

Interlink



ERS

When you love
what you do, it shows!

Counteracting Racism

ERS Encourages Dialogue in a Safe Space

In the days following worldwide protests of the killing of George Floyd, Episcopal Retirement Services (ERS) was among many organizations that worked to show public support for racial equality. ERS President and CEO, Laura Lamb, along with staff input, went a step further than words, by taking direct action with an ongoing series of frank company-wide discussions on race in our lives.

These virtual discussions, part of an initiative called “We Can Do Better,” focus on both personal stories and wider conversations about racism, and offer thoughtful content on how each person can counteract racism in their own lives.

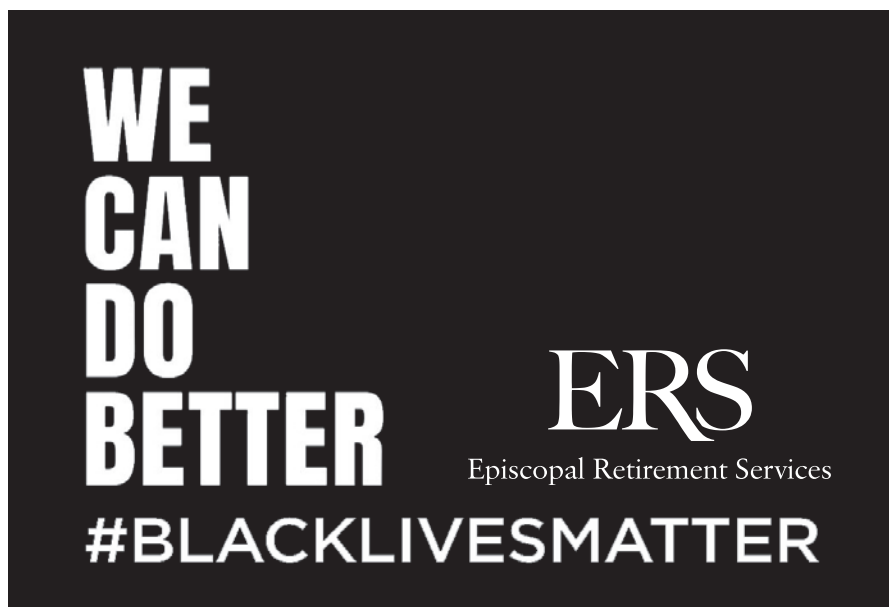
These meetings, held via Zoom, are open to all ERS team members. They are not recorded in order to offer a safe space and encourage discussion among team members. These meetings are on going and will continue as long as there is interest.



Laura Lamb

“We’ve had significant attendance numbers, said Laura Lamb. “It really speaks to the fact that people want to have this dialogue. They want to talk. They want to be educated. They want to educate. The outcome, I am hopeful, is a changed perspective, and a changed awareness.”

“It is very eye-opening. The feedback that we have received is that the panel



Yard signs were printed for team members and office locations to display.

FEATURED PANEL MEMBERS:



Lauren Brown



Ebony Canty



Alex Ovia



Alishia Lee

and the stories, being specific, is what has helped people think differently, and maybe change their perspective,” added Laura.

The “We Can Do Better” sessions continue, with the next one scheduled on Sept. 17. Please check your ERS email or “Company News” in Paycor for the invitation with links to the session.



Joan Wetzel



Feoshia Davis

Milestone Anniversaries

Congratulations to the following individuals who have celebrated a "milestone" anniversary with ERS

Cambridge Heights

Gary Scanlon.....5
Doris Ford.....5

Canterbury Court

Raymond Williams..... 20

Deupree House

Joann Judd..... 20
Lisa Mettey..... 5
Victoria Crabtree 5
Chloe Hough 1
Anna Harper 1
Maddie Carroll 1
Morgan White..... 1

