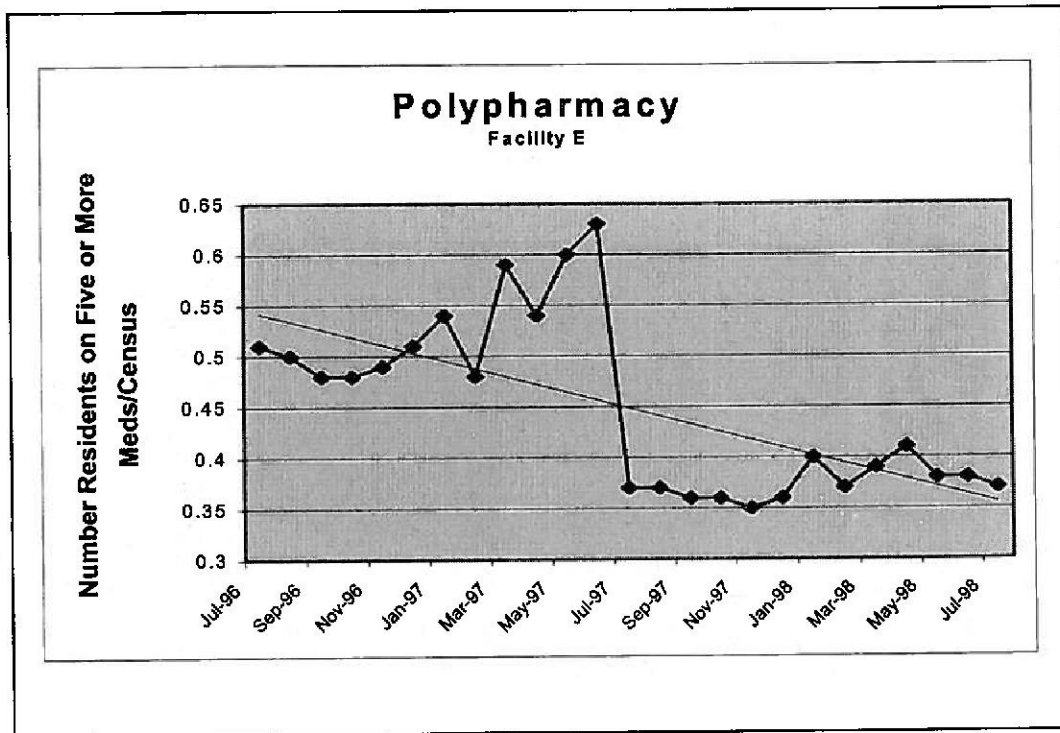
Texas Long Term Care Institute

Findings – Individual Homes



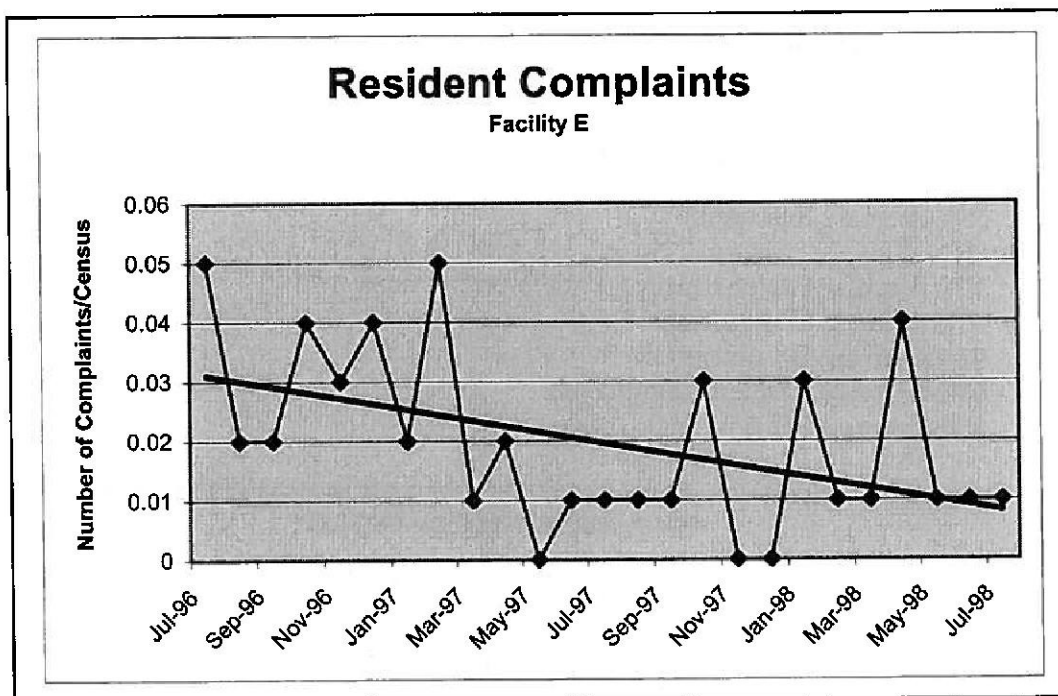
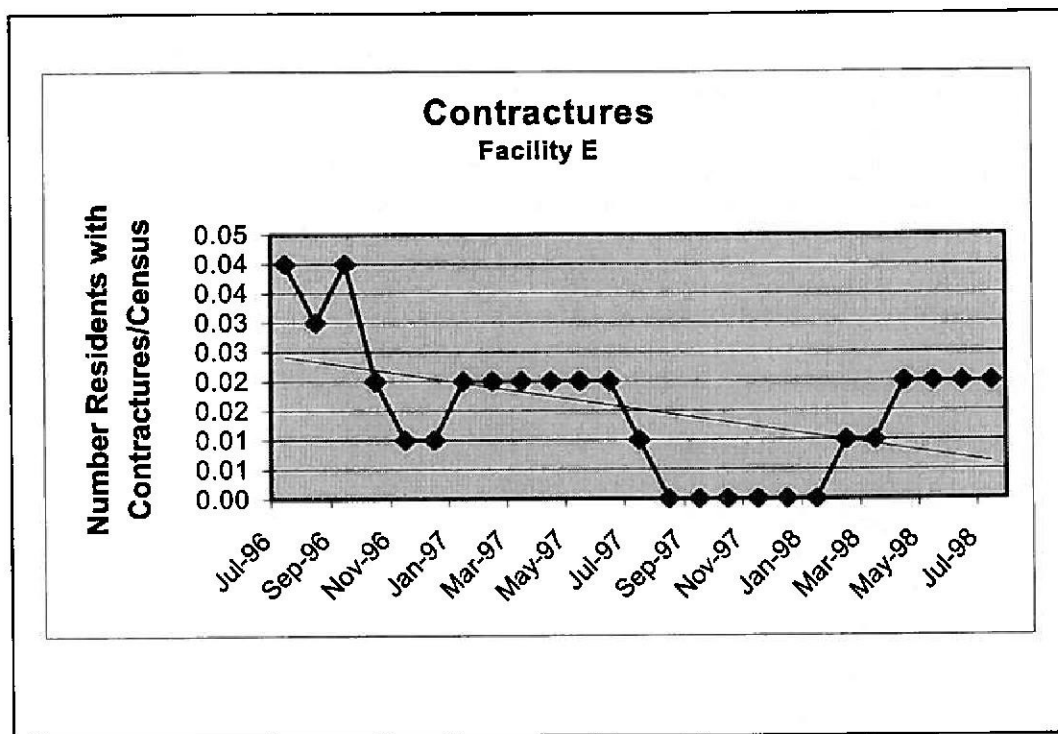
Texas Long Term Care Institute

Findings – Individual Homes



Texas Long Term Care Institute

Findings – Individual Homes



1999 STATISTICAL REPORT SUMMARY

of

Eden Alternative® Outcomes in Texas

The Texas Long Term Care Institute (Institute) conducted a two-year study (1996 - 1998) on quality outcomes in nursing homes adopting the Eden Alternative® philosophy and operative principles. Five Texas nursing homes were provided with small grants (\$5,000 to \$30,000) to implement the Eden Alternative®. Beds in the participating facilities totaled 734. A task force of academicians, providers, and consumers developed the conceptual model for Texas. Principle Investigator for the project was Sandy Ransom, RN, MSHP and Executive Director of the Institute. The Institute is located within the College of Health Professions at Texas State University in San Marcos, Texas.

Outcomes were analyzed with each home and cumulatively. A summary of significant CUMULATIVE findings:

- 60% decrease in Behavioral Incidents
- 57% decrease in Stage I - Stage II Pressure Sores
- 25% decrease in Bedfast Residents
- 18% decrease in Restraints
- 11% increase in Census
- 48% decrease in Staff Absenteeism
- 11% decrease in Employee Injuries

Most outstanding significant outcomes with INDIVIDUAL facilities:

Facility A

- 80% decrease Decubitus Ulcers
- 49% decrease Restraints

Facility B

- 62% decrease Urinary Tract Infections

Facility C

- 58% decrease Restraints

Facility E

- 35% decrease Polypharmacy (resident on 5 or more meds)
- 76% decrease Contractures
- 96% decrease Decubitus Ulcers
- 67% decrease Resident Complaints
- 86% decrease Behavior Incidents

This 110 page, bound report may be obtained for \$10 plus shipping & handling by ordering through our online store at <http://edenalt.safeshopper.com/>

Texas Long Term Care Institute
Texas State University-San Marcos
601 University Drive
San Marcos, Texas 78666
(512) 245-8234 / Fax: (512) 245-7803
Email: LTC-Institute@swt.edu
Visit our website at: <http://ltc-institute.health.txstate.edu>

The Texas Study

The following pages are offered as examples of data collection forms that were used in the Texas Study. These forms include:

- Resident Information
 Collected on a monthly basis
 Resident Information Definitions
- Staff Information
 Collected on a monthly basis
- Family Questionnaire
 Collected at inception and closure of study
- Quality of Work Life Questionnaire

Eden Alternative® Data Collection

Resident Information Definitions

Medications

Number of residents receiving antipsychotics

The number of residents who are receiving antipsychotic medications.

Number of residents receiving anxiolytics

The number of residents who are receiving anxiolytic medications.

Number of residents receiving antidepressants

The number of residents who are receiving antidepressants.

Number of residents receiving hypnotics

The number of residents who are receiving hypnotics.

Number residents on five or more medications

The number of residents who had orders for five (or more) routine medications for the month. Count p.r.n. meds only if the resident is getting them on a routine (i.e. daily) basis.

Mobility

Number bedfast

The total number of bedfast residents in the facility who have remained bedfast for 60% or more of the month.

Number chairbound

The total number of chairbound residents in the facility who have remained chairbound for 60% or more of the month.

Number ambulatory

The total number of independently ambulatory residents.

Number restrained

The total number of residents who are restrained by geri-chair, lap-buddy, pelvic restraint, vest restraint. Residents are restrained 60% or more of waking hours and/or are restrained in bed (other than siderails).

Number of residents with contractures

The total number of residents in the facility who have one or more contracture during the month.

Pressure Sores & Skin Problems

Number stage I - II

The total number of sites classified as a stage I or stage II decubitus ulcer that have developed in the facility during the month.

Number stage III - IV

The total number of sites classified as a stage III or stage IV decubitus ulcer that have developed in the facility during the month.

Number skin tears

The total number of skin tears reported during the month.

Infections

UTI/URI/GI/Wound

The total numbers of infections occurring in each category during the month.

Other

The number of infections not covered in the preceding categories during the month. Please specify the location/type of infection.

Incidents

Total

The total number of resident incidents during the month.

Resident-to-Resident

The total number of incidents reported as altercations between residents during the month.

Number of documented complaints

The number of documented complaints received from families or other people not employed in the facility.

Deaths

The number of residents who died in the facility during the month.

EDEN INVENTORY

All categories should reflect close and continuing contact.

Only animals that live at the facility are to be counted.

Count children who visit on a regular basis - the concept to keep in mind involves the development of relationships between the children and the residents.

Facility _____
Month, Year _____

Medications

Number of residents receiving antipsychotics
Number of residents receiving anxiolytics
Number of residents receiving antidepressants
Number of residents receiving hypnotics
Number of residents on 5 or more medications

Mobility

Number bedfast
Number chairbound
Number ambulatory
Number restrained
Number with contractures

Pressure sores and skin problems

Number Stage I – II (Facility acquired)
Number Stage III – IV (Facility acquired)
Number skin tears

Infections

UTI
URI
GI
Wound/Skin
Other

Incidents

Total
Resident to resident

Number of documented complaints

Deaths

[illegible]

Number Dogs
Number Cats
Number Birds
Number Rabbits
Number Rooms with Birds
Number Bird Cages
Number Children
Other Animals

Type of Animal	Number
----------------	--------

Type of animal	Number

STAFF INFORMATION

Facility _____
Month, Year _____

Teams

Number of teams
Number of nurses who self-schedule
Number of aides who self-schedule

Number of documented complaints by staff

Employee Injuries

RNs

Number fte
New Hires
Terminations

LVNs

Number fte
New Hires
Terminations

Nursing Assistants / Medication Aides

Number fte
New Hires
Terminations

Dietary

Number fte
New Hires
Terminations

Housekeeping / Laundry

Number fte
New Hires
Terminations

Activities / Social Work

Number fte
New Hires
Terminations

Absenteeism (total hours missed)

Aides
RNs
LVNs
Housekeeping/Laundry
Activities/Social Work
Dietary

What in-service topic(s) was addressed this month?

[illegible]

Elder Questionnaire

Dear Elder,

Please take a moment to complete this form and return it to us. Your input is appreciated and extremely valuable. This survey will be used to evaluate the services we provide to you. Thank you for your assistance.

Organization: _____
 City: _____ State: _____

	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree
1. I am allowed to participate in decision making.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. The administrator knows my name.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The staff cares about me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. I feel safe.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. The employees are well trained and know what they are doing.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. I am lonely.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. I rarely see the administrator.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. I trust my physician.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. I can choose what I want to eat.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. I can get up and go to bed when I choose.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. The facility is clean.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. My room looks much like a room in someone's home.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. I am comfortable bringing my concerns to a staff member.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14. I feel helpless at times.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. I enjoy my bathing time.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16. I am given privacy.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17. Staff members are respectful of me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
18. I am bored.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
19. Staff members take time to talk and listen to me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
20. I am happy here.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Family Questionnaire

Dear Family Member,

Please take a moment to complete this form and return it to us. Your input is appreciated and extremely valuable. This survey will be used to evaluate the services we provide to you. Thank you for your assistance.

Organization: _____
 City: _____ State: _____

	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree
1. The elders and families participate in decision-making.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. The administrator knows my name.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The staff cares about the elders.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. The people who live here are safe.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. The employees are well trained and know what they are doing.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. The elders appear lonely.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. I rarely see the administrator.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. I trust my family member's physician.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. People work here because they enjoy working with the elders.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. I often see children in the facility.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. The facility is clean.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Resident's rooms look much like a room in someone's home.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. I am comfortable bringing my concerns to a staff member.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14. Staff members are friendly.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. People from the community are involved in the facility.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16. I believe this is an abuse-free environment.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17. Staff members are respectful of me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
18. The elders appear bored.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
19. Staff members take time to talk and listen to the elders.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
20. In general, I am satisfied with the home.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Employee Questionnaire

Dear Employee,

Please take a moment to complete this form and return it to us. Your input is appreciated and extremely valuable. This survey will be used to evaluate the services we provide. Thank you for your assistance.

Organization: _____
 City: _____ State: _____

	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree
1. My work has meaning and purpose.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. I regularly hear co-workers make negative remarks about other employees.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Management is interested in me and in my development as a person.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Management values money more than people.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. I am an important part of the care team.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. My work is boring.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Management is leading us in the right direction.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. I rarely see the administrator.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. I know and understand the mission of this organization.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. My work contributes to the overall philosophy and goals of the facility	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. I can be creative in completing my tasks and working in my team.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. My working conditions are safe.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. I have an opportunity to grow.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14. Management listens to me and takes my opinions seriously.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. The administrator knows my name.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16. I feel like a number. Nobody here really cares about me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17. My work is recognized by my team members as worthwhile.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
18. My work provides me with adequate pay and benefits.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Employee Questionnaire - Continued

	Strongly Agree	Somewhat Agree	Neutral	Somewhat Disagree	Strongly Disagree
19. I feel free to ask questions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
20. I have the resources I need to be effective in my job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
21. I am kept up-to-date on changes occurring that affect my job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
22. When I try to do my work, I run into obstacles.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
23. I have a clear understanding of what is expected of me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
24. I work under a great deal of tension.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
25. I spend too much time in unnecessary activities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
26. I can voice my concerns without risking my job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
27. I am given opportunities to use my talents for the facility's benefit.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
28. There is opportunity to advance here.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
29. I have to follow procedures that prevent me from doing my job well.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
30. Management actively encourages cooperation and teamwork.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
31. If you start doing favors for people, they will just walk all over you.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
32. There is good in everybody.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
33. People usually tell me the truth.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
34. I enjoy helping my team members.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
35. I don't blame anyone for trying to grab all he/she can get in this world.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
36. People pretend to care more about one another than they really do.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Employee Questionnaire – Continued

- | | Strongly
Agree | Somewhat
Agree | Neutral | Somewhat
Disagree | Strongly
Disagree |
|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 37. At the end of a typical day, I feel I have contributed to the quality of life of the elders I serve. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 38. I can trust the people I work with to lend me a hand if I need it. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 39. I would leave this facility if offered the same job with another facility. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 40. I would recommend a close friend to join our staff. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 41. I only do my job because I need the money. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 42. There is a happy atmosphere in the place I work. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 43. The administrator is fair to everyone. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 44. What would make the quality of work life better in this facility? | | | | | |

45. What is your job title? _____

46. How long have you worked at this facility?

- ☐ Less than 6 months
- ☐ 6 months to 1 year
- ☐ 1 year to less than 2 years

- ☐ 2 years to less than 3 years
- ☐ 3 years to less than 5 years
- ☐ More than 5 years



ALTERNATIVE® MENU OF SERVICES

CONTACT US AT EDUCATION@EDENALT.ORG IF YOU ARE INTERESTED IN HOSTING AN OPEN OR CLOSED TRAINING SESSION OR IN LEARNING MORE ABOUT OUR EDEN GUIDE SERVICES.

