



Interlink

ERS

When you love
what you do, it shows!

Louisville Business First Forty Under 40 Winner

Congratulations Beverly Edwards!



Photo courtesy of Business First Louisville/Christopher Fryer

Beverly Edwards was recognized with 39 of her peers who are also up-and-coming leaders under the age of 40.

In a *Business First* interview, Beverly said as she cared for her maternal and paternal grandmothers as a kid, she didn't realize that type of care would soon turn into her career. But as she puts it, she "naturally gravitates toward older adults."

Today, not much has changed as she runs Episcopal Church Home in her role as executive director of our Louisville community.

"Working with older adults is not the type of work that individuals excel in if they're in it just to get a

paycheck," Edwards said.

She views her role as being a guest in the residents' community, instead of the other way around. She said one of the most important and rewarding aspects of her job is to simply listen to the residents.

"Our residents, they're wise. They've already stumbled over some of the challenges that we're going to face," Edwards said. "So why stumble if you can get the advice from someone who's already been there and done that?"

"We are a great community with strong roots," Edwards said. "No two days are the same, and I'm loving every minute of it."



In August, Beverly Edwards and Vernice Brooks (right) celebrated Vernice's retirement after 35 years with ECH and the Best Places to Work award.

Milestone Anniversaries

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

Affordable Living

Lorraine Butler.....1

Canterbury Court

Ted Eubank.....10

Deupree House

Anna Honerlaw.....10

Beth Andrews.....5

Jim Fisk.....5

Danielle Fiore.....1

Uolanda Miller.....1

Episcopal Church Home

Dorothy Holt35

Peggy Smith.....15

Blessing Nwaogu.....10

Elizabeth Pace5

Deborah Board5

Diana Dunlap.....5

Felicia Brockington5

Latosha Potts.....1

Dominique Sutton.....1

Carmen Amegbleame1

Jason Puckett.....1

Habiba Mame1

Kanyka Goodman.....1

Kellie Hefner.....1

Liliane Jean.....1

Tammy Zoeller.....1

Maple Knoll Meadows

Brandy Reitter15

Marjorie P. Lee

Karen Buecker.....30

Jeannine Gilligan.....20

Elizabeth Vilski.....20

Gertrude Coggins5

Tequila Herring.....5

Angelo Puopolo5

Gary Oeters.....5

Gregory Wright5

Jon Spencer5

Alex Ovia.....1

Erica Proud1

Kyle Brown.....1

Stephanie Ziegler1

Tina Hoskins.....1

Vinnie Ramsey1

Dwight Huddleston1

Shel Hood1

Emma Hamilton1

Katrina Traylor.....1

Marion Houston.....1

Anita Floyd.....1

Ashley Taylor.....1

Sharnee Franklin1

Parish Health Ministry

Rebecca Schroer5

Parkview Place

Molly McCoy1

St. Paul Village

Melanie Ruhe5

New Faces

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

Affordable Living

Jenni Miller-Francis

Deupree House

Praise Phillips

Burke Bullucks

Josie Ryczek

Paige Briggs

Tierra Williams

Tracey Cure

Cayla Wolfangel

Claire Carey

Eryn Blazer

Madison Daly

Pierre Braswell

Episcopal Church Home

Melissa Harris

Patience Gonqueh

Sandra Jackson

Bre Carter

Brittany Walker

SAVE THE DATE

Parish Health Ministry

Refresh Your Soul

2019

Living Well with Purpose

Presented by

Parish Health Ministry

A Service of Episcopal Retirement Services

Monday, March 18, 2019

9 a.m. - 3:15 p.m.