Episcopal Church Home

Joy Berger 15
Hailey Richmond..... 10
Canuier Thompson..... 5
Austin Hyle 5
Ronald Charles 5
Kassie Keown..... 1
Eva Irvan 1
Henri Akpaglo 1
Aleisha Binford 1
Aretha Amoakoh 1
Kelly Lehmann 1
Michelle Glass..... 1
Regina Gray..... 1
Christopher Just..... 1
Teresa Wentzel 1
Lynn Shulhafer 1

ERS Support Services

Steven Cromwell 5
Joy Blang 5
Alishia Lee..... 1
Alex Harsacky 1
Emily Lorentz..... 1

Marjorie P. Lee

Sheena Chatman 25
Joe Lyle..... 10
LaVetta Surrell..... 10
Jennifer Cook..... 10
Vanassa Adams 5
Janice Donaldson 5
Malia Small 5
Yana Lee..... 5

Theresa Hofstetter..... 5
Paige Smith..... 1
Deirdre Reid..... 1
Mildred Yett 1
Barb Boehm 1
Rebekah Wolford 1
Karen Mukasa..... 1
Sohna Toure 1
Yeamata Howard 1
Kim Wolford 1
Allison Nimitz 1
Tina Shipley..... 1
Will Bragg..... 1
Victoria Coleman..... 1
James Smith..... 1
Dominique Baker..... 1
Erica Sharrett 1
James Burke..... 1
Tonya Reese 1
Wendy Conigliaro 1
Andrew Leurck..... 1
Denise Van Sant 1
Nikki Marshall 1

Meals On Wheels

Sarah Skinner1
Steve Peelman.....1

Parish Health Ministry

Tricia Ettinger1
Rhonda Johnson1

Prairie Oaks Village

Jennifer Gaskalla.....1

New Faces

Welcome to the following individuals who have recently joined the ERS team

Affordable Living

Ryan Kauffman

Central Parkway Place

Angie Carmack

Deupree House

Amber Westrich
Ashley Rothert
Briana Thomas
Krystle Greene
Leslie Cohen
Nakisha Miller

Episcopal Church Home

Erica Wilson
Jomiya Coleman
Kathleen Mudd



New Benefit now available for ERS staff!

ERS is pleased to announce the addition of the PayActiv Financial Wellness Platform to our voluntary employee options. All employees are eligible to access the benefit directly through the PayActiv app. You will need your employee ID which you can find in Paycor (this is NOT the same as the badge or PIN # that is used for clocking in and out). With PayActiv, you can get up to 50% of your earned wages with the push of a button.

PayActiv lets you access a whole suite of powerful financial tools, including:

- On-demand access to earned wages
- In-app bill pay
- Cash pickup from Walmart Money Centers
- Call an Uber through the app.
- Prescription discounts
- Savings and budgeting tools
- Financial counseling & financial planning guides
- And much more

Sign up is free. Simply download the PayActiv App to get started. To learn more please visit www.payactiv.com. PayActiv provides customer support service in English and Spanish, call 1-877-937-6966. You can download the PayActiv mobile app from Apple or Google app stores.

If you are interested in taking advantage of this new benefit or to learn more, please contact Ann Beighle at 513-265-1746, Elizabeth Spiess at 513-979-2256 or at ECH, Tiffany Medley at 502-736-7820 or Ariel Murphy at 502-736-7811.

ERS Support Services

Ann Miller
Heather Crider

Green Hills

Alyssa Poling

Madison Villa

Robert Chilton

Marjorie P. Lee

Aja Scott
Alicia Gibbs
Alix Scruggs
Babby Chatman
Brian Coberly

Chatikwah Dorsey
Christina Watkins
Ebony Canty
Janeth Abel
Joseph Davidson
Kenya Davis
Larry Yates
Matthew Freeborn
Nia Whatley

Prairie Oaks Village

Tameshia Canady Napier

Thomaston Woods

Susan Schindler

ERS is One of Only Four “11 for 11” Top Workplaces

Did you know that Episcopal Retirement Services is one of only four Cincinnati-area employers to be named a #TopWorkplaces by the Enquirer - Cincinnati and Kentucky for 11 consecutive years? At an August virtual event our company was honored the the Enquirer as an eleven-time consecutive winner as well as for being ranked 7th in the Midsize Company Category among 35 of its peers. Team members around the organization celebrated with commemorative ERS flying discs. When you love what you do, it shows!