CERTIFIED EDEN ASSOCIATE TRAINING

Be touched and transformed by the energy and passion of our trainers as, over three days, they reveal the Principles and practices of the Eden Alternative. Our trainers personally work with you to explore solutions to challenges in your work environment. You will leave inspired, hopeful, and prepared to bring real transformation to your organization and meaning back into the lives of elders and their care partners.

Open Workshop Price: \$525 per person

Closed Workshop Price: \$9000 for up to 20 participants and \$450 for each additional participant.

LEADERSHIP PATHWAYS TO CULTURE CHANGE

Leadership is the key to deep organizational transformation. It may be the single determining factor in the success or failure of a culture change journey. Be enlightened and inspired as our Eden Educators take you down the Ten Leadership Pathways to a successful Eden Journey. Over the course of two days you will develop Leadership skills necessary for this important journey. The Pathways and skills are rooted in the Ten Principles of the Eden Alternative but are applicable in any culture change journey. The registration fee includes a copy of Nancy Fox's new book, The Journey of a Lifetime: Leadership Pathways to Culture Change in Long-Term Care.

Open Workshop Price: \$350.00 per person

Closed Workshop Price: \$6000 for up to 20 participants and \$300 for each additional participant

OPEN HEARTS, OPEN MINDS TRAININGS

Open the Hearts and Minds of your staff, elders, families, and communities when our Eden Educators conduct a 4-hour Intensive Training at your facility introducing groups of up to 25 to the Eden Principles. The purpose is to reach critical mass for awareness of Eden and the Principles. Once hearts are opened, minds will follow.

Price: \$3000 per day with 2 4-hour sessions/day

EDEN AT HOME SERIES TRAINER CERTIFICATION

Join the revolution that is reinventing how we care for our Elders and for each other at home in our communities! Over 2 ½ days, you will learn how the Eden at Home (EAH) Series applies the power of Eden's Ten Principles to improving quality of life for Elders living at home and their care partners. Choose from one of two versions detailed below. As a Certified EAH Trainer in either version, you are authorized to conduct Eden at Home Care Partner Workshops in your local community.

Eden at Home: Creating Quality of Life for Care Partner Teams is our general version. Its focus is to educate and empower care partner teams to create quality of life for everyone involved in the exchange of care. By our definition, a care partner team is composed of the Elder herself, family members, friends, neighbors, volunteers, and home health and medical professionals. Our goal is to help foster more creative, collaborative, supportive care partner teams that honor the Elder as a partner in her own care.

Eden at Home: Creating Quality of Life for Care Partners Living with Dementia builds on the structure of our general version by also encouraging communities to accept and appreciate the unique gifts our Elders living with dementia have to offer us. It combines the strength of the Eden philosophy with exploration of the groundbreaking person-centered work of Thomas Kitwood.

Open Workshop Price: \$525 per person

Closed Workshop Price: \$9000 for up to 20 people.

EMBRACING ELDERHOOD TRAINER CERTIFICATION

There is an African saying that equates the passing of an Elder to the loss of a library. With this in mind, the inspiration behind Eden at Home's Embracing Elderhood is the notion that to truly care for someone, you must have a deeper understanding and appreciation of who they are. Learning and understanding each other's stories helps to forge meaningful intergenerational relationships. Through the filter of the Eden principles, Embracing Elderhood strives to change our culture's perception of Elderhood one relationship at a time.

We offer a 2 ½ day trainer certification workshop that empowers Certified Embracing Elderhood Trainers to conduct Embracing Elderhood projects on behalf of the organization they represent in either long-term care communities or their larger local area. Certified Trainers also facilitate Embracing Elderhood Recording Partner Workshops for students and/or adult volunteers interested in making a commitment to forging a relationship with an Elder Storyteller. Their ultimate goal is the documentation and sharing of each Elder's legacy with the larger community.

Open Workshop Price: \$525 per person

Closed Workshop Price: \$9000 for up to 20 people.

GUIDES FOR YOUR EDEN JOURNEY – CONSULTING SERVICES

The road back HOME from the institutional model can be treacherous and confusing. We take the journey because the rewards are many, and HOME is where we all want to be. The Eden Alternative can now offer you assistance to make the journey smoother. Our guides are trained and experienced in the art of creating Human Habitats. Each one brings a wealth of knowledge and experience that will help your organization's journey less risky.

The journey together will begin with a complete assessment of your culture and climate. After your guide has gathered all of the pertinent information from this assessment, and gained knowledge of where you want to go, a team of culture change guides will review the information and develop a report complete with a road map personalized for your organization.

Then working closely with your core leadership team, your guide will lead you across the hazardous landscape of culture change to the beautiful garden of Eden.

Price: \$2000 per day + travel



ALTERNATIVE®

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January 4, 1998 **The Hartford Courant**, *Lightening Nursing Home Life with Pets*, by Stacey Stowe; Avon, CT

1st Quarter, 1998 **Medicaring**, BC/BS Publication, *Unleashing the Power of Pets*, by Lori Dittmer; Fargo, ND

December 31, 1997 **Times – News**, *Pets Help Enliven Patients*, by Veronika Gunter

December 31, 1997 **Journal Tribune and Messenger**, *Making Life Worth Living*, by Laura Gabrels

Nov/Dec 1997 **Canadian Long Term Care Community**, *The Eden Alternative® – Nursing Home to Human Habitat*, by Mary Reid, Carmen DiMauro, and Tanya Macdonald; Hamilton, Ontario, Canada

November 21, 1997 **The Washington Post**, *Creating an Eden for Seniors*, by Susan Levine; Washington, DC

October 17, 1997 **Detroit Free Press**, *Nursing Home Residents Embrace Companionship Concept*, by Allison Young; Detroit, MI

Sept/Oct 1997 **Modern Maturity**, *Peaceable Kingdom*, by Mark Wexler; Washington, DC

September 25, 1997 **Versailles Leader-Statesman**, *Creating Eden and Paradise Comes to Versailles*, by Debby Burris; Versailles, MO

September 1997 **Chambersburg Press**, *Pets Give Purpose to Aging Hands*, by Janice Were; Chambersburg, PA

August 1997 **Guidepost**, *The Mutt Who Saved Mr. Lambert*, by William H. Thomas, MD; Sherburne, NY

June 1997 **Veterinary Economics**, *Trend Watch*

June 1997 **DVM Newsmagazine**, *New Roles*, by Aaron Honori Katcher, MD

March 16, 1997 **Regional Gazette**, *Paradise Found*, by Sylvia Wood; Saratoga, NY

February 9, 1997 **Observer-Dispatch**, *Recreating Eden*, by Beth Dicocco; Utica, NY

Jan/Feb 1997 **Best Friends Magazine**, *The Eden Alternative®: A New Way of Caring for the Elderly*; Kanab, UT

Jan/Feb 1997 **SPECTRUM**, *The Eden Alternative®*, by William H. Thomas, MD; Bethesda, MD

January 1997 **Healthcare News of Central New York**, *The Eden Alternative® - Better than Medicine: Kids, Cats, Dogs and Birds*, by Lori B. Ruhlman; Parish, NY

January 1997 **Nursing Homes Long Term Care Management**, *Welcome to Eden*, by Laura Bruck; Cleveland, OH

Winter 1996-97 **You & Your Dog**, *Just What the Doctor Ordered*; Dayton, OH

Winter 1996-97 **PERSPECTIVE**, Tennessee Health Care Association Publication, *The Eden Alternative®*:

Adding Spirit and Hope to Nursing Home, by Brandi Lewis; Nashville, TN

- December 26, 1996 **The Miami Herald**, *A Doctor's Passion for Reform and Reforms Emphasize the Feeling of Home*, by Bruce Taylor Seeman
- November 9, 1996 **Evansville Press**, *Reformer Says Nursing Homes Can Be Placed to Stimulate Patients' Interests*, by Polly Bigham; Evansville, IN
- September 27, 1996 **The Wall Street Journal**, *Nursing Home Philosophy Stars Pets and Plants*, by Laura Johannes; Boston, MA
- September 29, 1996 **Associated Press**, *Nursing Homes Reinvented By One Doctor's Vision*, by Mary Esch; Albany, NY
- Summer 1996 **The San Marcos Daily Record**, *Arboretum is Awarded Unique Grant to Improve Quality of Life for Residents*, by Susan Hanson; San Marcos, TX
- May 13, 1996 **The Business Journal -The Health Care Quarterly**, *William H. Thomas, M.D., 'The Quality-Improvement Doctor'*, Interview
- January 15, 1996 **ADVANCE for Physical Therapists**, *Taking the American Nursing Home from HELL TO HEAVEN*, by Tom Kerr; King of Prussia, PA
- December 21, 1995 **Hot Copy**, *Animals in Nursing Homes: The Eden Alternative®*, by Lynn Manheim; Factoryville, PA
- November 1995 **Creative Forecasting, Inc.**, Resource Spotlight, *The Eden Alternative®*, by Mary Anne Clagett and Pegi Schlis; Colorado Springs, CO
- November 1995 **South Florida Business Journal - Health Care Monthly**, *Creating a Better Nursing Home*, by Susan Miller, Multiple Issue Article 11/10-11/16; Miami, FL
- Summer 1995 **The Home Companion**, *Dr. Bill's Alternative Medicine*, by Wendy Murphy; South Kent, CT
- May 17, 1993 **USA Today**, Cover Story, *Pets, Kids Help Enliven the Habitat*, by Leslie Miller



RESOURCE SUGGESTIONS

BOOKS & PUBLICATIONS

In the Arms of Elders: A Parable of Wise Leadership and Community Buildings... by William H. Thomas, M.D.; Publisher: VanderWyk & Burnham; Acton, MA 2006

What are Old People For? How Elders Will Save the World... by William H. Thomas, M.D.; Publisher: VanderWyk & Burnham; Acton, MA 2004

The Eden Alternative Handbook – The Art of Building Human Habitats... by William H. Thomas, M.D.; Publisher: Summer Hill Company, Inc. Sherburne, NY. 1999 Revised: 2004

Learning from Hannah – Secrets for a Life Worth Living... by William H. Thomas, M.D.; Publisher: VanderWyk & Burnham; Acton, MA. 1999

Life Worth Living – How Someone You Love Can Still Enjoy Life in a Nursing Home... by William H. Thomas, M.D.; Publisher: VanderWyk & Burnham; Acton, MA. 1999

The Eden Alternative Animal Welfare Guidelines by John Pitts, DVM and Sandra Young, DVM; With an Introduction by William H. Thomas, M.D.; Publisher Eden Alternative, Inc. Sherburne, NY. 2004

Accessible Gardening for People with Disabilities... by Janeen R. Adil; Publisher: Woodbine House, 1995

Animals as Teachers & Healers... by Susan McElroy; Publisher: Ballentine Books, March 1998

The Bird Care Book... by Sheldon Gertsensfeld; Publisher: Addison Wesley, February 1989

BIRDTALK Magazine... Subscription Dept; P.O. Box 57347, Boulder, CO

Bring Me the Ocean... by Rebecca A Reynolds; Publisher: Vander Wyk & Burnham, Acton, MA. 1995

The Caregiving Dilemma... by Nancy Foner; Publisher: University of California Press; Berkeley, Los Angeles, CA. September 1995

Dialogue: Rediscover the Transforming Power of Conversation...by Linda Ellinor and Glenna Gerard; Publisher: John Wiley & Sons, New York. 1998

The Ends of Time: Life & Work in a Nursing Home...by Joel Savishinsky; Publisher: Bergin & Garvey; New York, NY September 1991

Enlightened Leadership...by Oakley/Krug; Publisher: Simon & Schuster, New York. July 1994

Growing With Care: Using Greenery, Gardens and Nature with Aging and Special Populations by Betsy Kreidler; Publisher: Venture Publishing, Inc. State College, PA

Healing Images – Reflections on a Healing Journey...by Karen Scott Barss; Publisher: The Granny Ranch Publishing House, Saskatoon, SK, Canada 1999

Linking Quality of Long Term Care and Quality of Life...Linda S. Noelker, PhD and Zev Harel, PhD, Editors; Publisher: Springer Publishing, New York. 2001

Peaceful Dying – The Step by Step Guide to Preserving Your Dignity, Your Choice and Your Inner Peace at the End of Life...by Daniel R. Tobin, M.D., with Karen Lindsey; Publisher: Perseus Books, Cambridge, MA. 1998

Principle Centered Leadership...by Stephen Covey; Publisher: Covey Institute, Salt Lake City, UT. 1992

Victims of Dementia: Services, Support, and Care...by William Michael Clemmer; Publisher: Haworth Press, Binghamton, NY. April 1993

Rolling Fields

MISSION

We believe in the value of the Human Spirit. We will create a human habitat that provides diversity, spontaneity and companionship, which celebrates the contributions of all its members.

VISION

We will eliminate the loneliness, helplessness and boredom that plague our Elders and enrich their lives with ever changing surroundings filled with living things.

We will not institutionalize our Elders by removing them from the life they have lived. Instead, we will create a loving home full of opportunities to inspire the human spirit.



ALTERNATIVE™

Elizabethtown

A MISSION OF LOVE



Masonic Village



Masonic Village

ELIZABETHTOWN

As you enter the grounds on the tree-lined boulevard... passing by stately granite buildings and pristine gardens... catching a glimpse of the ducks effortlessly swimming in one of several ponds... you realize the beauty and serenity of life at the Masonic Village at Elizabethtown.

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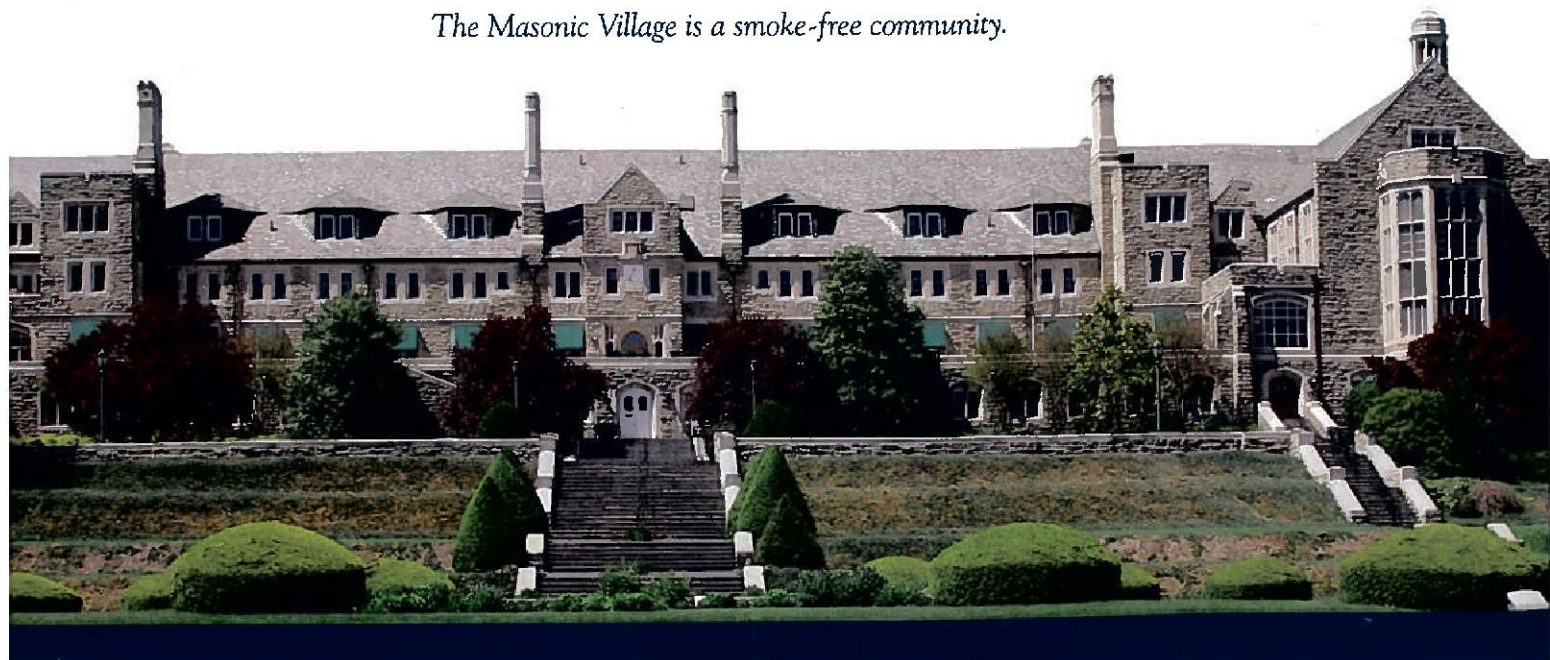
Since 1910, the Masonic Village, a not-for-profit continuing care retirement community, children's home and community service organization, has offered its residents a fulfilling lifestyle that suits their individual needs. Residents have security in knowing that health care services are available if needed, amidst the finest accommodations.