Featuring

Kathryn Spink,

authorized biographer of

Mother Teresa

"Saint of Calcutta"

Constance Ward
Nicole Thompson
Nikita VanDyke
Whitney McConico
Harvey Roberts
Jeff Lewis
Jessica James
Miheret Kahsay
Sherry Beatty
Staci Hibbs

Madison Villa

Jack Sanborn

Marjorie P. Lee

Jessica Bonner
Kenroy Scott
Rezki Bariz
Amy Dean
Angel Stone-Dixon

Ania White
Darlene Lang
Keena McDonald
PT Williams-Sims
Sean Kennedy
Susannah Jonas
Tramell Metz
Elizabeth Kuykendoll
Denise Flores
Jamal Trammell

Prairie View

Susan Wood

St. Paul Village

Maddie Triska
Jeff Neltner

Thomaston Woods

Kelli Radloff

Meet Our CFO

Lydell ‘Dell’ Carter

In July, Lydell “Dell” Carter was named the Chief Financial Officer of Episcopal Retirement Services (ERS). In the prior two years to his appointment, Dell served as our Director of Finance, leading ERS in a successful structural transition of the accounting department, and designing the financing plan of an \$18 million bond issue which helped fund the current \$20 million renovation of Marjorie P. Lee.

Dell began his career in the Banking and Insurance industry with an emphasis on the healthcare sector. Dell now provides strategic leadership for ERS and management for all accounting, financial analysis, financing, and insurance reimbursement processes of our organization.

We recently asked Dell a few questions to let us all get to know him a little better.

Q: Where did you grow up?

A: Blue Ash, Ohio, a suburb of Cincinnati.

Q: What was the biggest influence on your career path?

A: While many mentors and coaches have helped influence my career path, by far my biggest influence was my parents. I was fortunate enough to be a first generation college graduate and my parents always motivated me to accomplish more than they had. At a young age, they instilled love and confidence in every aspect of my life. Still to this day, they are my biggest fans!



“I was fortunate enough to be a first generation college graduate and my parents always motivated me to accomplish more than they had.”

– Dell Carter

Q: Biggest lesson you have learned as a leader?

A: Leading is difficult if you go at it alone. The biggest lesson I’ve learned (and still learning) is knowing when to lead and when to listen. Being a leader means finding a way to motivate a group to accomplish great things. Allowing myself to be receptive to feedback, input and opinions from those that make up the team has made me an effective leader when I’ve been given the opportunity to lead. You cannot be a leader without being a great listener.

Q: What do you like to do in your free time?

A: I love teaching. My family used to own a Taekwondo school. My focus was on teaching young kids the discipline, technique and mental health that comes from studying martial arts. My kids are now the same age as when I started Taekwondo. Not only do I enjoy teaching them, but I will start teaching neighborhood kids at no charge as a way to give back.

Deupree Cottages Celebration

Ribbon cutting at the new pavilion, a gift from Sandy Harris



Residents, staff, and families enjoyed a beautiful day to celebrate the Deupree Cottages Pavilion ribbon cutting. Resident Sandy Harris believed in this project and provided its entire funding. She has offered this gift because she feels strongly about the importance of the out-of-doors in the lives of everyone especially for the health and happiness of older adults to maintain good connections with the natural world. She does this in honor and deep appreciation of the wonderful people who provide her with loving and expert care at the Cottages.



Making Great Strides

This summer marked the halfway point as our Therapy Center, Memory Care Households, and lobby renovations are completed.

The Marjorie P. Lee Master Plan is moving along very well and on schedule. Over the years, the ERS staff beginning with Charles Lee himself, have taken a long hard look at the needs and expectations of elders so that we can be successful and carry out his wife Marjorie's mission, to "care for her ladies" (and now men too!) Over the decades we have added the Victoria building, the care centers, the Morris Wing and even a swimming pool. I bet Marjorie wouldn't believe her eyes if she saw what her dream has become today.

In this Master Plan our first phase was to relocate the Morris House, our assisted living memory support household. There is a greater need for those who are living with memory loss. We have moved the Morris House to the fifth floor of the Victoria building and added the Kirby House thanks to a generous donor, Jack Kirby. One of our next projects will be remodeling the remaining apartments on the fourth floor so the entire floor will be a household for those living with memory loss. This will take the number of those served from 10 to nearly 35.

Our next phase was to increase the number of skilled nursing accommodations we offer. There is a greater need for this service as well. We have remodeled the Shaw building, and what was Assisted Living will soon be licensed for skilled nursing. These renovated rooms are nothing short of awesome! They are much larger than our current accommodations and offer private bathrooms and practically floor to ceiling windows.