From left to right: Lisa Thompson, Mary Edwards, Annia Lao Marrero, Shawna Riggs.



From left to right: Patrice Stargell, and Mary Krysztofiak, Denise Bowell, Caroline Rapier and Ann Patterson.

Cincinnati.com The Enquirer

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BUSINESS

Top Workplaces Cincinnati: All 130 companies ranked for 2020

The Enquirer
Published 11:46 a.m. ET Aug. 13, 2020

[View Comments](#)

The Enquirer invited all 130 Top Workplaces to tell us what makes each of them special. Here are excerpts from company responses and, in most cases, anonymous quotes. The companies are listed in alphabetical order, not in ranking order.

Episcopal Retirement Services Inc.

Division: Midsize **Rank in division:** Seventh **Sector:** Human and social services **Founded:** 1951 **Ownership:** Nonprofit **Local HQ:** Fairfax **Local employees:** 418 **What the company does:** Operates retirement communities in three states and offers in-home services as well **Why one employee loves working there:** "Here at ERS, you are known by name by everyone from the top all the way to the bottom."

Top Workplaces Cincinnati: Which firms have been on the list all 11 years?

The Enquirer
Published 11:52 a.m. ET Aug. 13, 2020

For 11 years, The Enquirer and Cincinnati.com honored the companies, agencies and governments on the Top Workplaces Cincinnati list. A constant on the list has been four stalwarts: Episcopal Retirement Services, Greater Cincinnati Behavioral Health, Meadowbrook Care Center and Total Quality Logistics.

Episcopal Retirement Services

Episcopal Retirement Services (ERS), founded in 1951, values collaboration and diversity of thought, according to its leaders. In describing its culture, they note:

"We invest the time to listen to one another, accepting who we are and valuing our unique gifts. ...We are person-centered with one another, focusing on a person's strengths and committed to each other's successes."

Said one employee: "I have never worked for an organization with a culture such as this. From the minute I walked in for my first interview to every day now at work, I get the same warm, welcoming feeling I've felt from the beginning."

TriHealth EAP Enrichment Series - Coping with Change

Presented by the ERS Wellbeing Committee

Our well-being partners at TriHealth EAP will present their next webinar in the wellbeing series, Coping with Change. The webinar is available at no cost to employees and their spouses/partners. Please note, you must register in advance to participate.

Enrichment Series Seminar - Coping with Change

2020 will long be known as a year of change. Life has always involved change, but this year brought us unprecedented challenges. Change is often positive and brings us new and exciting opportunities. Yet change can also come

with loss, grief, and disappointment. Join us as we explore the challenges of managing change in our personal and work lives and discuss strategies to help us thrive and cope effectively with change.

Live Webinar Wednesday, October 14 -OR-

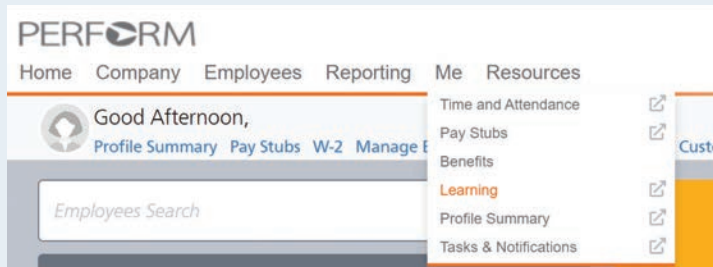
Friday, October 16

Noon-1 p.m. EST

Sign Up Deadlines October 13 and October 15, 12pm

Please use the link below to register:

<https://www.trihealth.com/institutes-and-services/trihealth-corporate-health/concern-services/employee-family/enrichment-seminars>



New Online Learning in Paycor

At ERS, we now have a Learning Management System (LMS) available to all employees in Paycor! Team members can access the LMS by visiting the Paycor portal. The LMS offers employees online learning courses with the flexibility to learn at your own pace. Courses can be completed on a computer or mobile device. Annual Education training will be offered this year in 2020 through the LMS in Paycor, so it can be accessed by all ERS team members. In addition, ERS will continue to offer online learning for clinical team members through Relias Learning. For more information, please contact Molly deJesus, x7133 or Judy Bertsch, x4289 in Staff Development.

Full-time Employees

Open Enrollment for the 2021 Benefits

We are excited to be able to use Paycor this year for enrolling, making changes, or waiving benefits – you will be able to make your changes while you are at home by accessing “Benefits” under the “Me” menu in Paycor.

Take the time now to familiarize yourself with your current benefit enrollments.

We will be holding open enrollment meetings through Zoom throughout the month of November.

Stay tuned for more information.



— ERS Team Member Referral Program —

ERS paid \$23,175 in referral bonuses in 2019

This is the year to give your friends the gift of a new career at a place you know and love! Did you know that 35% - 40% of new hires are referred to us by ERS team members? We're consistently impressed by our team members and their extraordinary commitment to find great talent. Our team members have high standards and only refer the very best quality applicants to serve our residents.

The Earn More program adds incredible value to our culture and our ability to provide excellence in care, service and hospitality.



EARN MORE

Have someone to refer in mind? Give them this link to our new downloadable guide for a clearer picture of a career in aging services. <http://bit.ly/ers-career>

We'd love to hear from you! To learn more about referring an applicant, please reach out to our HR Talent Acquisition team members Ariel Murphy at ECH, 502-736-7811 and Alishia Lee ext. 1025 or Erica Carlson ext. 5396 in Cincinnati. We are happy to assist you!



Marjorie P. Lee

FEATURED JOB



STNA / RESIDENT ASSISTANT

PROVIDE PERSONAL CARE FOR OUR RESIDENTS
MAINTAIN RESIDENTS FUNCTIONAL ABILITIES
MAINTAIN COMPUTERIZED MEDICAL RECORDS

Thrive in your role as a STNA/RA with our Independent & Assisted Living residents at an organization awarded a Cincinnati Top Workplace for the past 11 years! At Episcopal Retirement Services (ERS), you can enjoy what you do and be proud of your work every day.

Marjorie P. Lee is a community of **ERS**
Episcopal Retirement Services

Proud winner
11 years in a row:

**TOP
WORK
PLACES
2020**

Cincinnati.com
The Enquirer

Recruiting Software & Applicant Tracking System

The Talent Acquisition team is excited to announce Paycor Recruiting, an integrated applicant tracking system that will replace and streamline our current process. Stay tuned for more information on hiring manager insights, training and transition dates.



Clubhouse and Patio Home Designs

More master plan updates will be shared as we make progress.

To watch the August zoom call visit <https://youtu.be/w8BG5L60fsA>



New renderings and drawings of the clubhouse, greens space, and landscaping the were shared with residents in August.

Middle Market Community

River's Edge Opens in Perrysburg, Ohio

This summer, residents began to move into ERS' first middle market patio home community, River's Edge in Perrysburg, Ohio. We have hired a Community Manager/Service Coordinator. Meet Ann Miller, who joined ERS in August. In her career, Ann has started three programs from the ground up: a before and after school program, an Alzheimer's Adult Day Care, and a community integration program for adults with severe and chronic mental health issues. She and her husband have three grown children and they love to scuba dive and travel. She already loves working for ERS.