Located on 1,400 acres of picturesque Lancaster County farmland, the Masonic Village has grown steadily over the years to provide for the daily needs of our Masonic Village family, while maintaining the vision of the Masons who began our Mission of Love. From the original 25 residents, our population has grown to more than 1,600, with a staff of more than 1,300 providing care and services to our residents, as well as others, in our community.

Come see what the Masonic Village at Elizabethtown has to offer you!

The Masonic Villages of the Grand Lodge of Pennsylvania include the Masonic Village at Dallas, the Masonic Village at Elizabethtown, the Masonic Village at Lafayette Hill, the Masonic Village at Sewickley and the Masonic Village at Warminster. We not-for-profit communities are owned and operated by the Right Worshipful Grand Lodge of Free & Accepted Masons of Pennsylvania.

The Masonic Village is a smoke-free community.



Residential Living

The Masonic Village at Elizabethtown offers residential living accommodations for approximately 250 residents in nine majestic buildings.

Spacious private suites are available in various sizes to meet individual needs. Residents dine in the magnificent Grand Lodge Hall Dining Room. Kitchenettes in each suite provide convenience for late-night snacks and personal food provisions.

Grand Lodge Hall is the center of activity for residential living residents. Here, residents have access to an assembly room, lounges, post office, recreation center, solarium, billiards/TV room, library and the Village Shoppe. Grand Lodge Hall is adjacent to the Freemasons Cultural Center, which provides additional recreational opportunities.

“This unique lifestyle is ideal for individuals who enjoy living in a warm environment, with the assurance of knowing that amenities are easily accessible.”

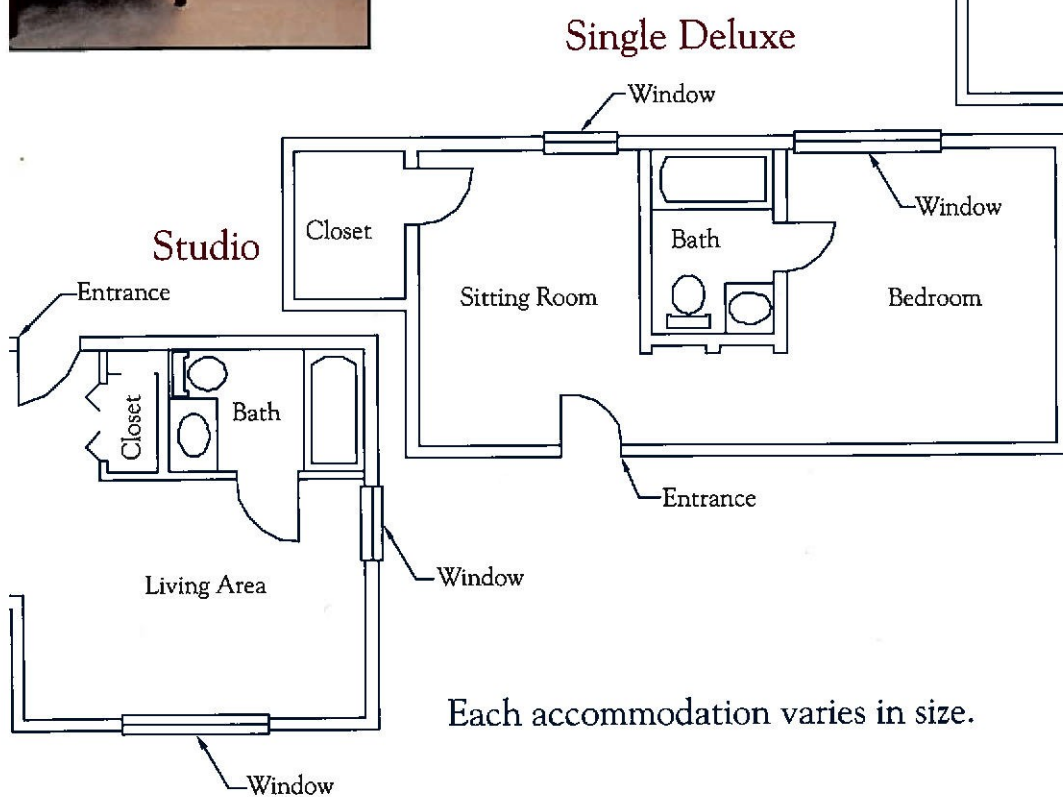
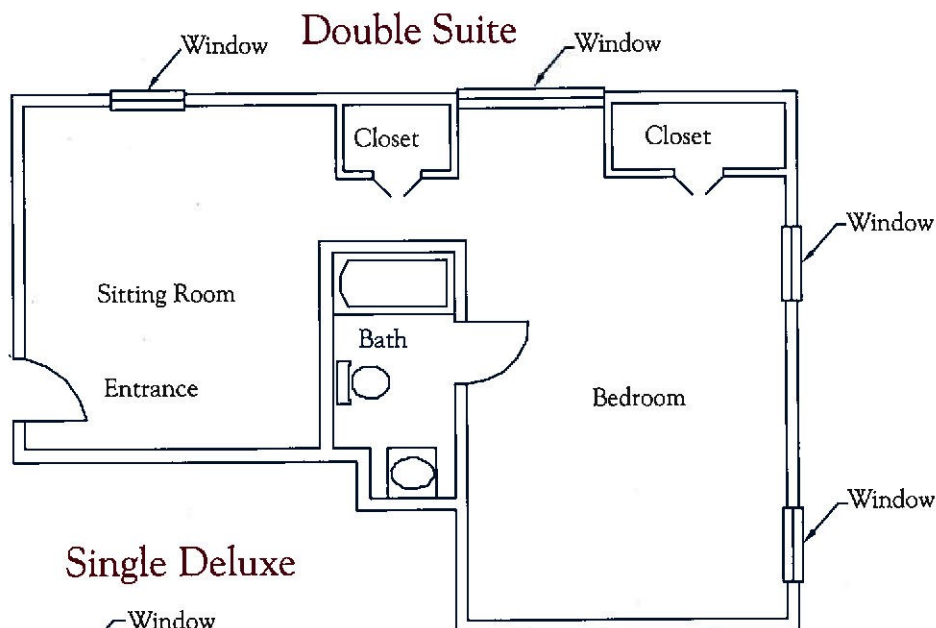
Services

- Services included in the basic monthly service fee:
- Three meals daily
- Twice monthly housekeeping services
- All utilities (except telephone and cable)
- On-campus shuttle transportation
- Recreational opportunities and social events
- Emergency assistance available 24 hours a day

2008 Rates

Daily rate per accommodation:	
Single Suite	\$81
Double Deluxe Suite	\$105
Double Suite (married couples)	\$108

Residential *Living* FLOOR PLANS



Each accommodation varies in size.



Residential Living QUESTIONS & ANSWERS

Q: Must I have a minimum amount of assets to be eligible for admission to residential living?

A: No. There are no financial requirements for admission to a studio for a single person, or a double suite for a married couple. Should you have interest in a single deluxe accommodation, please discuss your interest with the admissions staff, as financial criteria do exist.

Q: Are applicants required to maintain eligibility for admission by not transferring or giving away assets?

A: Must I pay an application fee or a security deposit for residential living?

A: No. There is no application fee, and no security deposit required.

Q: If my funds deplete, will I be asked to leave the Masonic Village at Elizabethtown?

A: No. Fraternal support enables the Masonic Villages to accept eligible individuals as part of our Mission of Love. As long as you maintain your eligibility for Medicaid and a third-party reimbursement, you will not be asked to leave based solely on your financial means. The Masonic Village will help you to apply for all funds available for the services provided.

Q: May I come and go as I please?

A: Yes. You are encouraged to go on trips and visit with friends and relatives. We do ask that you inform us of your whereabouts for any extended trips so that we may notify you in case of an emergency.

Q: Will I be able to keep my automobile?

A: Yes. The guidelines established under the Automobile Policy for residential living indicate that you must hold a valid Pennsylvania driver's license, auto registration, inspection and auto insurance. You are financially responsible for all costs associated with a motor vehicle.

Q: May I have appliances in my room/suite?

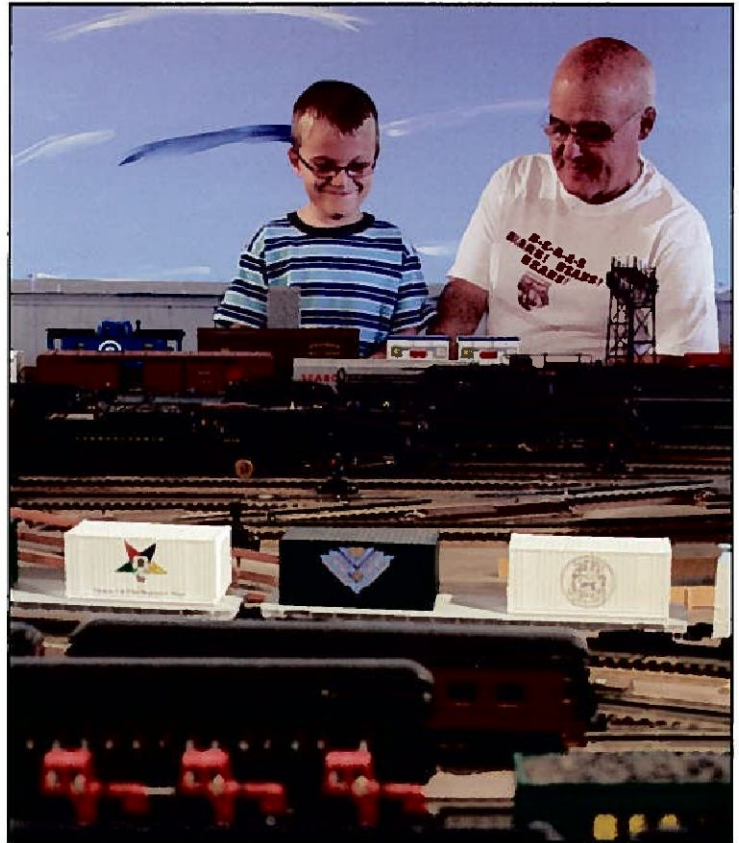
A: Yes. The Admissions Office can provide you with a list of approved appliances.

Q: May I bring my own furniture?

A: Yes. You may bring furnishings and personal items as long as you have permits. Masonic Village also offers furnishings at no additional cost.

Q: What is your smoking policy?

A: The Masonic Village is a smoke-free community.



Q: What type of transportation is available?

A: Shuttle buses are available for transportation throughout the campus, as well as for residents to participate in various outings, programs and shopping trips.

Q: Are pets permitted?

A: In residential living, cats (1), birds and fish are permitted.

Q: Is there an age requirement to reside in the residential living area?

A: Yes. You must be at least 65 years of age.

Q: Does the Masonic Village house its own Masonic Lodge and Order of Eastern Star Chapter?

A: No. However, the local Masonic Lodge and Order of Eastern Star chapter hold their meetings at the Masonic Village, and you are welcome to attend.

Q: Are any medical services provided in residential living?

A: No. However, residents have access to medical services on a fee-for-service basis at the Masonic Health Care Center (on campus), or they may continue to see their personal physician (off campus).

Retirement Living

Services

Services included in the basic monthly service fee:

- Choice of meal plans
- Free monthly housekeeping
- Lawn removal
- Trash removal
- Maintenance of furnished appliances
- Necessary maintenance and repairs in the residence
- Water
- Electric
- Gas
- Real estate taxes
- Security
- Housekeeping of common areas
- Grounds maintenance
- Scheduled transportation
- Organized recreational and culture programming

The central gathering place for retirement living residents, the Clubhouse contains a dining room, private dining room, café, branch bank, country store, mail room, hair salon, creative arts room, library, resident lounge and administrative offices to serve retirement living residents. An additional dining room and café on campus offer a variety of delicious options. The Clubhouse can be accessed by enclosed walkways from the 16 Tall Cedar Lane Cottages and the 220 Buchanan Apartments.

Located elsewhere throughout the campus are an additional 202 two-bedroom and two-bedroom/den cottages. These cottages offer a variety of floor plans, all with porches and garages.

The new Sycamore Apartments are located adjacent to the Sycamore Square Marketplace and offer 126 retirement living apartments in one-bedroom, two-bedroom and two-bedroom/den floor plans.

Retirement living accommodations also are available in six beautiful majestic granite and brick buildings: Brown Apartments, Village Apartments, Smith North and Smith South Apartments, and Louis Eisenlohr and Charles Eisenlohr Apartments. Selecting accommodations in one of these buildings, individuals would reside in one of 114 efficiency, one-bedroom, one-bedroom deluxe or two-bedroom apartments.

Retirement living is a lifestyle where residents have access to the security and quality of the Masonic Village within a dynamic environment. ”



Retirement Living APPLICATION PROCESS

Applicants for retirement living must be 60 years of age or older. For married couples, one spouse needs to be age 60 and the other needs to be at least age 55.

P 1: To apply for admission to retirement living, contact Marketing Office at (717) 361-5534 or (800) 676-6452 to request information and/or schedule an appointment.

PRIORITY LIST APPLICATIONS

Those considering retirement living are encouraged to place their name(s) on the retirement living priority list.

Entrance fee priority list - A \$1,000 deposit is required to place your name on this list.

Rental plan priority list - A \$200 deposit is required to place your name on this list. This amount will be credited toward the first month's rent.

For those desiring to place their name(s) on both lists, a \$1,000 deposit is required. Upon notification that the living accommodation of your choice is available, an additional \$1,000 application deposit will be required for the entrance plan, while no additional deposit is required for the rental plan.

These deposits will reserve the unit of your choice throughout the application processing period of approximately six to eight weeks and are refundable within the same time period.

P 2: Complete an application which includes the following:

Personal and general information

Masonic or Eastern Star affiliation (as per service levels)

Financial disclosure statement

Monthly services list

Your completed application should be submitted to the Masonic Village Marketing Office within 14 days of the receipt of the deposit.

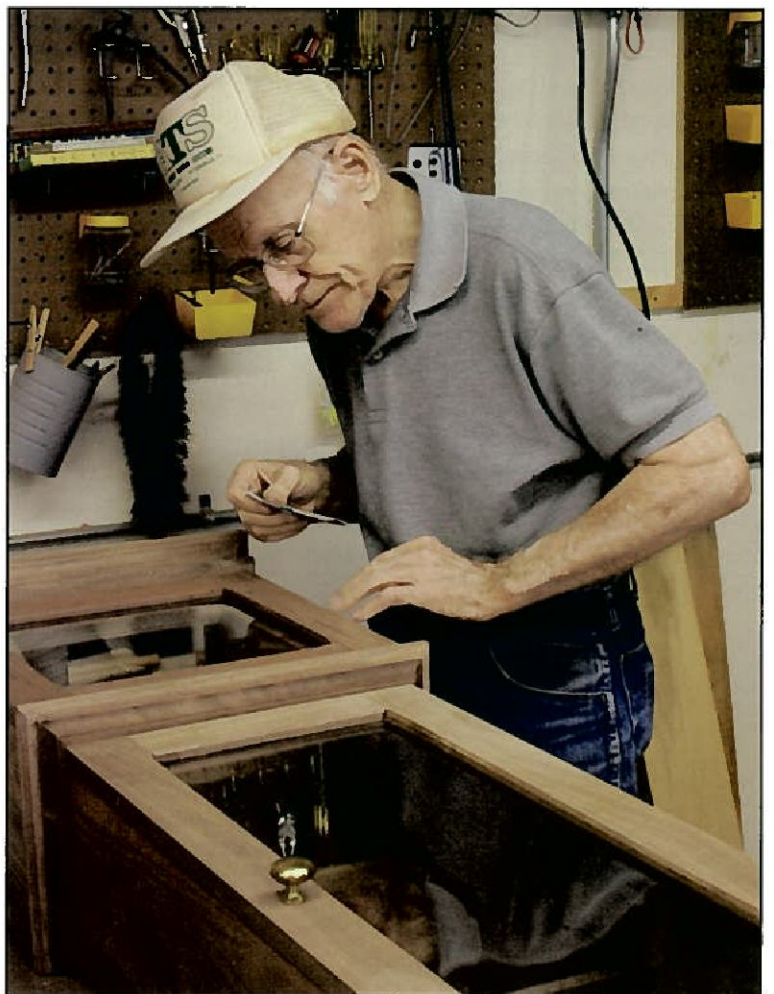
P 3: Your application will be reviewed, and you will be contacted by telephone of your application status within 14 days of the date the completed forms are submitted to the Marketing staff.

