



Summer 2014

Linkage



The Comforts of Home

Rehab Success with Trusted Care from ERH

PLUS:

TOP WORKPLACE AWARD 5TH STRAIGHT YEAR!

BRIGHTER DAYS PROGRAM

ERH

Episcopal Retirement Homes

ENQUIRER MEDIA
**TOP
WORK
PLACES
2014**

Table of Contents

Your Community

New & Noteworthy.....	3
Meet the Board	4
Refresh Your Soul	6

Features

The Comforts of Home.....	7
Meet the Affordable Living Team	10

Living Well

When You Love What You Do, It Shows	12
Brighter Days Program.....	14
Donor Spotlight	15
2014 Gala	Back Page

ON THE COVER:

From left: Michelle Cole, LSW, Service Coordinator for Deupree House and Deupree Cottages, Amy Mauch and her father, Deupree House resident Miner Raymond; see the story on page 7. Photo by Gary Kessler

ERH Communities & Services

Premier Retirement Communities

Deupree House | Marjorie P. Lee

Affordable Living Communities

*Cambridge Heights | Canterbury Court
Elberon | Forest Square | Parkview
Place | Shawnee Place | St. Paul Village
| St. Pius Place | Woodburn Pointe*

Community Services

*Deupree Meals on Wheels
Living Well Senior Solutions
Parish Health Ministry*



ERH Board of Directors

Robin Smith, Chair

Ben Blemker, Ken Burkman, Kit Duval, The Rev. Darren Elin,
The Rev. Bruce Freeman, Tate Greenwald, Lisa Hughes,
Thomas W. Kahle, Esq., Harry Kangis, George Keil, Jane Kuntz, Keith
Lawrence, Terry Lilly, Trish Martindell, Dr. Mark Meyers, Dixon Miller,
Cece Mooney, The Rt. Rev. Kenneth L. Price Jr., Thomas M. Regan, Dr.
Robert Reed, C. Miles Schmidt, Michael T. Schueler, Rich Setterberg,
The Rev. Bruce Smith, Gates Smith, Randal C. Young

ERH Foundation Board of Directors

William C. Knodel, Chair

Richard N. Adams, Ben Blemker, Jon Boss, Bob Edwards,
Tate Greenwald, R. Douglas Spitler, Dan Witten, Ellen Zemke

We Welcome Your Comments

The Linkage Editor
Episcopal Retirement Homes
3870 Virginia Avenue • Cincinnati, Ohio 45227
(513) 271-9610 • erhmarketing@erhinc.com

Editors: Kristin Davenport, Arlan Graham; Editing Supervisor: Ken Paley

Linkage is Available Online

To better serve you, Linkage magazine is available via email and on the Episcopal Retirement Homes website at www.EpiscopalRetirement.com. If you would like to be removed from the Linkage mailing list, please call (513) 271-9610.

Make A Donation Online

For your convenience, donations are now accepted online at www.EpiscopalRetirement.com under Charitable Giving.

Linkage is a resource to address issues and interests of older adults, providing a link between ERH's programs and the community. Since 1951, Episcopal Retirement Homes (ERH) has dedicated itself to improving the lives of older adults from all faiths through innovative, quality living environments and in-home and community-based services delivered by experienced and compassionate professionals.



Like us on     

Follow our blog at blog.episcopalretirement.com

© Copyright 2014 by Episcopal Retirement Homes, Inc. Nothing shown or written may be reproduced in any form without written permission from the editors.



Tom Kahle Receives Healthcare Leadership Award By Abigail Hofrichter

The Healthcare Leadership Award recognizes industry professionals who have dedicated their professional pursuits to improving the world of health care for clients, colleagues or communities.

One of this year's recipients is Tom Kahle, partner at BakerHostetler. Kahle served on the Episcopal Retirement Homes

board from 1999–2009, acting as Board Chair from 2007–2009. After a brief sabbatical from ERH, Kahle returned to the board in January 2011 and continues to serve today.

The award honors individuals who have left their mark through innovation, entrepreneurship, charitable contribution, technological advancement or education.

Kahle has dedicated his career to serving not-for-profit health care providers. In addition to being a regionally and nationally celebrated lawyer, Tom's work with ERH has had a major effect on its ability to thrive in the evolving health care

environment.