Ann Miller



The River's Edge community in Perrysburg

One of the first families to join the River's Edge community experienced a devastating health crisis when the husband/father passed away very suddenly at age 32, leaving his wife and two young children. Ann along with team members from our development partners worked quickly to return their deposit and assist the family to get on a

flight to be with their extended family in Saudi Arabia. Their quick and caring action is a beautiful example of the way we support our residents and strive to make our communities a place where neighbors know that have help when they need it.

Join us in welcoming River's Edge and Ann to the ERS family.

"The occasion is piled high with difficulty.
We must rise to the occasion together."
-Abraham Lincoln



— EPISCOPAL RETIREMENT SERVICES' GOOD SAMARITAN MISSION —

TOGETHER WE RISE VIRTUAL GALA

Friday, October 9th — 7:00pm

Register to Attend Free: episcopalretirement.com/gala



Master of Ceremonies, Courtis Fuller

Entertainment by
The Mandy Gaines Quartet

Introducing the Historic Manse Project



Presented by



modelgroup
DEVELOPMENT • CONSTRUCTION • MANAGEMENT



OCCH
OHIO CAPITAL
CORPORATION
FOR HOUSING

Silent
Auction!

ERS

Episcopal Retirement Services

Pay It Forward
Auction!

Greet, Brag & Share

Bagging Up Produce to Keep Residents Safe



Volunteers from ERS support services and Affordable Living helped to bag produce from the Freestore Foodbank for residents in Cincinnati Affordable Living communities.



ERS has had more than it's share of TV news stories lately. Check out these two recent stories from Channel 9 WCPO. bit.ly/CPO-DC and bit.ly/MitasLaSoupe. Special thanks to our videographer Michelle Hoehn who helped make our marketing pitch a success.

ERS

Episcopal Retirement Services



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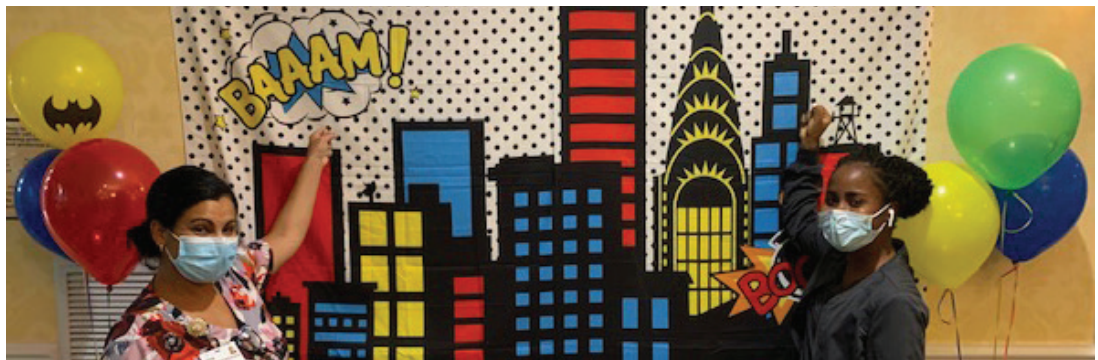
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Molly de Jesus
Arlan Graham
Tracy Graham
Alishia Lee
Chris Lemmon
Joan Wetzel

For over sixty-five years, Episcopal Retirement Services (ERS) has been a not-for-profit, financially sound organization dedicated to improving the lives of older adults through innovative, quality living environments based upon their values, and delivered by highly experienced, deeply committed professionals.

If you have a story idea or news to share, contact Molly de Jesus at 513.979.2275 or ext. 7133 or mdejesus@erslife.org.

At ECH Superheroes are Everywhere!

ECH sends a shoutout to Morrison, Chef Tim Knight and Dining Director Bob Smith for treating the staff to "A Superhero Works Here" Day! Staff appreciation goes along way. Thank you for the fabulous food, t-shirts and fellowship!



*Share your social distancing photos with Interlink!
Send them or other news to Rise-COVIDStories@erslife.org*