If there is a question regarding your ability to comply with the requirements of tenancy, further evaluation may be required prior to approval for admission. If it is determined that residency in the cottages or apartments would not best meet your needs, you will be encouraged to apply to an area of Masonic Village that will better meet your needs.

STEP 4: A written verification of your approved status and a copy of the resident agreement will be sent to you for review within seven days of the approval date. In approximately 30 days after receipt of the resident agreement, an appointment will be offered for you to meet with the Marketing staff for final review and signing of the resident agreement. Or, you may mail the signed resident agreement to the Marketing Office.

Under the entrance fee plan, you will have a maximum of 90 days, or upon occupancy, whichever is sooner, to make final payment of your entrance fee after signing the resident agreement.

Under the rental plan and entrance fee plan, you have 60 days, or upon occupancy, whichever is sooner, to make payment of your first monthly service fee after signing the resident agreement.



Retirement Living 2008 ENTRANCE FEE PLAN RATES

Apartment Types	Entrance Fee Options		Monthly Service Fee	
	8-Year Declining Balance	90% Refundable	Single Occupancy	Double Occupancy
Apartment A				
Bedroom (Type A)	\$104,000	\$166,400	\$1,316	\$1,840
Bedroom (Type B)	\$138,600	\$221,760	\$1,504	\$2,025
Bedroom/balcony (Type BC)	\$156,300	\$250,080	\$1,611	\$2,130
Bedroom/den (Type C)	\$178,700	\$285,920	\$1,651	\$2,172
Access units—additional \$2,900 - \$4,640 (90% Refundable) Optional covered parking—\$117/month				

Apartment Types	Entrance Fee Options		Monthly Service Fee	
	8-Year Declining Balance	90% Refundable	Single Occupancy	Double Occupancy
Apartment B				
Bedroom/balcony (Unit AS)	\$127,800	\$204,480	\$1,443	\$2,019
Bedroom/balcony (Unit BS)	\$187,600	\$300,160	\$1,625	\$2,147
Bedroom/deluxe/balcony (Unit BD)	\$204,500	\$327,200	\$1,657	\$2,188
Bedroom/den/balcony (Unit CS)	\$218,100	\$348,960	\$1,688	\$2,228
Bedroom/den/corner/balcony (Unit CD)	\$257,100	\$411,360	\$1,841	\$2,429
Full garage—additional (\$17,600 - \$35,940)				

Apartment Types	Entrance Fee Options		Monthly Service Fee	
	8-Year Declining Balance	90% Refundable	Single Occupancy	Double Occupancy
Cedar Lane Cottages				
Bedroom (Type D)	\$158,600	\$253,760	\$1,692	\$2,210
Bedroom (Type E)	\$211,900	\$339,040	\$1,879	\$2,398

Apartment Types	Entrance Fee Options		Monthly Service Fee	
	8-Year Declining Balance	90% Refundable	Single Occupancy	Double Occupancy
Clinton, Truman				
Jackson Drive Cottages				
Bedroom (Unit #1)	\$143,000	\$228,800	\$1,603	\$2,128
Bedroom (Unit #2)	\$162,300	\$259,680	\$1,718	\$2,244
Bedroom/den (Unit #3)	\$194,700	\$311,520	\$1,886	\$2,413
Bedroom/basement (Unit #4)	\$177,800	\$284,480	\$1,765	\$2,293
Bedroom/den/basement (Unit #5)	\$211,800	\$338,880	\$1,947	\$2,473

Living cottage w/finished sunroom — additional \$8,900 - \$14,240 (90% Refundable)
 Living cottage w/finished basement — additional \$17,800 - \$28,480 (90% Refundable) plus \$38.75 per month for housekeeping services

Apartment Types	Entrance Fee Options		Monthly Service Fee	
	8-Year Declining Balance	90% Refundable	Single Occupancy	Double Occupancy
Court and Monroe, Ford				
McKinley Drive Cottages				
Bedroom (Unit #6)	\$193,600	\$309,760	\$1,794	\$2,340
Bedroom/den (Unit #7)	\$250,500	\$360,800	\$1,866	\$2,412
Bedroom/basement (Unit #8)	\$225,500	\$400,800	\$1,909	\$2,440
Bedroom/den/basement (Unit #9)	\$290,700	\$465,120	\$2,016	\$2,547

2-car garage (Unit 6 or 7) — additional \$20,800 - \$33,280 (90% Refundable)
 2-car garage (Unit 8 or 9) — additional \$23,700 - \$37,920 (90% Refundable)
 Living cottage with finished basement — \$17,800 - \$28,480 (90% Refundable)
 Living Unit 8 and 9 cottage with finished basement
 — Housekeeping costs will vary, depending upon finish

Each living accommodation includes wall-to-wall carpeting, sheer curtains, electric range, refrigerator, washer, dryer, emergency call system, smoke detector and individually controlled heating and air-conditioning thermostats.

ENTRANCE FEE OPTIONS

Like most retirement communities, an entrance fee is required along with a monthly service fee. The entrance fee allows residents to live in a private and spacious home for as long as they are able and to take advantage of the many services and amenities. Monthly fees assure that day-to-day services and maintenance are managed in a way that allows life to be lived to its fullest.

The Masonic Village at Elizabethtown offers two choices for entrance fees:

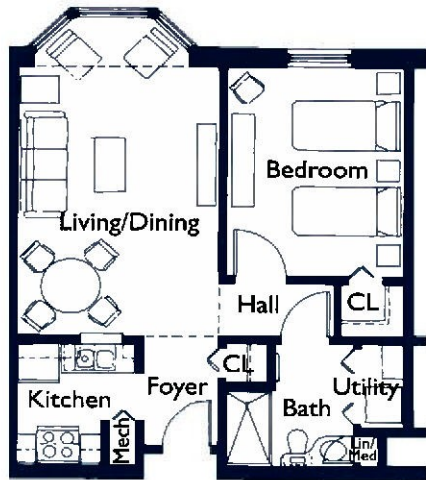
Eight-Year Declining Balance: This option is a lower financial investment with a refund balance that declines gradually over an eight-year period. The length of stay determines refunds to residents or their estates. The amount of refund declines at a rate of 1 percent the first month and 1 percent each of the following months. After eight years, there is no remaining refund.

90% Refundable: This option protects the value of an estate by guaranteeing that 90 percent of the entrance fee is refunded to residents or their estates.

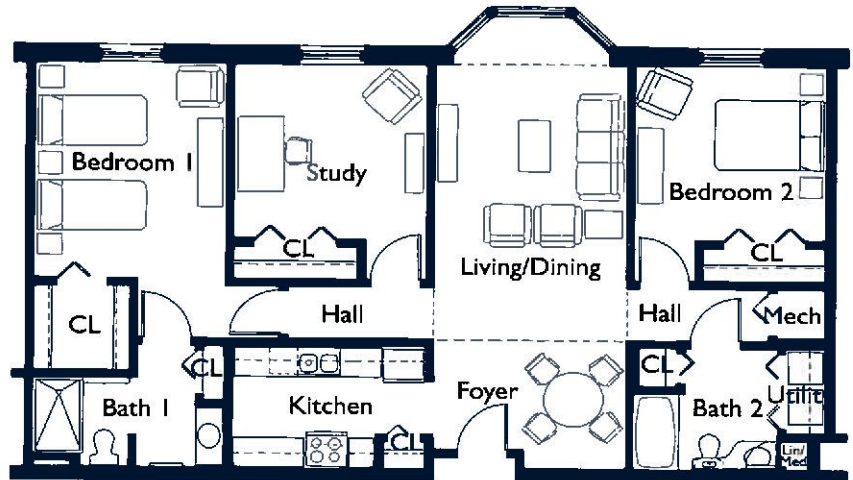
Retirement Living **ENTRANCE FEE PLAN**

BUCHANAN APARTMENTS

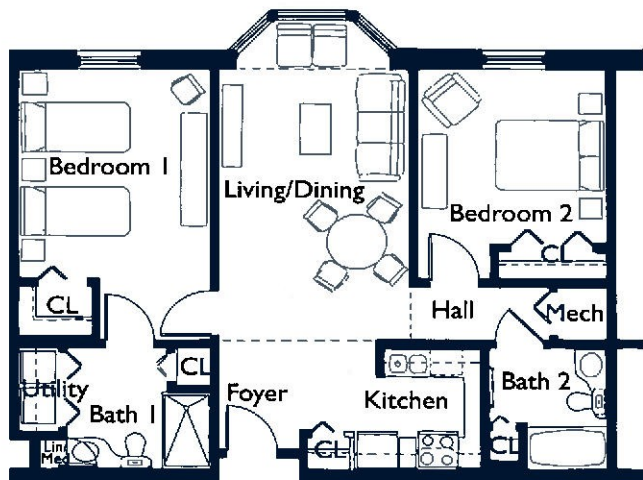
All drawings are approximate. Scale drawings available upon request.



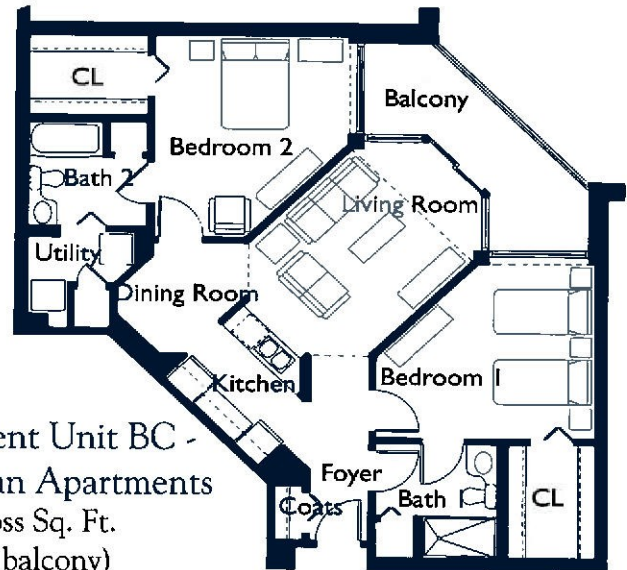
Apartment Unit A -
Buchanan Apartments
838 Gross Sq. Ft.



Apartment Unit C - Buchanan Apartments
1,360 Gross Sq. Ft.



Apartment Unit B - Buchanan Apartments
1,025 Gross Sq. Ft.



Apartment Unit BC -
Buchanan Apartments
1,120 Gross Sq. Ft.
(excludes balcony)

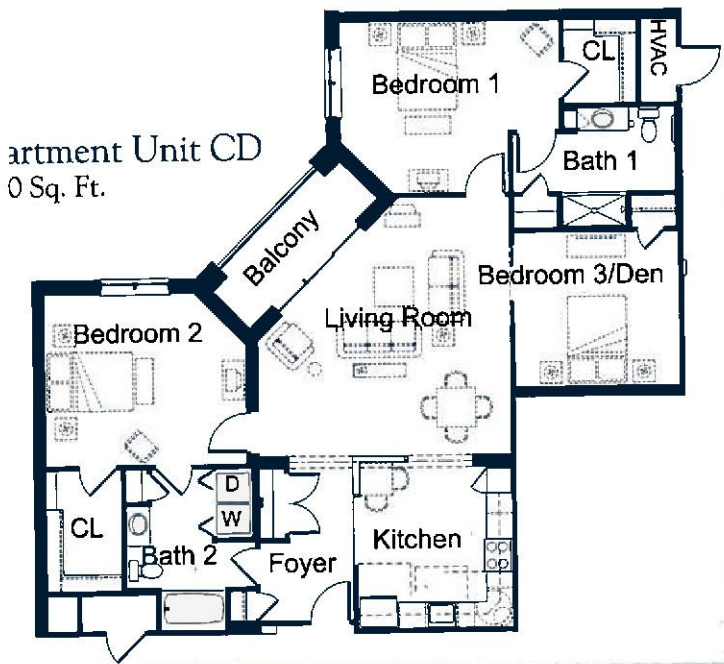
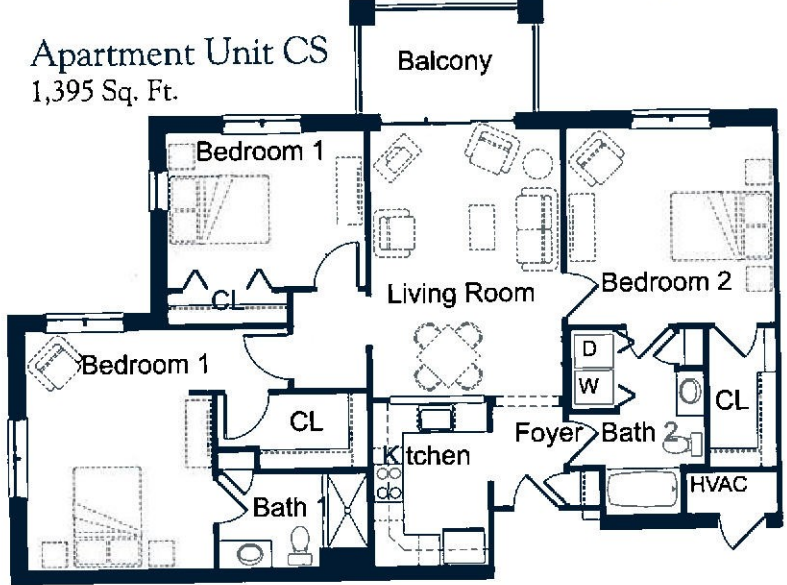
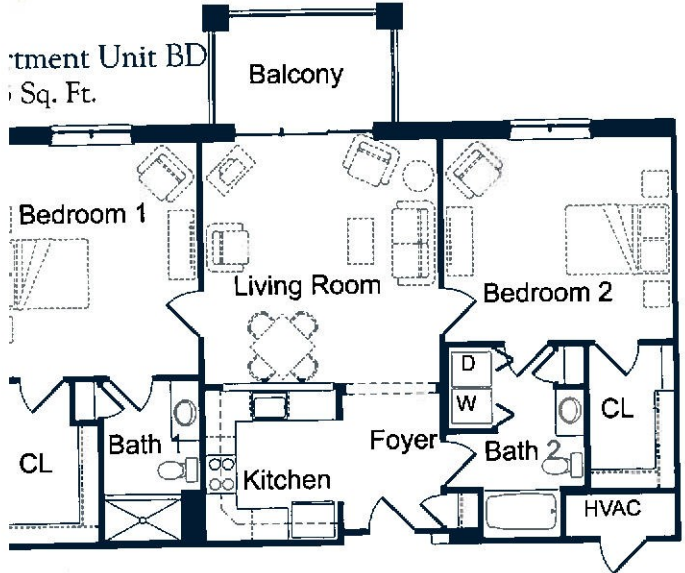
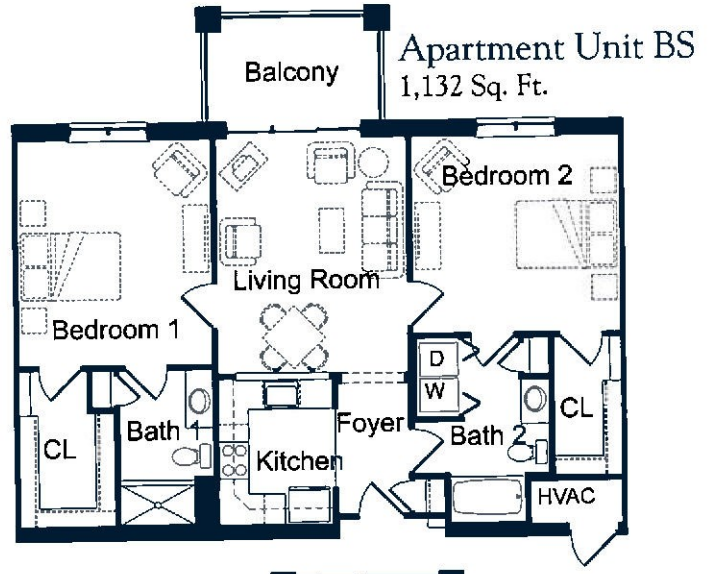
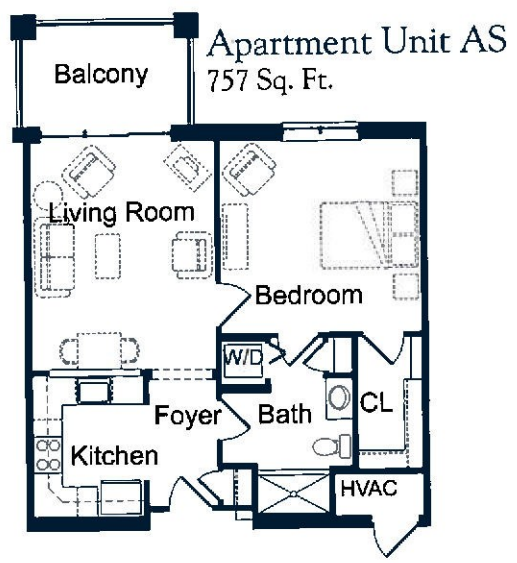
Payment Schedule

For Entrance Fee Apartments and Cottages:

- Application deposit of \$2,000, including the \$1,000 priority list deposit, if applicable, is paid to reserve the living accommodation.
- Upon signing the resident agreement, 10 percent of the entrance fee is payable on units which are currently available. This payment, which includes the \$2,000 application deposit, will be applied to the price of the entrance fee.
- Your application deposit is refundable during the remaining application process and within seven days from the date of signing the resident agreement, along with the 10 percent payment. Following the seven-day rescission period, should you decide not to continue with the application process, your 10 percent will be refunded minus the \$2,000 application deposit.
- The balance of the entrance fee is due in 90 days, and the monthly service fee begins 60 days after signing the resident agreement or upon occupancy, whichever is sooner.