"His insights have been invaluable in shaping our organization's strategy and in preparing for the transformation of the health care market," says Doug Spitler, President and CEO of ERH.

Kahle is motivated by the ability to combine his love of a good challenge with the ability to affect change. His passion for improving the lives of clients fuels his work with ERH. "It was more than just the legal work—[it was also] finding great satisfaction in having the ability to assist clients to affect and change for the better, the lives of those involved," he says. ■



Rhonda Barnes Wins Nefertiti

By Miranda Carney

As the Move-In Coordinator at the Deupree House and the founding president of the National Coalition of 100 Black Women Cincinnati, Rhonda Barnes

doesn't stay in one place for long.

When she's not giving a supportive hug to one of the older adults she is helping at her job, she is encouraging young women through various programs she has established in the community.

In early June, Barnes was recognized for her many contributions to the community through *The Cincinnati Herald's* Nefertiti Award, which honors 10 extraordinary women in the area for their inner beauty and wisdom.

Gini Tarr, Barnes' supervisor and Director of Community Relations at Episcopal Retirement Homes, best describes Barnes in just a few words: a lover of people. "She's got a great smile and a great hug for everyone she meets," Tarr says.

Barnes says this passion for helping others both in the community and in her job comes naturally.

"My philosophy is selfless acts of kindness and care," Barnes says. "I don't have a reason why I do what I do. There's no reason why I help, I just do because I can. I have something to give, so I give it."

Her contributions include establishing many programs for at-risk young women in Cincinnati. These programs include Health Alertness, DEBS (Distinctive, Elegant, Balanced Sisters), Political Awareness, Economic Progress, Sisters Connecting/Networking, and Education & Mentoring.

When Tarr heard that Barnes received the Nefertiti award, she said, "I wasn't surprised. She's very deserving, and she's so giving and caring."

Both at work and in the community, Barnes continues to do what she loves by assisting those in need. ■

Meet the Board

The Episcopal Retirement Homes (ERH) Board of Directors makes it a priority to serve the ERH mission: enriching the lives of older adults in a person-centered, innovative and spiritually based way.

“I am a true believer of ERH’s mission,” says Robin Smith, Chair of the Board and former Procter & Gamble IT professional. “I am giving my time and talents to spread that mission to as many older adults in our communities as possible.”

In each issue of Linkage, you’ll meet the dynamic and passionate volunteer board members who help drive ERH.

By Whitney Harrod Morris | Photos by Gary Kessler

The Rev. Bruce Smith

Member of the Board



Board committee he serves on: Affordable Living Ministry and Resources subcommittee

Occupation: Formerly the assistant priest at St. Mark’s Episcopal Church in Columbus. Now I serve a small congregation in Vinton County once a month and serve as a supply priest at other congregations throughout the year.

Area of expertise: I work with congregations in fostering greater participation in stewardship—giving back to God of our time, talent and thanksgiving for God’s gifts to us.

How long have you been on the Board? This is my first term.

Why do you volunteer on the Board? I began my relationship with ERH because we have had family living in Deupree House for many years.

Most rewarding part? I find myself engaging more in ministry to our seniors through the diocese and through ERH.

What do you do in your free time? My wife and I enjoy being with family and friends in Columbus. Some of our favorite places are Whetstone Park, the Columbus Zoo, the Columbus Museum of Art and the German Village.



Jane Kuntz

Member of the Board

Board committees she serves on: Fund Development; also serves as Chair of the Ministry and Resources subcommittee

Former Occupation: Development Director of Dayton Opera

Areas of expertise: Public relations; fundraising process for nonprofit organizations

How long have you been on the Board? This is my third term.

Why do you volunteer on the Board? I strongly believe in the mission of ERH to provide safe, affordable and comfortable housing for limited-income seniors. I feel fortunate to be a part of the Board—a group of dynamite people. I share ERH's story wherever and whenever I can.

Most rewarding part? I get so much more than I give.

What do you do in your free time? I volunteer as "Governor's Gardener" at the governor of Ohio's residence twice a month. I'm also a freelance writer focusing on human interest and special events stories.



Tom Regan

Member of the Board

Board committees he serves on: Chair of the Finance committee; serves on the Strategic Planning committee; serves on the Governance and Corporate Design task force.

