



Memorandum

To: Families and Residents of Fairview and Parkwood Mennonite Homes
From: Fairview and Parkwood Mennonite Homes Board of Directors
Date: January 18, 2018
Subject: **Announcement and Introduction of Elaine Shantz as CEO of Fairview and Parkwood**

We are excited to introduce to you, Elaine Shantz as the new CEO for Fairview and Parkwood. Elaine comes to us from peopleCare Inc. where she has been employed since 2009. She is currently the President and COO, overseeing 900 team members in various locations across Southern Ontario. Prior to joining peopleCare she was the Vice President, Health Care Operations at Schlegel Villages for 9 years. In 2015 and continuing, she became a Sessional Professor at the University of Guelph where she teaches graduate studies in MA Leadership and MBA and has researched, developed and co-facilitated an elective in Retirement and Senior Living.



Elaine is currently the Chair of the MAX Canada Board and has served on numerous boards in the past including MEDA and Research Institute for Aging. She has sat on various committees with the Ontario Long-Term Care Association and is a Certified Surveyor through Accreditation Canada.

Elaine is part of the Mennonite Community as a member of Elmira Mennonite Church.

With the experience Elaine brings, as well as her passion for faith-based Long-Term Care and Retirement Homes, we know she will be a good fit with the values and culture that are at Fairview and Parkwood. She will continue to build on the solid reputations of Fairview and Parkwood while looking for opportunities to enhance those reputations.

Elaine will join Fairview and Parkwood on March 5, 2018. With Tim Kennel leaving on January 18, 2018, the senior management staff will report directly to the Board of Directors during the interim period.