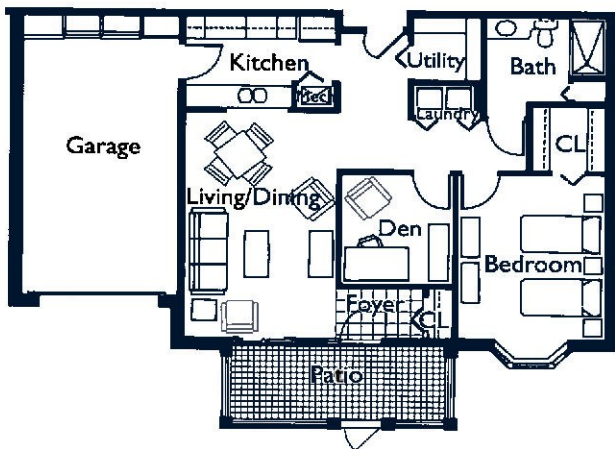
Retirement Living ENTRANCE FEE PLAN

SYCAMORE APARTMENTS

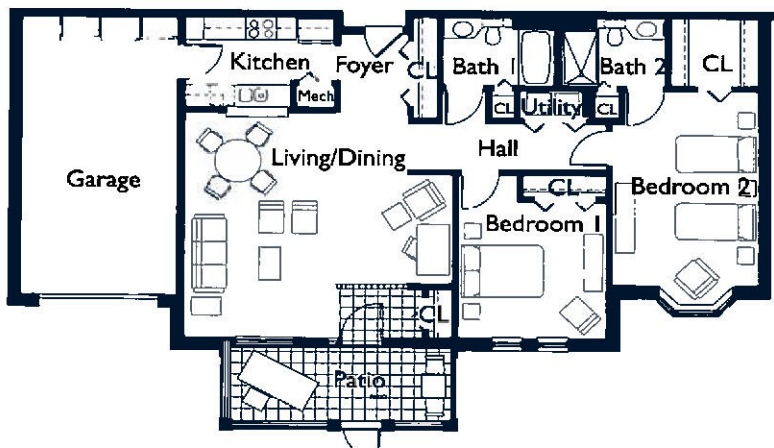


Retirement Living **ENTRANCE FEE PLAN**

TALL CEDAR LANE COTTAGES

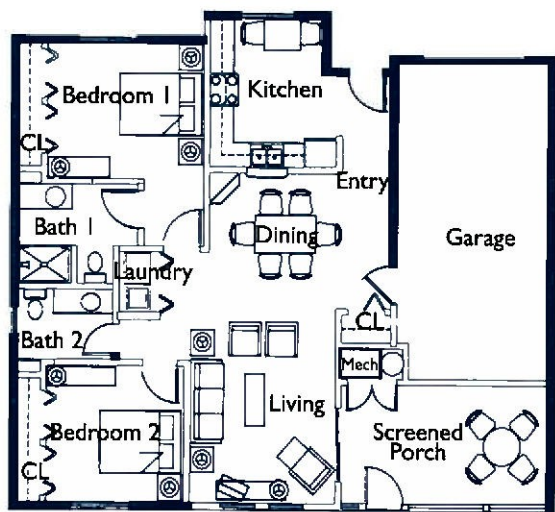


Cottage Unit D - Tall Cedar Lane Cottages
1,385 Gross Sq. Ft. • Living Space: 1,085 Sq. Ft.
Garage: 300 Sq. Ft. (excludes porch)

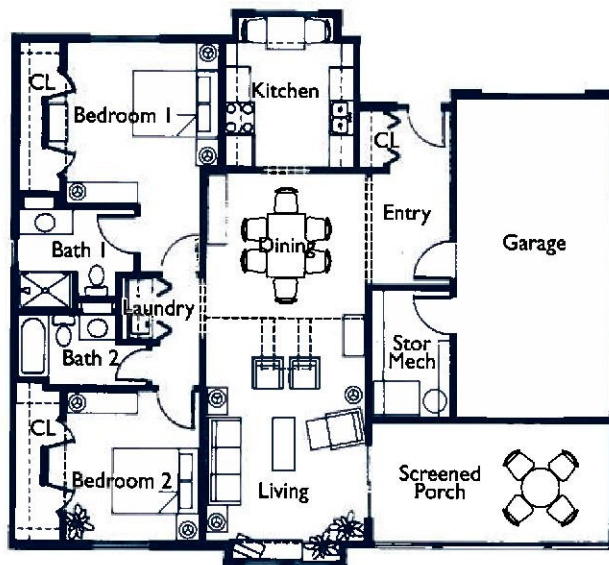


Cottage Unit E - Tall Cedar Lane Cottages
1,700 Gross Sq. Ft. • Living Space: 1,400 Sq. Ft.
Garage: 300 Sq. Ft. (excludes porch)

FRANKLIN, TRUMAN & JACKSON DRIVE COTTAGES



Cottage #1
1,691 Gross Sq. Ft. • Living Space: 1,180 Sq. Ft.
Porch & Garage: 511 Sq. Ft.

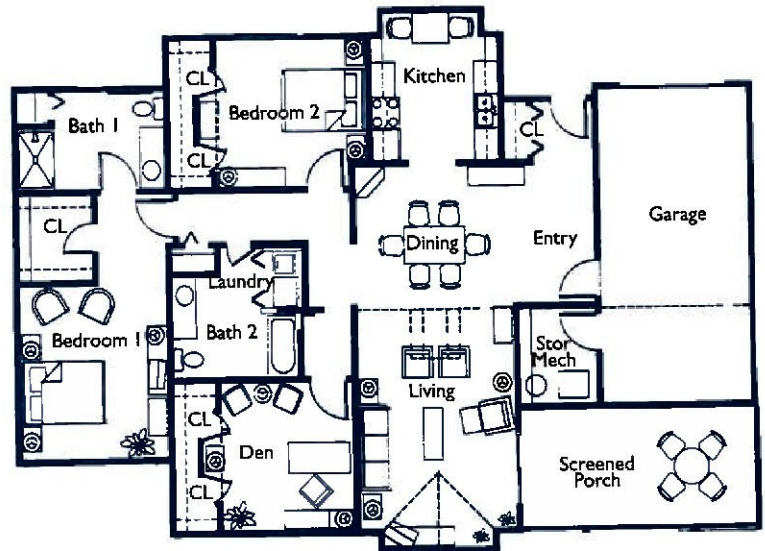


Cottage #2
1,958 Gross Sq. Ft. • Living Space: 1,421 Sq. Ft.
Porch & Garage: 537 Sq. Ft.

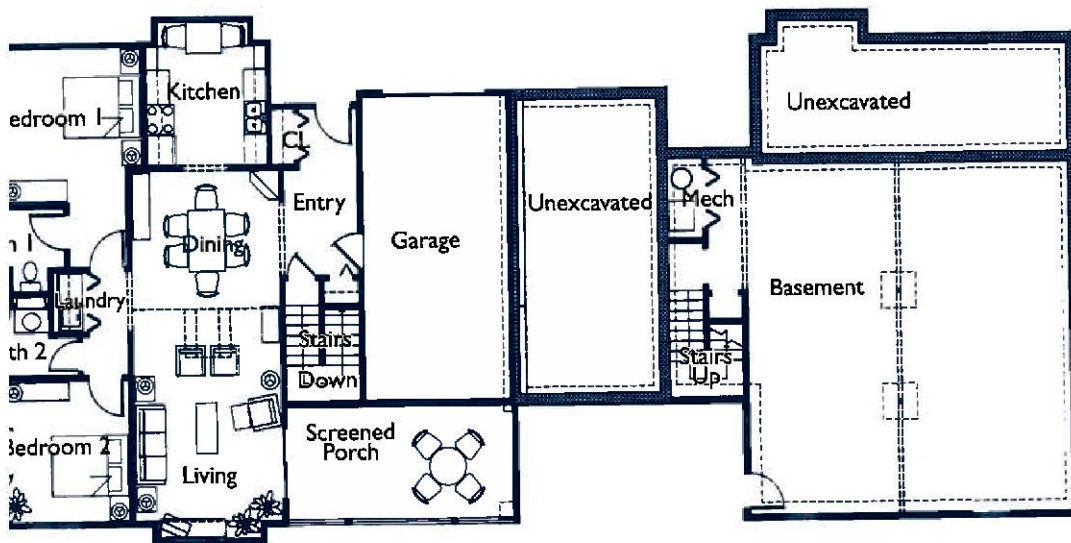


Retirement Living ENTRANCE FEE PLAN

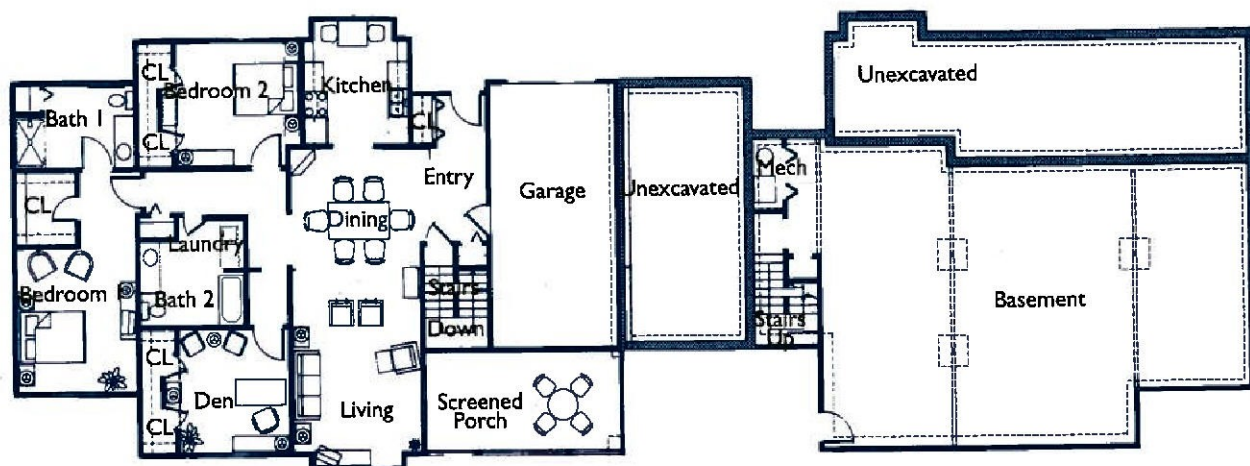
FRANKLIN, TRUMAN & JACKSON DRIVE COTTAGES



Cottage #3
2,345 Gross Sq. Ft.
Living Space: 1,808 Sq. Ft.
Porch & Garage: 537 Sq. Ft.



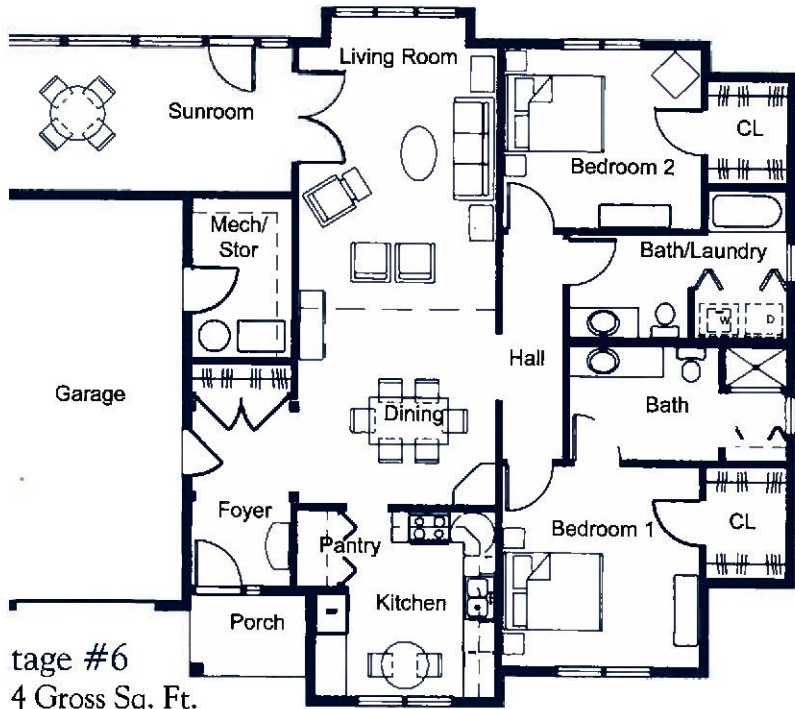
Cottage #4
3,004 Gross Sq. Ft.
Living Space: 1,421 Sq. Ft.
Porch & Garage: 537 Sq. Ft.
Basement: 1,046 Sq. Ft.



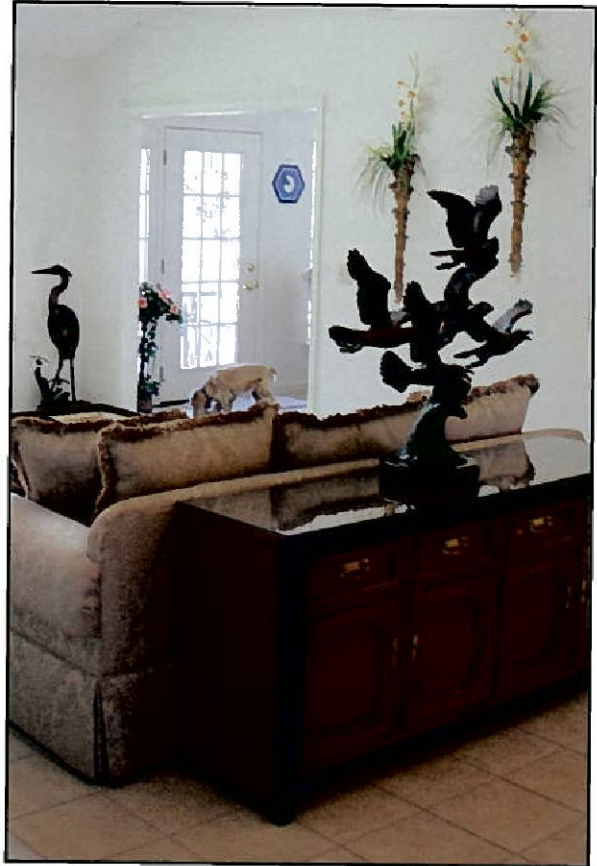
Cottage #5
3,391 Gross Sq. Ft.
Living Space: 1,808 Sq. Ft.
Porch & Garage: 537 Sq. Ft.
Basement: 1,046 Sq. Ft.

Retirement Living ENTRANCE FEE PLAN

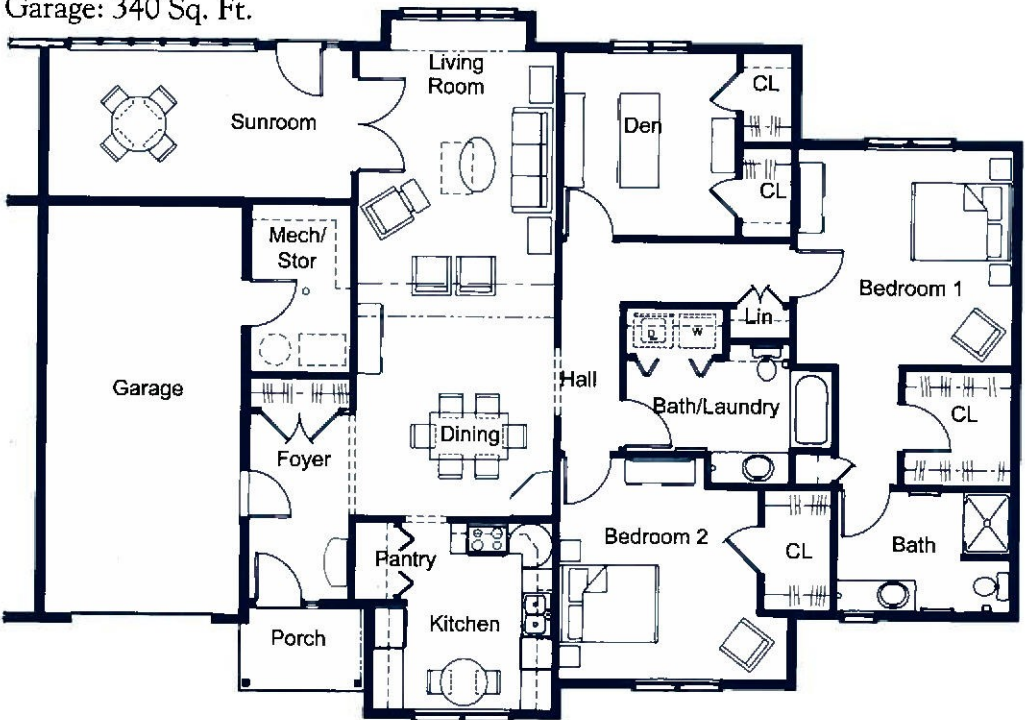
TAFT COURT AND MONROE, FORD & MCKINLEY DRIVE COTTAGES



Cottage #6
 4 Gross Sq. Ft.
 Living Space: 1,714 Sq. Ft.
 Garage: 340 Sq. Ft.