Current Occupation: Financial Adviser

Area of expertise: I use my business background to help ERH with financial and business planning. I'm knowledgeable in finance, risk assessment and investments.

How long have you been on the Board? Five years

Why do you volunteer on the Board? I believe in the ERH mission, and the organization has opened my eyes to the issues of elder care.

Most rewarding part? Seeing the difference that we have made in the communities. I'm also energized by the people at ERH—from fellow board members to management to residents. I have had so many positive experiences.

What do you do in your free time? Spending time with my young family—four kids under 7 years old—is my No. 1 favorite pastime.

Refresh Your Soul 2014

Another Huge Success!

by Laura A. Hobson

The latest Refresh Your Soul event inspired more than 500 conference-goers, among them Jeanne Palcic, RN, Program Manager of Parish Health Ministry at Episcopal Retirement Homes. Palcic felt that the message of keynote speaker Eben Alexander, M.D., touched the hearts and encouraged the faith of so many people. She notes that Richard Johnson, Ph.D., the second speaker, challenged attendees to consider their spiritual strengths and to look at how these strengths affect their personalities. “Hearing the attitudes and impressions of people who attended this conference gave me hope and lifted my spirit,” Palcic adds.

Author of the bestselling book *Proof of Heaven: A Neurosurgeon's Journey into the Afterlife*, Dr. Alexander spoke to the crowd about his near-death experience. Due to illness, the part of his brain that controls thought and emotion—and in essence makes us human—shut down completely. For seven days in 2008, he lay in a coma. Then, as doctors considered stopping treatment, Alexander's eyes popped open. He had awakened.

Dr. Alexander shared with the audience how difficult it has been for him to digest, understand and interpret what happened, despite his extensive medical knowledge. He believes that true health can be achieved only when we realize that God and the soul are real and that death is not the end of personal existence, but only a transition.

Dr. Johnson, founder of the Spiritual Strengths Healing Institute in St. Louis, Mo., told the audience that each individual is spiritually gifted with specific and complementary strengths to be used for healing. In his book, *Discover Your Spiritual Strengths*,



he states, “You are known to yourself and to others only by how you use your personality; use it well and you’ll come to know yourself and find healing from whatever brokenness or illness that may have befallen you, use it poorly and you’ll remain confused and ill-equipped to deal with life’s challenges.”

“It was refreshing to hear a scientist/physician’s insight into the spirituality of what happens during a comatose/near-death state,” says attendee Marian Riesterberg, RN, Diabetes Health Coach for TriHealth. “He validated my belief in the afterlife and that God loves us unconditionally. Both presentations provided encouragement to support and help others, whether through our careers, our families or our friends who may be suffering, to hope and embrace life’s struggles as part of our journey.”

Carol Westermeyer has attended several Refresh Your Soul conferences. Currently, the retired RN volunteers as a parish nurse and health ministry coordinator at St. Peter and St. Paul United Church of Christ. Westermeyer notes that the conferences give individuals a great opportunity to learn more about health care as it relates to spirituality. The speakers, she offers, are the highlight of the day.

This year the conference was partially funded by the Faith in Life grant of the Episcopal Diocese of Southern Ohio with title sponsor Home Care by Black Stone. ■

BY THE NUMBERS

Held: March 1, 2014

Number in attendance: 528

Amount raised: \$25,000

Benefits: Parish Health Ministry of Episcopal Retirement Homes

The Comforts of HOME

At ERH the Best Option is Your Home Team



Deupree House (DH) residents Orene and Rick Foreman with Michelle Cole, LSW, Service Coordinator for Deupree House and Deupree Cottages

A FEW DAYS BEFORE Christmas last year, Miner Raymond, 91, was gathering packages from the car, and he slipped.

The next week was a blur for the whole family: five days in the hospital, several broken bones, doses of morphine to manage pain, doctors, Medicare forms and an uncertain prognosis.

And then the family received a Christmas gift. On December 25, Raymond, a longtime resident of Deupree House (DH), was moved from the hospital to the Deupree Cottages to begin his rehabilitation.

“When I woke up and said, ‘Where am I?’ and they said, ‘The Cottages,’ that was great,” Raymond recalls.