We are excited to be moving our



LaShawna Jones, Ann Reed, Erin Tobergta, Cynthia Mathias and Jewel Porter in the renovated Shaw apartments; Stephanie Antoun and Gladys Cox in the Morris Wing, Katrina Traylor and Chris Neely in the Tom Craig Lobby.

residents of both Lee Gardens and Amstein House into these new rooms. After residents move over we will then move on to another phase. The current Amstein House and Lee Gardens will be remodeled. Once complete these areas will have new finishes and many more rooms will have bathrooms, with walk-in showers. Once complete the residents may return from the Shaw building to their newly remodeled home.

In addition to all this we are redecorating the Archea Dining Room, the resident hall ways in Victoria and we recently redesigned the Shaw now Tom Craig Lobby and doubled the size therapy, now the Meyer Family Therapy Center. As you can see we have been very busy! We also want to say thank you to you, all the residents and staff who have lived and worked through this Master Plan. I am sure we are making Marjorie proud!

Fresh Finishes, Bright Spaces

Deupree I lobby Gets Rave Reviews from Residents & Staff

Deupree House renovations began at the beginning of 2018 in our Deupree I hallways. The hallways in Deupree I have been upgraded with handrails, wainscoting, wall paper, paint, pillars and dropped soffits and lighting to create a more pleasing visual effect that breaks up the previously long and narrow hallways.

As this work was completed the team moved on to the Deupree I lobby and the Deupree II hallways.

The lobby has a fresh, rich new look that residents and guests are raving about; from the beautiful



furniture and carpeting to the rich wood floors and the refreshed reception desk. This work was completed in mid-August.

The team is now working on the Deupree II hallways; adding handrails,



and baseboards, replacing carpeting, and painting walls and trim. After the hallways we will be placing new carpet and painting the trim in the event center. This work is expected to be done before the holidays.

Memory Care at Episcopal Church Home Renovations

Phase I is Beautiful!

Residents Move to New Memory Care Center of Excellence

It is with great excitement that we announce the completion of Phase I of our renovated Memory Care Center of Excellence! Residents had the pleasure of moving into this beautifully renovated area during September and are enjoying the comforts of their new home.

Phase I features soothing wall colors in green and tan with bursts of energizing colors throughout the décor. The kitchen features an eye catching backsplash surrounded by warm toned wood cabinetry and stainless steel appliances. Resident



Cheryl Cubbage, Austin Hyle and Laron Saunders are among the first to check out the renovated memory care spaces at Episcopal Church Home in Louisville.

rooms feature attractive bedroom furnishings and neutral wall hues to accommodate resident's individual décor preferences.

Safety features are included in the



design of the resident bathrooms. The flooring includes a slip resistant surface whose texture helps residents maintain stability as they navigate throughout the room.

Opening Maple Knoll Meadows



We enjoyed a beautiful day in Springdale, Ohio and celebrated the completion of Maple Knoll Meadows, the newest community developed by Affordable Living by ERS. Clockwise from top right: Loraine Butler with Walquiria Deleon; Jenni Miller-Francis with Sandra Morrow; Joy Blang with Mike Krug and Laura Metzler; Bryan Reynolds with Jackie Meder Ruzsa; Jay Kittenbrink with Jimmy McCune; Kathy Ison-Lind with Tim McGowan; Genesia Simmons with Kathy J. Finley; and Betty Prescott with Susan Cleverly.



300+ Attend The Great Gatsby Gala for a Roaring Good Time

This year's Gala was an evening filled with show-stopping entertainment, fabulous food, and silent auction items all to benefit the Good Samaritan Mission Fund. The donations raised support for 10 areas of ERS ministry spending including Deupree Meals On Wheels, Parish Health Ministry, resident programs and services for Affordable Living residents, and many more.

Thank you to the many staff,



community, and resident volunteers who welcomed our guests and helped the evening run smoothly

for everyone. In our next Interlink we will report the final total raised and share photos from the event.