Cottage #7
 2,384 Gross Sq. Ft.
 Living Space: 2,044 Sq. Ft.
 Garage: 340 Sq. Ft.

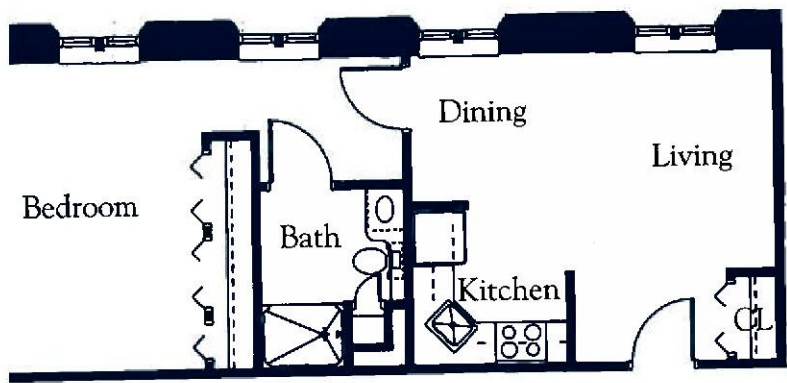


Floor plans for units 8 and 9 (basement units) are available upon request.

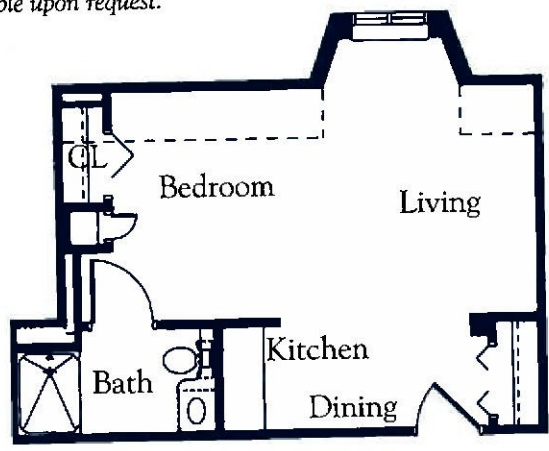
Retirement Living RENTAL FEE PLAN

APARTMENTS

All drawings are approximate. Scale drawings available upon request.



Sample of Typical One-Bedroom Apartment



Sample of Typical Efficiency Apartment

Each living accommodation includes wall-to-wall carpeting, sheer curtains, electric range, refrigerator, emergency call system, smoke detector and individually controlled heating and air-conditioning thermostats. Washers and dryers are provided in each building.

2008 RATES

town, Village, Smith North and Smith
outh, and Louis Eisenlohr and Charles
senlohr Apartments

Apartment Type

Monthly Service Fee Per Occupancy

	Single	Double
Efficiency	\$1,805	\$2,256
One-Bedroom	\$1,953	\$2,406
One-Bedroom Deluxe	\$2,106	\$2,556
Two-Bedroom	\$2,662	\$3,114

Payment Schedule

The first month's rent, less \$200 priority list deposit, if applicable, is payable upon signing the resident agreement. Your deposit is refundable during the application process and within seven days from the date of signing the resident agreement. Following the seven-day rescission period, should you decide not to continue with the application process, the Masonic Village will retain the first month's rent as the non-refundable administrative processing fee. Please refer to page 19 to review the Admissions Policy.



Retirement Living QUESTIONS & ANSWERS

Who is eligible, and what are the criteria for admission to retirement living?

Applicants to retirement living must be 60 years of age or older. For married couples, one spouse must be age 60 and the other at least age 55. The criteria are based on the applicant's ability to meet requirements of retirement living, maintain health and safety, and meet the financial requirements. For additional information requirements, see the Resident Policy on page 19 of the Marketing Office at 766-6452.

How old must I be to place my name on the priority list?

If you are between the ages of 55 and 60, you may place your name on the age-qualified list. Those on the age-qualified list automatically will be placed on the priority list for the accommodation(s) of their choice at the time of selection.

Do I have to turn over my assets to receive entrance to the Masonic Village?

You maintain complete control of your assets. You only are responsible for the entrance fee (if applicable), your monthly service fee and any personal expenses not included in the monthly fee.

May I bring more than one vehicle?

Yes. Residents are encouraged to maintain one or more of their vehicles if they wish. Residents may utilize our shuttle service.

May I bring my RV/motor home?

Yes. There is a designated parking



area for residents to maintain their RV/motor home at no additional charge.

Q: Do I have to take the one meal offered in the monthly service fee?

A: No. We provide you with various options that are consistent with an active adult lifestyle. Meals are provided in a restaurant-style atmosphere.

Q: If I am on the standard meal plan, do I receive meal credits while I am vacationing, temporarily in the Masonic Health Care Center, or at an outside hospital?

A: Residents who are away will receive meal credits during their absence, as specified in the resident agreement.

Q: May I bring my pet?

A: Yes. Pets are permitted in accordance with our pet policy.

Q: How can I determine if I am able to afford to move into a cottage or apartment?

A: Our staff will discuss with you your personal financial situation. Many applicants have found that after taking part in this review session, they were able to join us.

Q: What period of time do I have to move from my home after I select my accommodation?

A: You have approximately three to four months for existing units.

Q: Will the monthly service fee and rental fee be increased?

A: To maintain our quality services, it is generally necessary to raise our fees annually; however, you will be given a 60-day notice of any such change.

Q: What if I am unable to maintain my monthly service fee or rental fee?

A: If residents become unable to meet their fees due to circumstances beyond their control, they will not be required to leave the Masonic Village based solely on their financial status, as specified in the resident agreement.

Q: If my spouse requires long-term care in the Freemasons Building or Masonic Health Care Center, what impact does this have on my status to remain in my apartment or cottage?

A: Residents have the option to either maintain their present living unit with the monthly service fee or rental fee adjusted for single occupancy or to move to another unit more suited to their needs, when available.

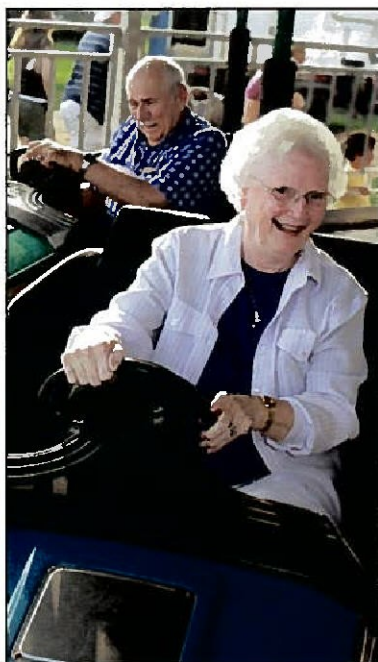
Q: Am I guaranteed access to the Masonic Health Care Center, both on a short-term and long-term basis?

A: Yes. All residents are guaranteed access to the Masonic Health Care Center on a fee-for-service basis. Residents will not be denied services solely due to financial reasons, assuming they are within the guidelines set forth in the resident agreement.

Amenities & Recreational Opportunities

Residents can savor their retirement years to the fullest by pursuing hobbies and making new friends. Offered on campus for the enjoyment and convenience of all residents are the following amenities and recreational opportunities:

Radio	Convenience stores	Hair salons	Outreach Program
Recreation room	Creative arts classes	Horticulture	Pastoral Care
Swimming pools	Duck pond	Indoor shuffleboard court	Picnic areas
Study rooms	Educational opportunities	Indoor/outdoor pools	Sell Chapel
Tennis courts	Exercise classes	Intergenerational programs	Shuffleboards
TV lounge	Farm Market	Libraries	Therapy pool
Weight room	Fishing	Live entertainment & music	Veterans Grove
Yoga studio	Formal gardens	Mail service	Volunteer opportunities
	Games/cards	Model airplane club	Walking paths
	Gardening	Model railroad club	Wellness Center/Programming
	Golf courses nearby	Musical groups	Woodworking club



The following amenities and recreations opportunities are also available to residents in the Freemasons Building and Senior Health Care Center: Music therapy, Pet therapy, Remotivation therapy, Recreation therapy & Sensory stimulation

All residents and their friends and family also have access to the Freemasons Cultural Center, which provides space for resident and staff programming, meetings, special events and additional requests made by the fraternity and community.

The Freemasons Cultural Center comprises the Brossman Ballroom, Museum, Visitors Center, recreation areas, the Grand Auditorium, White Ballroom, Masonic Lodge, Lodge Dining Room and Three Loaves Café.

The second level of the Freemasons Cultural Center holds the Masonic Village Child Care Center, which not only provides quality services for children, but also facilitates intergenerational programs with residents both indoors and outdoors.

Located across the street from the Masonic Village, the Masonic Conference Center offers various areas for use by residents, adults, youth, employees and the community. This part of the Masonic Village campus also is used by the Pennsylvania Masonic Youth Foundation for Masonic-related youth and outreach programming. Additional amenities at the conference center include the state-of-the-art 98-seat Williamson Multimedia Center, William A. Carpenter Chapel, outdoor sports field and a large indoor swimming pool.

Assisted Living

The Masonic Village at Elizabethtown offers 127 assisted living accommodations in the Freemasons Building for residents requiring help in their daily lives.

Suites are equipped with attractive furnishings, including a bed, dresser, bedside table, chair and television. Residents may bring additional belongings, as space permits.

Each resident receives an evaluation to determine their needs, and assistance is individualized and available.

“The assisted living area encourages residents to live to their fullest potential, with the assurance that help will be provided when needed.”

Services

Services included in the basic monthly service fee:

- Three meals daily in the dining room
- Weekly housekeeping services
- All utilities (except telephone and cable)
- On-campus shuttle transportation
- Recreational opportunities and social events
- Limited assistance with personal hygiene, bathing, dressing, activities of daily living or taking medications
- Assistance available 24 hours a day

Rates

Standard daily rates for room, board and assisted living services per person are as follows:

Standard Accommodation with Bath \$92
Executive Suite with Bath \$119

Additional Services, as determined by Nursing Assessment — additional \$18 per day

Nursing Services

The Masonic Health Care Center is home for 453 residents, providing around-the-clock nursing care so residents have the peace of mind to enjoy their life to the fullest. Each suite has attractive furnishings, including a bed, dresser, bedside table, chair and television. Residents may bring additional furnishings, as space permits. The Masonic Health Care Center is Medicare and Medicaid-certified.

“Nursing services provide residents with the care they need in a friendly, warm environment.”



Memory Support Area

Two neighborhoods within the Masonic Health Care Center are specifically designed to provide individualized care for our residents with Alzheimer's disease and other related dementias.

These residences are tailored to maintain the dignity, respect and safety of all residents within a secure environment. By dividing this area into higher and lower functioning sides, the staff can target programs to meet the needs of each resident in a specific stage of dementia.

Each neighborhood has its own recreational area, dining room, pantry, kitchen settings, a shower room, family room and audio/visual equipment.

The outdoor courtyards on each neighborhood are beautifully designed to enhance therapeutic recreation and nostalgic memories as residents progress from the early to late stages of dementia.

Subacute Care

Residents who require specialized care after, or instead of, acute hospitalization, can receive subacute care and/or rehabilitative services within the Masonic Health Care Center. A full array of comprehensive medical treatments, services and programs are designed to meet the individual needs of each patient for recovery, with the goal of returning the patient to his/her home environment. Types of subacute care provided include:

- Care and monitoring of residents receiving dialysis treatments
- Infection control
- IV therapy, including hydration and medication
- Pain management
- Rehabilitation services for patients with orthopedic problems
- Respiratory care services, including tracheostomies
- Wound management

Subacute Services

- Care manager follows the patient from hospitalization to discharge.
- Interdisciplinary team of staff establishes an outcome-oriented treatment process for each patient and works toward discharge planning.
- Licensed nurses trained to assess and manage specific conditions and perform necessary procedures.
- Physician rounds daily, with 24-hour coverage available.
- The staff establishes individualized programming for patients to practice learned techniques or strategies in real situations and achieve their maximum level of functioning.

2008 Rates

The daily rates for room, board and nursing services per person are as follows:

Nursing Care

Shared Accommodation	\$218
Private Suite	\$252

Memory Support Area

Shared Accommodation	\$228
Private Suite	\$263

Assisted Living & Nursing Services

QUESTIONS & ANSWERS

Must I have a minimum amount of assets to be eligible for admission?

A: There is no required amount of money necessary, and you are not turned over to the state of Virginia. All applicants are required to maintain their eligibility for admission by not transferring or giving away assets. Fraternal care enables the Masonic Village to serve the individuals as part of the Mission of Love.

If my funds deplete, will I be asked to leave the Masonic Village?

A: As long as you maintain eligibility for Medicaid and other third-party reimbursement, you will not be asked to leave based on your financial means. The Masonic Village will ask you to apply for all funds available for the services needed.

If my assets have depleted, how much money will I receive on a monthly basis?

A: In the assisted living area, you will receive a monthly amount of \$60 to take care of incidental expenses, such as trips, long distance phone calls, candy, etc. In the Masonic Health Care Center, residents receive a monthly amount of \$45. These funds can be deposited into a personal account for safekeeping.

Are a power of attorney and a living will required for admission?

A: However, we encourage all residents to have a valid, durable power of attorney and a living will. It is important to have someone appointed to make medical and financial decisions should you become incapacitated.

Will I have a roommate when living at the Masonic Village?

A: In assisted living and the Masonic Health Care Center, residents may need to share a double suite with another resident until a private suite opens.



Q: May I come and go as I please?

A: Residents are encouraged to go on trips and visit with friends and relatives. We do ask that you inform us of your whereabouts, so that we may notify you in case of an emergency.

Q: What type of transportation is available?

A: Shuttles provide transportation around campus and for residents to go on various outings and trips to shopping centers. Vehicles are available to transport you to off-campus appointments at an additional charge.

Q: Are pets permitted?

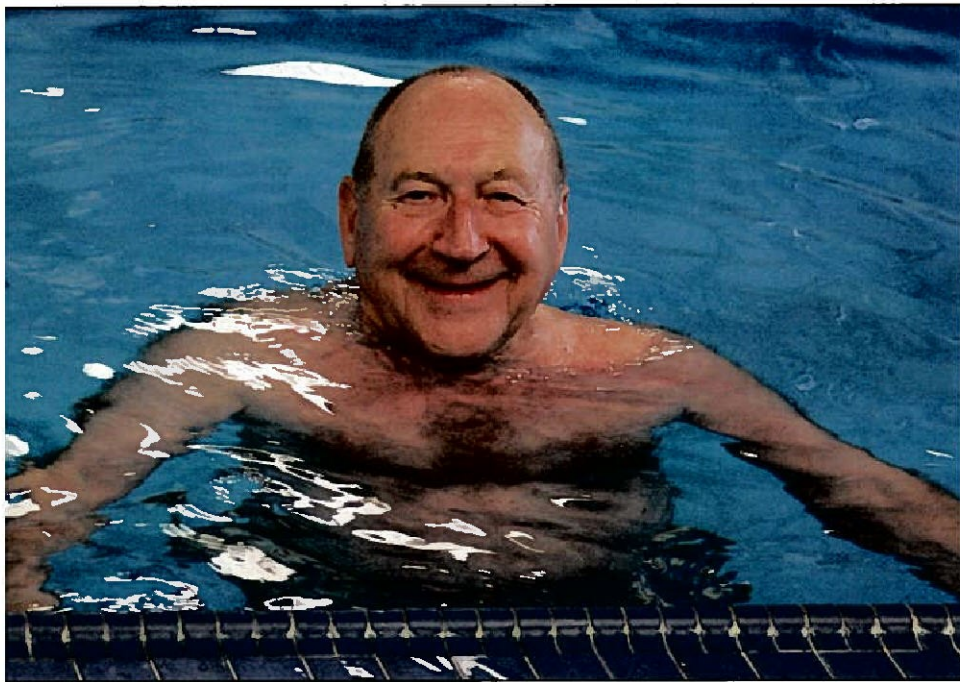
A: Birds and fish are permitted in some residents' rooms. Companion pets live in various areas of the Masonic Health Care Center and Freemasons Building.

Q: What is your smoking policy?

A: The Masonic Village is a smoke-free community.



Clinical & Therapeutic Services



Subacute Services

Subacute care services are provided on a short-term basis for persons who require rehabilitation after, or instead of, acute hospitalization. The Masonic Village's rehabilitation services include physical, occupational and speech therapy. Staff offer treatment for acute and chronic pain, strength training, balance training and methods for improving memory.

Residents can receive a full array of comprehensive medical treatments without leaving the campus, allowing them to stay close to their spouse and/or other loved ones. When residents

reach their maximum functional level, they are discharged and able to return to their home on or off campus. For more information on subacute services provided at the Masonic Village, see page 16.

Outpatient & Provider Services

All residents have access to outpatient, clinical, subacute health care services in the Masonic Health Care Center on a fee-for-service basis.