Residents of DH and Marjorie P. Lee (MPL) are given an opportunity offered by few other retirement communities. After a stay in the hospital, they can recover in familiar surroundings in the care of people they know and trust from DH or MPL. Often, their rehabilitation starts in the nursing care centers of Deupree Cottages or Lee Gardens and continues until they are ready to return to their apartment home, either under the same roof or just a few steps away. Remarkable success rates for Miner Raymond and many other residents are proving that, when it comes to rehabilitation, there’s truly no place like home.



“Thank God we were here, because if I had been back at our condo when this happened, I would have had to get somebody to come in and help me.”

—Orene Foreman

(Above) From left: Michelle Cole, LSW, Service Coordinator for Deupree House and Deupree Cottages, speaks with Amy Mauch and her father, Miner Raymond, DH resident.

On the Road to Recovery

It took just six weeks for Raymond to regain enough strength and mobility to return to his apartment in DH—an accomplishment he hardly could have imagined at the start of his journey, when he was completely bedridden.

Raymond’s daughter, Amy Mauch, credits the physical therapy team with his impressive recovery.

“They were relentless,” Mauch notes. “Nice...but relentless.” Laughing, she recalled that her dad once referred to a therapist as his “lovely tormenter.”

As far as the physical work required during rehab, “Dad bit that proverbial elephant one bite at a time, and they helped him with that,” Mauch says. “They never gave him so much that he was overwhelmed.” By setting manageable goals—raising his leg 10 times off the floor, or moving

from the bed to the chair—they kept him on a steady path to recovery. Before he knew it, he was up on a walker.

Ellen Berghamer couldn’t lift her head off the pillow when she was moved from the hospital to Lee Gardens at MPL. She had picked up a staph infection in the hospital after a fall that left her with a severe leg wound. “I almost died,” Berghamer says.

During her 12 weeks in the nursing care center, she had to learn to walk again. “I’d say, ‘Oh, I can’t do that.’ They’d say, ‘Just try it.’ Bit by bit, I did that every day,” she recalls. “I guess I could have just not walked for the rest of my life, but they taught me how to walk, and I persevered. I had marvelous help down there.”

Along with the unwavering encouragement from her therapists, Berghamer had additional motivation: “I have a beautiful apartment, and I knew I had to get back here to my activities and friends.” For the past 13 years, Berghamer has lived in the same apartment at MPL that her parents moved into in 1972.

Easing Transitions

With on-site therapy, the move from the nursing care centers back to independent apartments is not a leap—it’s simply another step on the rehabilitation journey.

“I get involved from the get-go,” says Michelle Cole, LSW, Service Coordinator for Deupree House and Deupree Cottages. “It’s really important as they’re getting ready to transition back

to their apartments that they have the support they need.”

For starters, the same therapists who worked with the residents in the nursing center continue the therapy at the apartments. That means they’re not starting over with new therapists when they reach the next phase. Additionally, Cole communicates with families, therapists and staff members regularly to ensure everyone is apprised of the care plan and to make adjustments as needed.

Before residents officially move back to their apartments, therapists take them for a practice run. An occupational therapist accompanied Mary West back to her apartment at DH to assess her surroundings and make necessary modifications.

“She arranged for an additional grab bar in my bathroom and recommended a non-slip bathroom rug, both of which were very helpful for added safety,” West says.

A therapist observed Ellen Berghamer making a cup of tea and putting clothes away in the closet, making sure she’d be able to perform her daily activities.

And if a resident is not completely ready to perform daily tasks unassisted, there’s a solution in place for that, too. The Enriched Living program offered at DH and MPL is like having an a la carte menu of assisted-living services. Resident Assistants are available around the clock to administer medications, make beds or just check in on a resident who

has recently returned from a stay in nursing care.

What would the recovery path look like if the Enriched Living program were not in place? Residents would be forced to make an interim stop in an assisted-living setting or to hire a private-duty nurse.

“When somebody initially goes home, we’ll line up what might seem to some folks as too much help,” Cole says. For example, she might arrange to have someone stay overnight with residents for their first couple of nights at home. Then she’ll keep in touch with the families and the therapists, making adjustments to that support over time. “As residents continue to improve and feel stronger, then we reduce the amount of care they have in their apartments.”