WELLBEING

ERS STAFF WELLNESS PROGRAM

Biometric Screenings and Program Deadlines

A biometric screening is an assessment of your overall health by measuring and evaluating your physical attributes such as blood pressure, blood glucose level, blood cholesterol level, height, weight, body mass index, and aerobic fitness. **We strongly encourage you to have this screening as part of your annual physical with your primary care physician (PCP)** so that your physician is involved in managing any conditions that the biometric screening may identify.

If you are unable to have the screening done with your PCP, TriHealth will be on site at locations in Cincinnati and Louisville in November to conduct screenings which include blood pressure, body fat %, abdominal circumference, a fingerstick blood test which measures total cholesterol, HDLs, LDLs, Triglycerides and blood glucose, and a one-on-one review of your results.

This review at the biometric screening can be extended to include a wellness consultation (another item on the Wellbeing scorecard required for all team members except those in Louisville) which will help you to set a personal, specific goal to improve your biometric numbers. Information will be distributed later on the dates of the biometric screenings.

As a reminder, the deadline to complete all scorecard requirements is 12/31/18. Documentation must be submitted by 1/14/19. Staff and spouses on the ERS insurance plan who complete the scorecard will each receive a \$700 contribution to the HSA account. Staff not on the ERS insurance plan will receive a \$100 gift card.

Wellbeing Program questions can be emailed to the TriHealth Wellness Team at ERSWellbeing@TriHealth.com or call 513-977-0027.

All Full-time Employees

Benefits Open Enrollment

School is back in session and fall is approaching ... and we are planning Open Enrollment for benefits. We will hold Open Enrollment during the month of November for ERS's benefits selections.

During this time, all full-time employees are eligible to make changes to their health, dental, vision and value-added voluntary benefits enrollment (adding coverage, changing or cancelling coverage and making changes for dependents).

Stay tuned for more information.



2018 Annual Education Options

Wondering how to complete your annual education requirements?

Choose the one option that best fits your learning needs:

1. Attend an 8-hour classroom session
2. Complete two-hour self-study workbook quiz
3. Clinical team members can complete a self-study course online

Each ERS team member is to complete 8 hours of education annually.

STNA/CNA team members are to complete 12 hours.

For Annual Education information, please contact Human Resources

You are invited to attend the final 2018 ERS Annual Education Day November 28

8:30 A.M. - 4:30 p.m.
Lunch is provided.

RSVP to Amy Mauch or to Molly deJesus in Human Resources.

Greet, Brag & Share

In each issue of Interlink, the back page is now our "Greet, Brag & Share" feature. This is where we will catch up on the latest good news from employees around the organization. Please share your news with Molly de Jesus at mdejesus@erslife.org.

Best Places To Work Celebration



We are so proud of our Episcopal Church Home community which was named a Best Place to Work in Greater Louisville! Congratulations to all of our team members at ECH!



Mr. Red Legs Visits St. Paul Village

The Cincinnati Affordable Living residents and staff gathered together for a fun luncheon of traditional baseball park food, baseball trivia, music, and a visit from Mr. Red Legs himself.

Pictured with Mr. Red Legs are Kristen Dille, Chris Lemmon, and Joanne Lacey who planned the popular event for the residents.

Congratulations Forty Under 40 winner Gerron L. McKnight



ERS Board member Gerron L. McKnight was honored by the Cincinnati Business Courier with 39 of his peers who are also up-and-coming leaders under the age of 40. Gerron is Labor and Employment Counsel, Chair of the Diversity and Inclusion Council at The Christ Hospital Health Network. He joined the ERS board in 2018 and serves on the personnel committee. The awards luncheon took place on September 18. Congratulations Gerron!

MPL employee publishes novel about dementia



Congratulations to Abby Boggs, author of "The Aging Mind: When Dementia and Alzheimer's Threaten Our Elderly" She has been an employee of ERS since 2003. With 20 years of experience in elder care, her novel tells how cognitive loss impacts patients, families, and caregivers. It is available from Amazon, Barnes & Noble, and other online store.

ERS

Episcopal Retirement Services



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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.