A full range of on-site clinical services provides residents the convenience of receiving many specialized services without leaving the Masonic Village campus.

On-site services include:

- Audiology
- Dental
- Laboratory
- Optometry/Ophthalmology
- Orthopedic
- Pharmacy
- Physical therapy
- Occupational therapy
- Speech language pathology

Provider services:

- Behavioral health
- Physician and Nurse Practitioner
- Podiatry
- Psychiatry
- Therapy pool
- Urology
- X-ray/EKG



Eden Alternative™

As a registered Eden Alternative™ site, the Masonic Village has adopted the philosophy that by providing residents with opportunities to give care as well as receive care, they experience a higher quality of life.

Our companion pets are part of our efforts to bring variety, spontaneity and companionship into residents' daily lives. You'll also see children visiting regularly, building meaningful relationships with our residents.

Experience the difference the Eden Alternative™ has made in the lives of our residents!



Admissions Policy

Admissions to the Masonic Villages are governed by the Committee on Masonic Homes, members of which are elected by the Grand Lodge of Pennsylvania. The Committee on Masonic Homes approves or disapproves applications for admission primarily on the basis of need. Decisions concerning admission, the provision of services and referrals of residents are not based upon the resident's race, color, religion, disability, ancestry, national origin, familial status, age, sex, limited English proficiency (LEP) or any other protected status.

Regardless of your financial situation, you can afford to move to the Masonic Village! When you choose to live at the Masonic Village, you are not required to turn over your assets; you maintain complete control of them. Fraternal support enables the Masonic Village to accept all eligible individuals as part of our Mission of Love.

The Committee on Masonic Homes has approved the following service levels for admission to the Masonic Village at Elizabethtown. Please contact the Admissions or Marketing Office for information on which service levels are eligible for admission to the living area. Services include: Admissions for Residential Living, Assisted Living and Nursing Services – (800) 422-1207; and Marketing for Retirement Living and Lodging – (800) 676-6452.

Service Level 1:

Other PA Master Mason

A member in good standing for a minimum of five cumulative years in a lodge of the M. W. Grand Lodge of F. & A.M. of PA or the M. W. Prince Hall Grand Lodge of F. & A.M. of PA.

Eastern Star

An Eastern Star member in good standing for a minimum of five cumulative years. Non-PA Masons who became Eastern Star members after Jan. 1, 1998, are required to gain membership in a PA lodge to be eligible for admission, if the primary state does not permit dual membership.

Spouse of PA Master Mason

Spouse of PA Eastern Star

Spouses who are Masons from any jurisdiction are eligible.

Spouse of PA Master Mason

Spouses continue to be eligible through their Masonic husband even if they are widowed.

Spouse of PA Master Mason

Spouse of PA Master Mason

Spouse of PA Master Mason

Spouses, mother, daughter and sister are eligible even if the PA Mason passed away prior to a five-year membership, as long as he was in good standing at the time of death.

Service Level 2:

Grandmother of PA Master Mason

Grandfather of PA Master Mason

Father of PA Master Mason

Mother-in-law of PA Master Mason

Father-in-law of PA Master Mason

Son of PA Master Mason

Spouse of PA Eastern Star who is not a Mason

Service Level 1 & 2 with less than 5 years' membership

Service Level 3:

Other PA Masonic Relatives

Consideration also is given to other relatives of PA Masons. We also consider PA Senior DeMolay, Majority Members of PA Job's Daughters and PA Rainbow Girls, Senior Members of PA Knights of Pythagoras and members of female-related PA Masonic organizations in good standing. Employees of Grand Lodge or the Masonic Villages with a minimum of 20 years of service.

Master Mason of Other Jurisdictions

A member in good standing for a minimum of five cumulative years in another jurisdiction recognized by the Grand Lodge of PA and his spouse or widow.

Service Level 4:

Others on behalf of Pennsylvania Freemasonry

Individuals from Service Levels 2, 3 and 4 are considered for admission depending on waiting lists and availability in the area.



Visitors Guide

Tour Hours

Monday - Saturday, 9 a.m. - noon & 12:30 - 4 p.m.

Sunday, 12:30 - 4 p.m.

Visitors wanting a general tour may stop by the Visitors Center on the ground floor of the Freemasons Cultural Center. Residents serve as tour guides for visitors. Tour groups are encouraged to call ahead at (717) 367-1121, ext. 33151.

Museum Hours

(Located in the Freemasons Cultural Center)

Monday - Saturday, 9:30 a.m. - 11:30 a.m. & 1 p.m. - 4 p.m.

Sunday, 1 p.m. - 4 p.m.

Closed New Year's Day, Easter, Thanksgiving and Christmas

Sunday Worship Services

8:30 a.m. and 10 a.m. in Sell Chapel

2 p.m. in the Roosevelt Assembly Room

Services are performed as requested in the Carpenter Chapel.

Three Loaves Café Hours

(Located in the Freemasons Cultural Center)

Monday - Saturday, 7 a.m. - 6 p.m.

Sunday, 9 a.m. - 5 p.m.

Cafeteria Hours

(Located in the Washington Building at the Masonic Health Care Center)

Open seven days a week for residents, employees and visitors
10:30 a.m. - 1 p.m. & 3:30 p.m. - 6:30 p.m.

Area Accommodations

Dining

Country Table Restaurant

740 East Main Street

Mount Joy, PA 17552

(717) 653-0937

Flavors Food & Spirits

45 N. Market Street

Elizabethtown, PA 17022

(717) 361-2115

Hennigan's Restaurant

1990 West Main Street

Mount Joy, PA 17552

(717) 653-9058

Hoss's Steak & Sea House

840 N. Hanover Street

Elizabethtown, PA 17022

(717) 361-9402

T.J. Rockwell's

800 Mount Gretna Road

Elizabethtown, PA 17022

(717) 367-5544

Lodging

Amanda Gish House B & B

556 West Bainbridge Street

Elizabethtown, PA 17022

(717) 361-8637

toll-free (866) 401-0889

Eden Resort Inn & Suites

222 Eden Road

Lancaster, PA 17601

(717) 569-6444

Four Points by Sheraton

800 E. Park Drive

Harrisburg, PA 17111

(717) 561-2800

Hershey Lodge

W. Chocolate Avenue

& University Dr.

Hershey, PA 17033

(717) 533-3311

Holiday Inn Express

147 Merts Drive

Elizabethtown, PA 17022

(717) 367-4000

MainStay Suites

314 Primrose Lane

Mountville, PA 17554

(717) 285-2500

Masonic Village

Guest Apartments

One Masonic Drive

Elizabethtown, PA 17022

(717) 367-1121, ext. 33314

Maytown Manor B & B

25 West High Street

Maytown, PA 17550

(717) 426-2116

toll-free (866) 426-2116

Rustic Meadows Camping

and Golf Resort, Inc.

1980 Turnpike Road

Elizabethtown, PA 17022

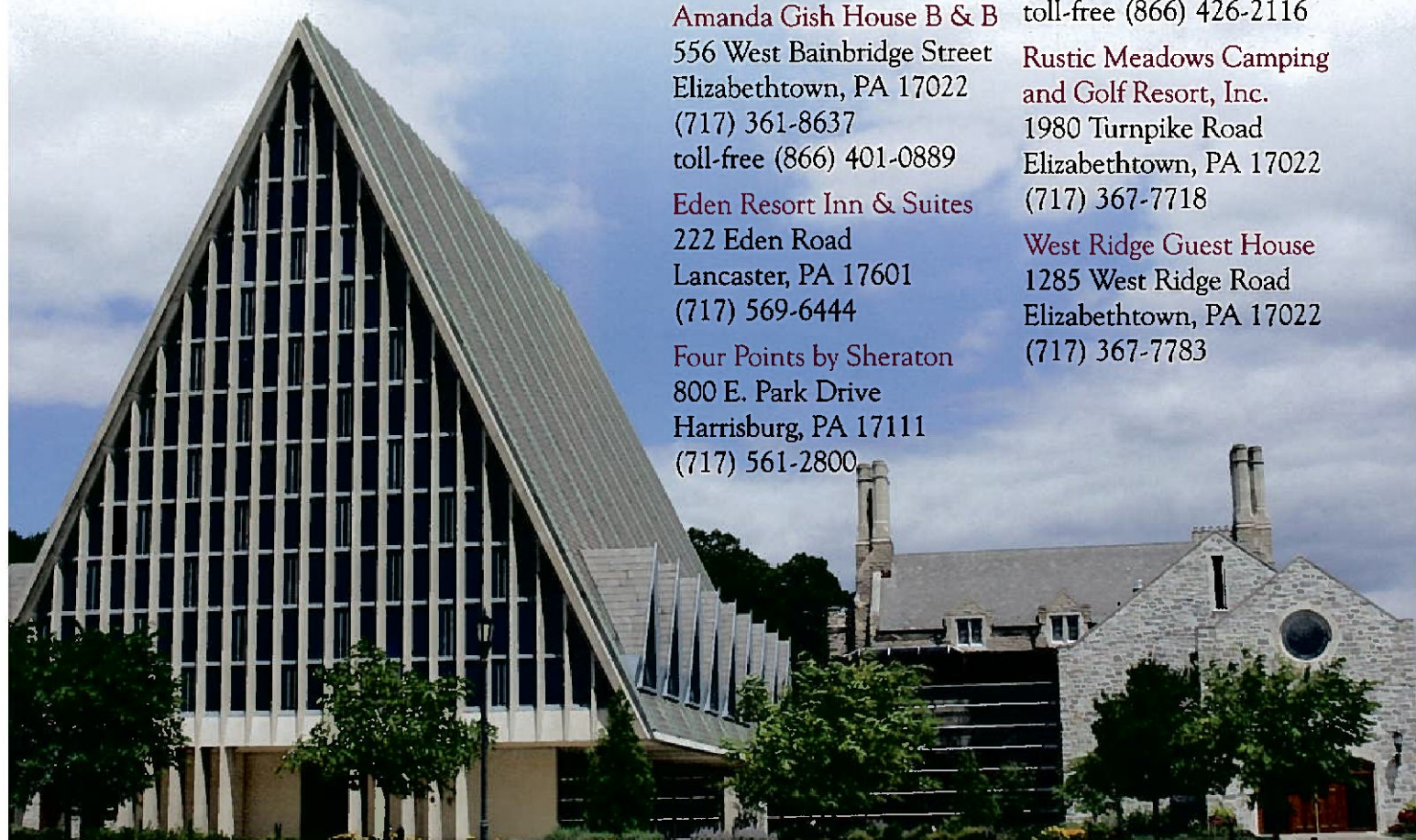
(717) 367-7718

West Ridge Guest House

1285 West Ridge Road

Elizabethtown, PA 17022

(717) 367-7783



Directions



A Centrally Located Community...

Living in the heart of Pennsylvania (centrally located near Lancaster, Harrisburg, York, Lebanon and Hershey) offers many recreational, shopping, cultural and educational opportunities.

Nearby attractions include Reading Outlet Malls; Lancaster County Amish Country; Dutch Wonderland; Hersheypark and Hershey's Chocolate World; National Watch and Clock Museum in Columbia; Clearview Bowling Lanes; Harrisburg, the State Capital; the Strasburg Railroad and Pennsylvania Railroad Museum; the State Historical Museum; and the Fulton Opera House, to name a few. Our community is just a five-minute drive to Elizabethtown College and within 15 minutes of Penn State's Capital Campus in Harrisburg. We also are only minutes away from the Harrisburg International Airport and the Pennsylvania Turnpike. Elizabethtown's Amtrak Railroad Station is located adjacent to the Masonic Village. Numerous public golf courses are nearby for your enjoyment.

Directions to the Masonic Village

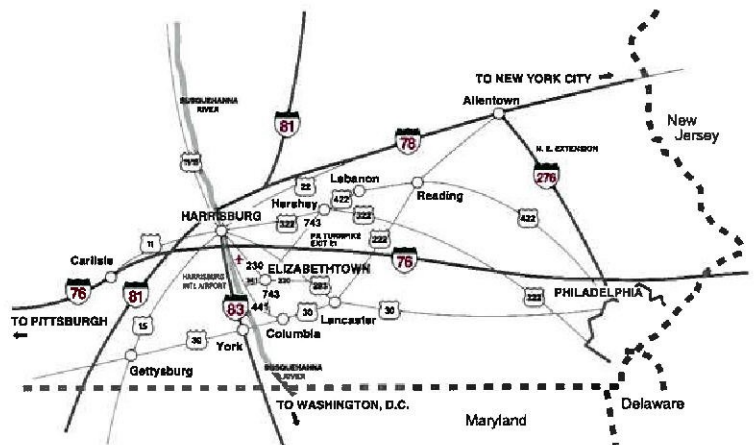
the North: Take I-83 South to I-283 South. Take the last off this road before entering the Turnpike, onto Route 283 toward Lancaster. Travel east on Route 283 for approximately miles to the Elizabethtown/Hershey exit. Take Route 743 . Turn left onto Route 230. Turn right onto High Street. Continue one mile, pass under the railroad bridge, turn left onto Masonic Drive. Continue to the Masonic Village entrance and follow directional signs.

Hershey: Take Route 743 South. Turn left onto Route 230. Turn right onto High Street. Continue one mile, pass under railroad bridge, turn left onto Masonic Drive. Continue to the Masonic Village entrance and follow directional signs.

the PA Turnpike Traveling East: Take Exit 247. Take Route 283 East to the Elizabethtown/Hershey exit. Take Route 743 South. Turn left onto Route 230. Turn right onto High Street. Continue one mile, pass under the railroad bridge, turn left onto Masonic Drive. Continue to the Masonic Village entrance and follow directional signs.

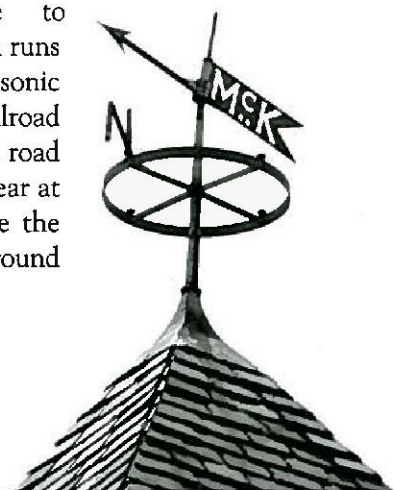
the PA Turnpike Traveling West: Take Exit 286. Take Route 222 South to Route 30 West. Follow signs onto Route 283 West and continue to the Elizabethtown/Rheems exit. Turn left onto Cloverleaf Road. Turn right onto Route 230. Turn right onto High Street. Continue one mile, pass under the railroad bridge, turn left onto Masonic Drive. Continue to the Masonic Village entrance and follow directional signs.

Lancaster: Take Route 283 West to the Elizabethtown/Rheems exit. Turn left onto Cloverleaf Road. Turn right onto Route 230. Turn right onto High Street. Continue one mile, pass under the railroad bridge, turn left onto Masonic Drive. Continue to the Masonic Village entrance and follow directional signs.



From York: Take Route 30 East to the Columbia exit. Take Route 441 North to Bainbridge. Turn right onto Route 241. After approximately five miles, turn left onto Masonic Drive. Continue to the Masonic Village entrance and follow directional signs.