Orene Foreman was extremely grateful for the help she received from Resident Assistants after a compression fracture in her back made daily tasks such as taking out the trash unmanageable.

“I didn’t have to do anything, which I was very thankful for because I didn’t feel like it,” Foreman says. “Thank God we were here, because if I had been back at our condo when this happened, I would have had to get somebody to come in and help me.”

Now Foreman is driving again, and she’s resumed most of her daily activities. “I’ll tell you how I know that Orene is coming back,” notes her husband, Rick Foreman. “The other day she was polishing silver.”

As for physical therapy services, those are modified too when residents are no longer homebound. In DH, for example, therapy continues downstairs in the Fitness Zone, which features a warm-water pool for aquatic therapy.

“It’s wonderful to have therapists an elevator ride away instead of having to go someplace else to have the therapy,” Mary West says. “They just do everything to try to help you get better.”


Family Support

While the residents are working diligently on their recovery, their families are wrestling with adjustments of their own.

“This whole experience, with Mom or Dad being hospitalized and then in a skilled setting, is new to the adult children,” Cole notes. “I’m there for the residents, but I try to be a support system to the family, as well.”

Noticeably absent, says Amy Mauch, was the “we’re the experts, let us take over” attitude that often leaves family members feeling out of control at times of medical crisis.

“I’ve never seen such care and compassion by everyone down the line,” Mauch says. “As a family member, even though I was nervous and scared and overwhelmed, I felt as valued as Dad at that time. Whenever I had a suggestion, or just wanted to know something, or had a question, it was always met with the utmost respect on ERH’s part. That really made a difference, it really did.” ■



Front (from left):
Glenn Scott, Kathy Noe,
Diane Schneiderman;
Back: Kathy Ison-Lind,
Doug Chambers

Doug Chambers

AIA, MBA, Director of Real Estate
and Facilities Management

ROLE “It’s my job to identify new properties, keep a portfolio, oversee development, then manage and maintain all assets before, during and after they’re in place.”

LIGHT-BULB MOMENT “I was drawn to ERH because I was looking for an organization with an important mission and a strategic plan, both supported wholeheartedly by their staff. Everyone was very much on purpose, reinforced by a unanimous, clear vision. Such a wonderful find! Every day I spend here brings a bit more magic.”

Kathy Ison-Lind

Vice-President of Affordable Living
and In-Home Services

ROLE “I oversee the development and management of communities for limited-income seniors. Our overall aim is to keep growing, so we can serve increasing numbers—and provide additional services far beyond bricks and mortar. We align with home-care companies to provide needed services on site. For example, if someone goes to a hospital, upon his or her return needed help is already in place. We also encourage socialization and connections, through everything from Bible studies to book clubs to bingo.”

LIGHT-BULB MOMENT “We developed a partnership with Home Care by Black Stone. They send a registered nurse to three of our communities for several hours each week. Their services began with just

BY COLEEN ARMSTRONG // PHOTOGRAPHY BY GARY KESSLER

The Dream Team

As ERH's Affordable Living Communities and residents numbers increase, so does its need for talented personnel to collaborate and sustain every facet of operation. Meet the team members who somehow make it all look so easy.

blood pressure checks, but the nurses go well beyond in addressing resident concerns. They have uncovered melanomas, pneumonias, infections—and then organized treatment right away. Sometimes, when I see on paper the many ways we've expanded into new territories, I'm amazed."

Kathy Noe

Manager of Design and Construction

ROLE "I oversee design of our new properties. This includes the configuration of the apartments and what features we'll include, always keeping in mind how best to help seniors to age in place. We review all the floor plans with the entire group and gain a consensus: either 'Yes, let's do that now!' or 'Great idea, but maybe for our next project.'"

LIGHT-BULB MOMENT "Due to funding source regulations we are required to increase the size of our bathrooms. Some residents weren't excited about having slightly less square footage in their bedrooms. But years down the line, when they're using a walker or a wheelchair, or an aide is helping them to bathe or dress, they'll be delighted with the extra area. And even better, they'll be able to remain in their same apartments, rather than moving."

