

## QUESTIONS AND ANSWERS

1. Why "bless and release" Tabor Manor and Pleasant Manor?

Over the past several years, the Conference Board has been assessing the relationship between itself and its separately incorporated affiliated ministries. So far, this has included Bethesda Home, Camp Crossroads and Eden High School.

In our review of the relationship between Tabor Manor/Pleasant Manor and the Conference, the Boards concur it is time to release the two senior's homes from the Conference.

The strategic priority of the Conference is to support church growth and church accountability, while mitigating liability, whereas Tabor Manor/Pleasant Manor's strategic priorities are growth in the long-term care and seniors housing and services sector, within a strong, Christian faith-based environment.

These priorities are sufficiently divergent that releasing is the logical course of action at this time.

2. What will be the impact to the Conference of blessing and releasing Tabor Manor and Pleasant Manor from Conference?

Releasing Tabor Manor and Pleasant Manor will reduce liability exposure to operational and governance risk to the operating activities of the homes.

3. What will be the impact to Tabor Manor and Pleasant Manor of being blessed and released?

The impact of being released will afford their Board operational and governance freedom to operate the homes from a spiritual and Christian mandate that will be strongly identified and imbedded in their corporate documents.

4. How will the articles of amendment assure Conference members of the continuity and sustainability of Christian spirituality at Tabor Manor and Pleasant Manor?

The proposed articles of amendment help to clarify and reinforce the purpose of both organizations, both internally and externally.

The proposed articles of amendment, state that both homes will (1) operate and maintain a Christian organization in the Anabaptist tradition, in accordance with the Confession of Faith of the Corporation, to help seniors who have needs and conditions associated with old age ("Seniors in Need"), by relieving and alleviating the effects of aging by providing specially designed or adapted residential accommodation for the aged, as well as related facilities, programs and support services and (2) provide care and assistance to Seniors in Need as a practical manifestation of the Christian

Anabaptist faith in accordance with the Confession of Faith of the Corporation, regardless of race, gender or religious background.

The Board will continue to recruit and select individuals of their own choosing, as they have in the past. The process ensures that prospective board members bring a variety of necessary skills to the board. They are also required to acknowledge and adhere to the Confession of Faith of Tabor Manor and Pleasant Manor, its vision, mission and values in the expression of their Christian faith. A Confession of Faith that reflects elements of the Mennonite Brethren and Mennonite Canada confessions of faith is set out in the new by-laws for Tabor Manor and Pleasant Manor.

5. Does the release impact Conference funding in any way?

There is no financial connection at all between Conference and Tabor Manor or Pleasant Manor.

Tabor Manor and Pleasant Manor operate through revenue generated by a combination of sources including long-term care funding from the province of Ontario, monthly resident copayments and monthly tenant rents.

The chaplaincy program is funded through both operating revenue and donations transferred from the Pleasant Manor and Tabor Manor Foundation.

Releasing Tabor Manor and Pleasant will have no financial impact.

6. What impact will releasing Tabor Manor and Pleasant Manor have for tenants, residents, and staff?

Releasing Tabor Manor and Pleasant Manor will have no impact on the people who have chosen to live or work at the home.

7. Will releasing Tabor Manor and Pleasant Manor affect the homes constituent's accessing housing and long-term care when it's needed?

No. There will be no change on the current process the homes use to offer apartments.

Access to long-term care homes is governed by a provincially regulated authority called Home and Community Support Services, (formerly CCAC). Tabor Manor and Pleasant Manor have very little impact on the placement of residents into long-term care.

8. Will releasing Tabor Manor and Pleasant Manor impact chapel services, one-on-one visitations and Bible studies that are currently enjoyed by those who live in the homes?

No. Christian faith-based spiritual programming will continue. The schedule and content of messages/sermons delivered at the homes are a reflection of the local pastorate from local MB and UM churches.

The Board of Directors will continue to be actively involved in the recruitment of chaplains at the homes, when vacancies arise.

9. In releasing Tabor Manor and Pleasant Manor from the Conference, is there a risk that the homes will stray from the Confession of Faith of the CCMBC/OCMBC?

The Conference board has reviewed the Confession of Faith of the Corporation that is specifically included in the new by-laws of Tabor Manor and Pleasant Manor. It is a reflection of elements of the Mennonite Brethren and Mennonite Canada confessions of faith.