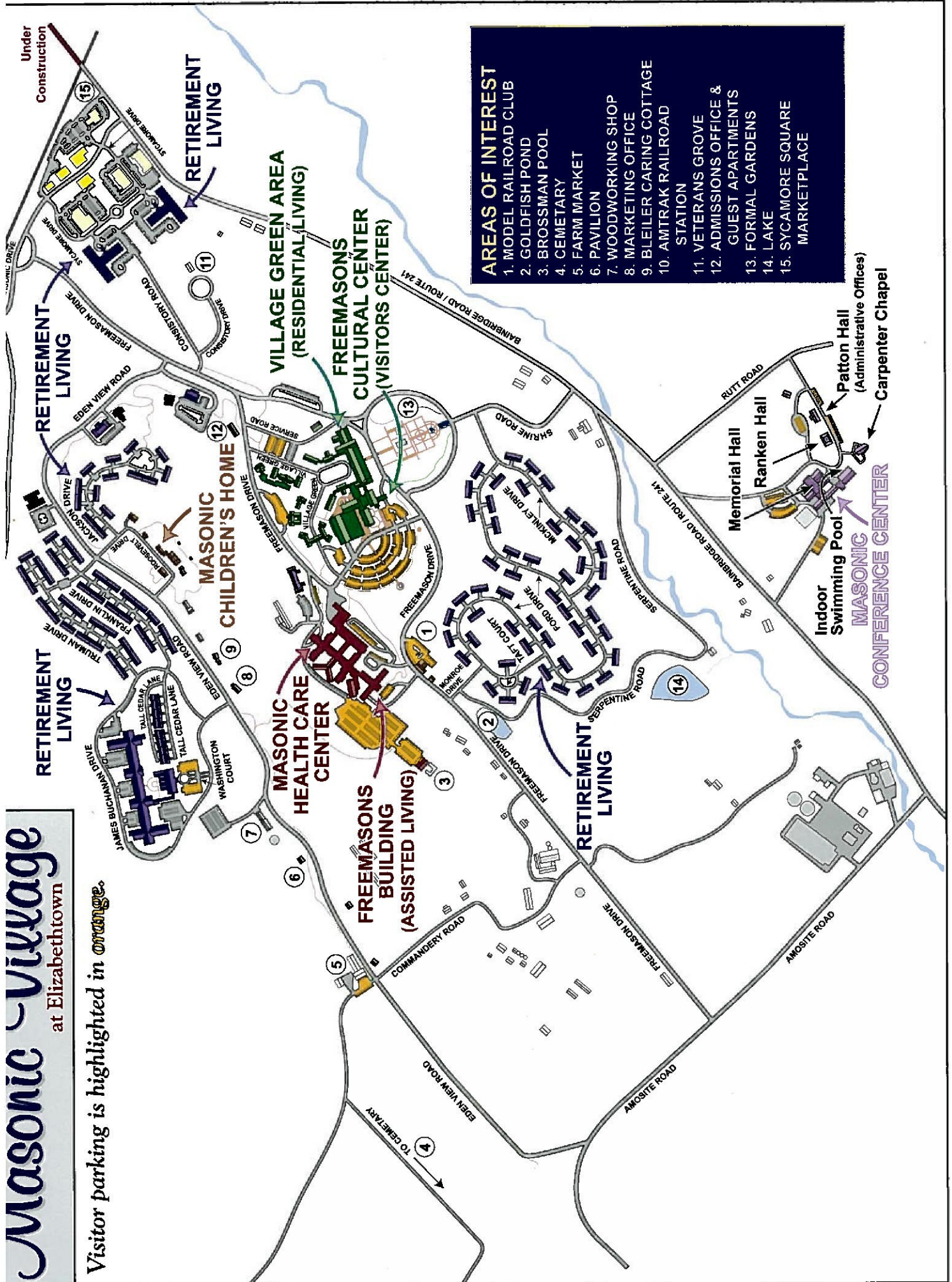
Construction Detours: Due to construction, Bainbridge Road, which runs along the western boundaries of the Masonic Village property, is closed from the railroad underpass to Poplar Street. A bypass road is expected to be completed by mid-year at the earliest. These directions provide the most convenient and direct routes around the construction.

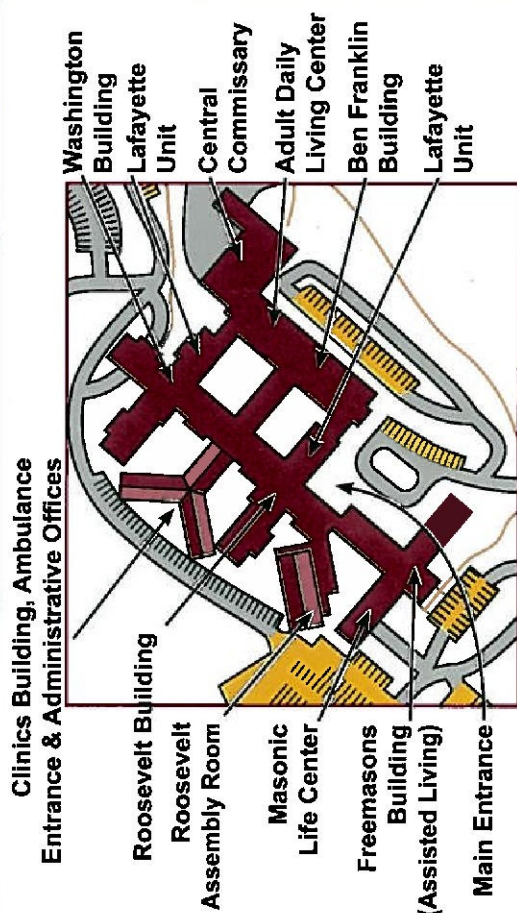
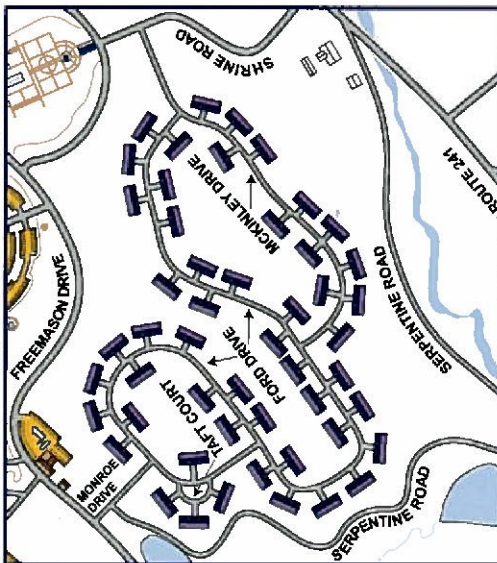
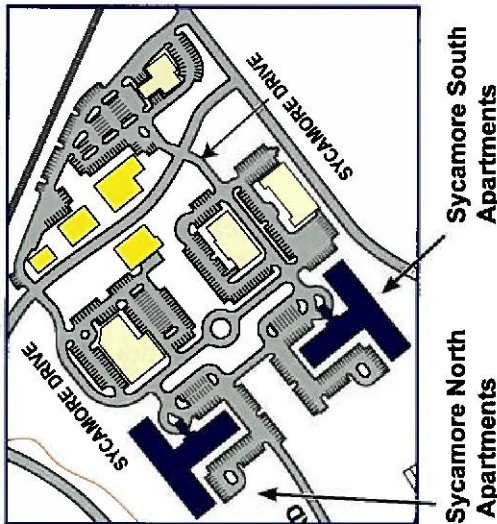
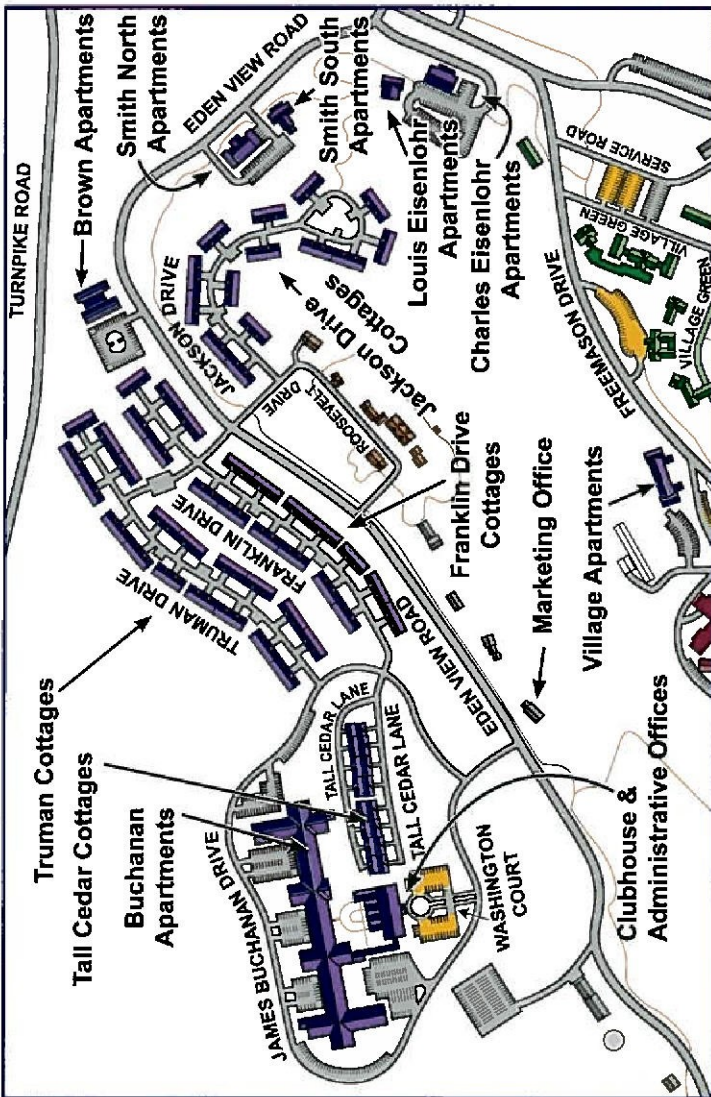


Masonic Village

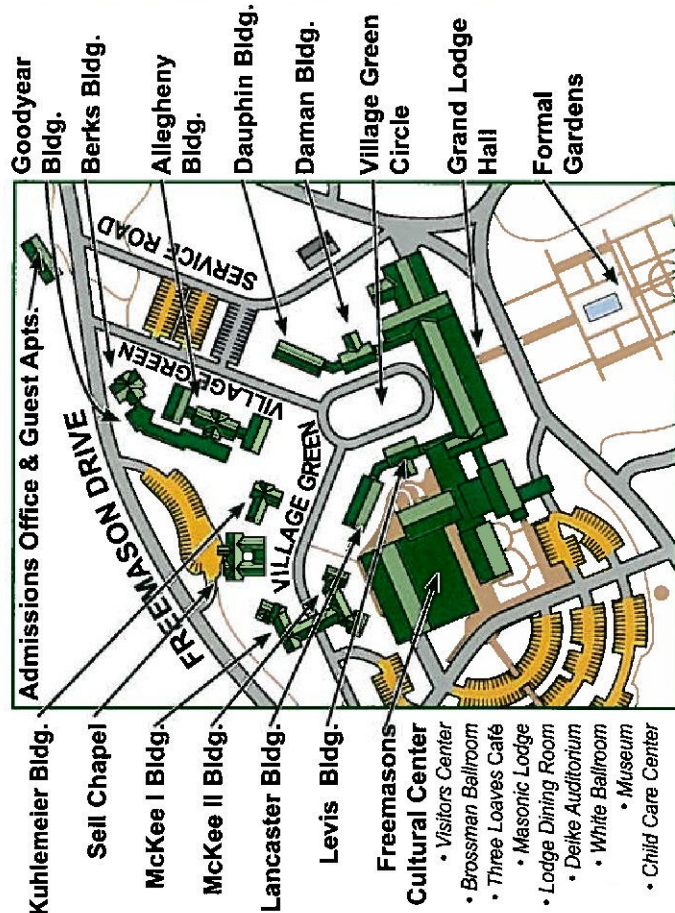
at Elizabethtown

Visitor parking is highlighted in orange.





VILLAGE GREEN AREA (RESIDENTIAL LIVING)



On-Site Community & Outreach Services

Building in the fine Masonic tradition of community service provided by the Masonic Villages, the Masonic Village at Elizabethtown prides itself in reaching out to fellow residents and Eastern Star members, as well as friends in our community, by providing the following services:

Adult Daily Living Center: The center provides adult day services to persons 18 and older with functional impairments at the Masonic Village and in surrounding communities. The center provides a caring environment for adults who require assistance for some of their daily needs but who still prefer and are able to return home for a portion of the day.

Farm Market: Open May through December, the Farm Market offers for sale a variety of seasonal produce, including strawberries, peaches, apples, peaches and cherries, as well as an array of products available all year through our catalog, such as salsa, sauce, preserves, soup mixes, salsa, fruit butters and much more.

Masonic Children's Home: The Masonic Children's Home provides care for children from families in which the parent/guardian can no longer cope with the complexities of child rearing. Our goals are to create as supportive an environment as possible and to give children a chance to receive friendship, care and guidance.

Masonic Life Center: The Masonic Village's on-site wellness center provides wellness services to residents, staff and volunteers at the Masonic Village, as well as those from the surrounding community. It offers a variety of group fitness and aquatics classes, membership and massage therapy.

Outreach Program: The Outreach Program provides free information, direction and education to individuals and families throughout the United States. Referrals, education and home visits are the tools Outreach uses to guide and assist those in need.

Bleiler Caring Cottage: The Bleiler Caring Cottage is home to adults with mild to moderate developmental disabilities. The program provides residents with support services that enable them to enjoy a fulfilling lifestyle while living in a homelike environment.

Volunteer Services: The Masonic Village recognizes and encourages both community and resident participation in Volunteer Services Department. Through selfless energy, volunteers further the holistic concept of caring for our residents.

Telephone & E-mail Listing

Admissions Office

(Residential Living, Assisted Living & Nursing Services)

(717) 361-4552 or toll-free (800) 422-1207

MVEadmissions@masonicvillagespa.org

Adult Daily Living Center

(717) 361-5353

adlc@masonicvillagespa.org

Farm Market

(717) 361-4520

farmmarket@masonicvillagespa.org

Masonic Children's Home

(717) 367-1121, ext. 33301

children@masonicvillagespa.org

Masonic Life Center

(717) 367-1121

Marketing Office - Retirement Living

(717) 361-5534

or toll-free (800) 676-6452

MVEmarketing@masonicvillagespa.org

Office of Chief Executive Officer

(717) 367-1121, ext. 33262

Office of Gift Planning

(717) 367-1121, ext. 33460

or toll-free (800) 599-6454

giving@masonicvillagespa.org

Outreach Program

(717) 361-5080 or toll-free (800) 462-7664

outreach@masonicvillagespa.org

Bleiler Caring Cottage

(717) 367-1121, ext. 33751

bleilercottage@masonicvillagespa.org

Volunteer Services

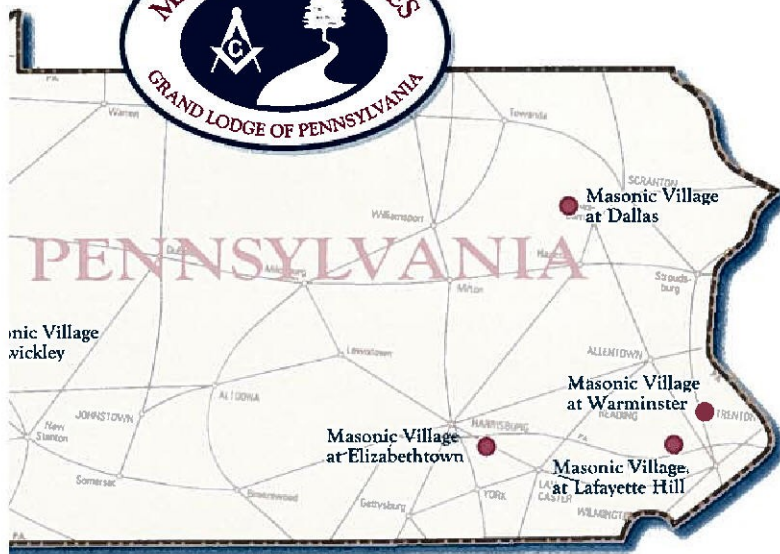
(717) 367-1121, ext. 33175

volunteer@masonicvillagespa.org

GIVING OPPORTUNITIES

The ever present need to provide support to operate our Masonic Villages calls us to reach into our hearts and take an active role in assisting others as Friend to Friend. The following are nine easy ways to support the work of the Masonic Villages: gifts of cash, gifts of securities, bequests, gift annuities, pooled income fund, charitable remainder trusts, life insurance, memorial contributions and honorary gifts. Visit the Office of Gift Planning Web site at www.pagrandlodge.org/giving/, or call the Director of Gift Planning-Central Region at (717) 367-1121, ext. 33437, or toll-free at (800) 599-6454.

Services Provided at Other Locations



Masonic Village at Lafayette Hill: Located in beautiful Montgomery County, the Masonic Village at Lafayette Hill is a continuing care retirement community located on 20 scenic acres. The community offers retirement living apartments, assisted living accommodations and nursing care services. For more information, call (610) 828-5760.

Masonic Village at Sewickley: Nestled in the quiet, peaceful and beautiful hills of Aleppo Township, the Masonic Village at Sewickley is a lifecare community offering retirement living apartments and villas, skilled nursing services and assisted living accommodations. For more information, call: Retirement Living, (412) 741-1400, ext. 3530 or toll-free (866) 872-0664; Assisted Living, (412) 741-1400, ext. 3600; and Nursing Services, (412) 741-1400, ext. 3020.

Village at Dallas: Situated in the Endless Mountains of Northeast Pennsylvania, the Masonic Village at Dallas is a new active golf community located on the grounds of the Country Club in Dallas, Pa. The community offers retirement living apartments and cottages. For information, call (610) 828-1866.

Masonic Village at Warminster: Located in historic Bucks County, the Masonic Village at Warminster provides nursing accommodations and assisted living suites for residents in a quaint and friendly environment. For more information, call (215) 672-2500.

Services also provided at:
Lafayette Hill
Sewickley
Warminster



idors

ent and Training

Fax: (717) 361-5052
icvillagespa.org

One Masonic Drive
Elizabethtown, PA
17022-2199



Services also provided at:
Lafayette Hill
Sewickley
Warminster

Vicki L. Gillmore, RN, PhD, NHA
Administrator
Health Care Services

(717) 367-1121, ext. 33139 • Fax: (717) 361-5390
E-mail: vgillmor@masonicvillagespa.org



Mission Statement of the Masonic Villages of the Grand Lodge of Pennsylvania

To provide caring services, offer educational programs and preserve our heritage
in order to assist individuals, families and children in realizing their potential
and enjoying the highest possible quality of life
through the benevolence of Freemasonry.

Our Vision is to be a Center of Excellence.

Our "Mission of Love" Values:

Quality of Life
Respect for the Individual
Quality Service
Outreach

One Masonic Drive
Elizabethtown, PA 17022-2199
(717) 367-1121
www.masonicvillagespa.org



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