Diane Schneiderman

Counsel, Affordable Living

ROLE "My areas of responsibility include being involved in

deals from inception, assisting not only with any documentation but also with issues that arise about structuring and dealing with funding sources. I also get involved in legal questions relating to Affordable Living as a whole."

LIGHT-BULB MOMENT "At the grand opening of St. Paul Village, before I joined ERH, I actually got to see the apartments, including one occupied by a resident who was thrilled with her new home. That's the other end of negotiating a partnership agreement and reading the language describing a project. ERH is such a great organization. They were always a favorite client of mine before I was fortunate enough to join their team."

Glenn Scott

Manager of Regional Facilities

ROLE "I manage the communities in specific areas of security, housekeeping and maintenance."

LIGHT-BULB MOMENT "I realized this even throughout my interview process, but it has been confirmed repeatedly ever since—everyone at ERH is equally embedded in and committed to the mission and core values of keeping seniors active and enriching their lives. When I first arrived, I found my e-mailbox full of messages of encouragement, accompanied by personal stories about making real connections with residents. What great reinforcement!"

ERH Affordable Living Communities

Like all of the properties ERH manages, Affordable Living Communities offer residents a safe and enriching environment with extensive activities, programs, free transportation, spiritual services and volunteer opportunities.

RECENTLY AWARDED PROJECT

Knowlton Northside Senior (new construction)
1435 Knowlton St.
Cincinnati, OH 45223

PROJECTS IN DEVELOPMENT (Ohio, Indiana, Kentucky)

Green Hills Apartments
6557 US 68 South
West Liberty, OH 43357

Parkway Place at the Y
1105 Elm St.
Cincinnati, OH 45202

Thomaston Woods & Meadows
1460 Thomaston Drive
Amelia, OH 45102

Walnut Court
1020 Chapel St.
Cincinnati, OH 45206

Parkview Place
28 W. 12th St.
Anderson, IN 46016

Trent Senior Village
1393 Trent Blvd.
Lexington, KY 40517

CURRENTLY OPERATING

See list of currently operating Affordable Living Communities on page 2.

When You Love What You Do, It Shows

Returning and Longtime
Employees Talk About Why ERH
Attracts Top Talent *by Rick Bird*



What makes for a great workplace? When talking to Episcopal Retirement Homes employees one hears some common themes: Feeling appreciated. Part of a larger family. Mutual praise and feedback.

That communal spirit has led Episcopal Retirement Homes, Inc. to be named again as a Top Workplace in the Enquirer Media's annual survey. ERH placed fifth in the 2014 ranking among mid-size companies. It marks the fifth year in a row ERH has made the top 10, which placed it in a Hall of Fame list of only 10 companies that have been repeat winners all five years the list has been compiled.

"This is not about free lunches or trips to Las Vegas. It's really about whether employees feel inspired and are given room to do great things," says Joan Wetzel, ERH Director of Organizational Development and Human Resources. "This is a great honor for ERH."

The ranking is based solely on employee opinions, not revenues or other metrics. More than 33,000 workers were surveyed at 159 companies.

What's so great about coming to work at ERH? For one thing, it doesn't feel like, well, work. That's what comes through in the stories of three ERH employees.

“It's really about whether employees feel inspired and are given room to do great things.

—Joan Wetzel, ERH Director
of Organizational Development
and Human Resources



**Jim
Fisk III**

After working for ERH as a wellness coordinator from

2008–2012, Jim Fisk thought it was time for a change in scenery. He headed to Colorado only to return to ERH last August.

"Yes, they got me back from the mountains," Fisk says with a laugh. "That's something. It was very humbling to be wanted and to be asked to interview for Wellness Director. Being from Cincinnati, it was too good to pass up."

The certified strength and conditioning specialist, who oversees a staff of five at three ERH residences, had previously put his time in as a trainer at the big-box gyms, but found working with older adults an unexpected satisfying experience.

"I tell my friends I get to hang out with your grandparents every day," he says. "Obviously, we aren't conquering any records, but when you help someone maybe walk down a hall pain-free or squat to pick something up, that is a huge victory. Their appreciation is amazing."

Fisk likes that a family environment between staff and

residents is fostered.

"When we celebrate, we celebrate together. When we have a loss in the community, we mourn together. The close-knit family community was one of the reasons I wanted to come back."

Fisk says he had never worked a job before where his supervisors made him truly feel needed. "It's the little things," he notes. "We'll get a surprise staff lunch. Or you'll get a note from a department head expressing appreciation for something you did. I've been at many jobs where you feel like a number. Here everyone is treated with respect. That can be contagious."



Portia Ventus

Portia Ventus has called St. Paul Village her profes-

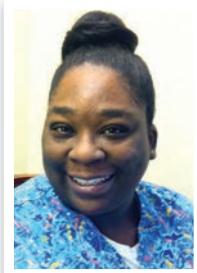
sional home for a long time. She has been at the Madisonville community for 16 years.

As an administrative assistant at the affordable living residence, Ventus does it all—answers the phones, aids social workers in updating information and helps the community manager in whatever is needed.

“I love the people at ERH,” she says. “They make you feel important. They encourage you by letting you know when you are doing a good job.”

Ventus also agreed it’s the little things that can make a difference. “They might send a card, or call, and let you know you are appreciated. Staff members are always encouraging other staff in other departments and ERH communities.”

Of course, it’s not only the administrators’ approval that matters. Ventus was most proud in the last year when she was recognized by the residents. St. Paul residents nominated her for the Martindell Award, initiated by Trish Martindell, an ERH Board Member and past Chair. The award was created as a legacy for Martindell’s father. It recognizes a non-management team member who exemplifies excellence in caregiving.



Sheena Chatman

Sheena Chatman, who has been at ERH for

19 years as a Resident Assistant and Certified Nurses’ Aid, was recently reminded why she is proud to call Marjorie P. Lee her home away from home after her family was shattered by a violent death.

“The management kept checking on me to make sure I was OK to return to work,” Chatman says. “They even offered me counseling. They made sure I was all right so the residents could be all right. That’s what it’s all about.”

Chatman says that taking care of family has always been the mantra of ERH management. “If I have a problem and go to upper management, they don’t push you aside. They see how they can help. They see that if you are frustrated, you can’t help the residents deal with their everyday lives. They always welcome suggestions.”

During her career, Chatman has had chances to pursue a nursing degree. But she always felt her role was destined to be a resident assistant.

“I like everyday-hands-on. I don’t like the paperwork,” she says with a laugh. “I like to talk to the residents to find out about them and their needs. I think that’s how I can help the nurses help the residents. Being here every day and helping people is my reward.”

“*I’ve been at many jobs where you feel like a number. Here everyone is treated with respect. That can be contagious.*

—Jim Fisk III

Brighter Days Program

Sponsors Bring Generous Support to Affordable Living Enrichment Activities By Val Prevish

The Affordable Living team of Episcopal Retirement Homes goes well beyond meeting the needs of limited-income seniors with quality, affordable housing. The team goes the extra mile to ensure that innovative programs are available for all seniors to enjoy the benefits of health and wellness through spiritual and community-based programs.

One way to keep these quality programs vibrant is with support from the Brighter Days Program, launched this spring. Brighter Days asks community members and local businesses to sponsor and support daily enrichment activities for seniors, such as fitness equipment sessions, Bible study classes, bus trips and wellness programs that might otherwise not be available.

"This is unique across the country for affordable living," says Maureen Gregory, Fund Development Manager of Affordable Living at ERH. "We are leading the way to help seniors live independent and full lives."

Gregory says that across the ERH network of communities, there is a commitment to bring social, physical and spiritual enrichment to residents. The cost of such activities is often out of reach for these seniors, however, and government sources do not pay for such programs. Brighter

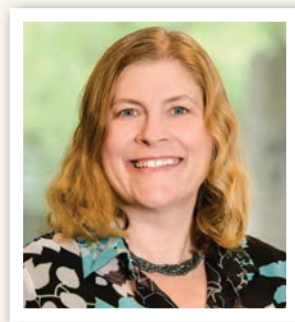
Days gives supporters and neighbors the chance to sponsor activities for residents, typically at a cost of \$1,000 per month, and recognizes each donor during the month they contribute.

"We've had businesses, churches, even our staff members, who have contributed to allow our residents to enjoy these extra benefits," she says. "We believe in neighbors helping neighbors."

Donors can choose the month they'd like to sponsor. Each receives recognition through ERH, its website and community signage, as well as a listing in the not-for-profit organization's annual report, among other perks. The program has sponsored several months of enrichment activities so far and has helped to bring countless hours of enjoyment to residents who would not have had access otherwise.

"We feel compelled to see that services are there to help seniors stay strong and thrive," Gregory says. "We hope Brighter Days becomes a model to bring these types of services to all those living in limited-income senior housing." ■

For more information on sponsorship opportunities for Brighter Days, contact Maureen Gregory at (513) 272-5555 ext. 4292, mgregory@erhinc.com or visit episcopalretirement.com/brighterdays.



BEHIND THE SCENES

Maureen Gregory

Maureen Gregory has spent more than 20 years in fundraising and development, and she has put her experience to work at ERH to help seniors find the enrichment they need to live long, full lives.

Statistics show that one in four Ohio seniors lives in sub-standard housing. Many others face isolation and loneliness. Knowledge of these circumstances gave Gregory the inspiration to launch programs such as Brighter Days, which helps residents in ERH Affordable Living Communities enjoy daily enrichment activities through the generous donations of community members.

"This is my passion," she says. "I want to make sure all of our residents have comforts."

Thanks to Gregory's years of work with social-service organizations, she has been able to put her experience in fundraising to work to make efforts such as Brighter Days a success.

"We're making it healthier and easier for people to remain in their homes, and that's what everybody wants," says Gregory, who lives in Covington, Ky., with her husband and three children. "I want to be part of the solution." —VP



DONOR SPOTLIGHT

Elizabeth (Betty) Goessel-Rule, M.D.

Dr. Elizabeth (Betty) Goessel-Rule has spent a lifetime taking on challenges. She started her education by studying piano at Julliard and earned a bachelor's degree in music at Seton Hill. She then earned a master's in Education from Columbia—but this was just the beginning for this dynamic woman. After a successful business career, she decided to enter medical school at age 38 and began a longtime practice in internal medicine on Park Avenue in New York City.

Dr. Rule's husband was from Cincinnati, and they made frequent visits to three of his sisters, who made Deupree House their home. When Dr. Rule's husband passed away, she too came to Deupree House to live and to join her sister-in-law, Alis Robinson.

Dr. Rule believes very strongly in the ERH mission, its management and its promise to never ask anyone to leave Deupree House for financial reasons. She has generously made a bequest in her estate plans to benefit ERH and is also an annual donor to the Good Samaritan Mission Fund. We are delighted Dr. Rule decided to become a member of our community and very much appreciate her spirit of generosity. ■

Good Samaritan Mission Fund

Episcopal Retirement Homes (ERH) is a 501(c)3 not-for-profit organization. Each year ERH raises funds for the Good Samaritan Mission Fund, which provides funding for these and other ministries:

- Resident financial aid
- Activities and support for Affordable Living residents
- Meals on Wheels
- Parish Health Ministry
- Staff assistance
- Resident wellness and ministry programs

In 2013, ERH spent over \$2.1 million to support these causes. Funds are raised through special events, such as our annual Gala, scheduled this year on October 3, and through donations from residents, staff, board members and friends of ERH. Please join us in our mission to transform the lives of seniors by supporting the GSM.

For more information, contact Diane Decker at (513) 272-5555 ext. 4283, ddeck@erhinc.com, or visit online at EpiscopalRetirement.com. All gifts are tax-deductible to the extent provided by law.



Episcopal Retirement Homes

3870 Virginia Avenue

Cincinnati, OH 45227-3427

www.EpiscopalRetirement.com

NON-PROFIT ORG.
U.S. POSTAGE
PAID
CINCINNATI, OH
PERMIT NO. 5782



SAVE THE DATE

ERH
Gala 2014
at the Hyde Park
Country Club

OCTOBER 3RD



Mark your calendar for October 3rd, 2014

Please join us for a wonderful evening of cocktails, hors d'oeuvres, dinner, entertainment and dancing to benefit Episcopal Retirement Homes' Good Samaritan Mission fund.



Episcopal Retirement Homes

For more information contact
Diane at ddecke@erhinc.com or
(513) 272-5555 x4283

Tickets: \$100/ERH residents
\$130/person or \$1,000/table of 10