

# Interlink



CINCINNATI'S TOP WORKPLACES  
Proud winner 10 years in a row.

## ERS

When you love  
what you do, it shows!



*Executive Director of Hospitality Services for ERS, Emerson Stambaugh shows off the Berghamer House dining room. ERS Creative Director, Arlan Graham, and Marjorie P. Lee Director of Nursing, Judi Dean visit a Berghamer House apartment.*

*Marjorie P. Lee is Poised to Reopen*

## Renovated Spaces Await Residents

By the end of 2019, we will complete the \$20M Marjorie P. Lee Master Plan renovation. The modernized long-term care apartments are open and we are moving in residents to their new homes.

In keeping with our tradition of setting the standard for elder care, Marjorie P. Lee has evolved to offer three different long-term care options, including the following:

- Berghamer House is designed to support seniors with physical challenges. Staffed by a qualified team of nurses, social service coordinators, life enrichment specialists, and wellness professionals, Berghamer House keeps residents physically, intellectually and

vocationally engaged while providing services, including medication administration; an on-staff nurse practitioner; restorative therapy; dressing and grooming; mobility assistance; incontinence care; bathing; resident assistance services; housekeeping services; and meals with restaurant-style dining and optional in-room service.

- Amstein House offers long-term care for people living with Alzheimer's and dementia. In addition to the 24-hour care provided in all of MPL's long-term nursing households, Amstein House also serves residents with a cognitive loss with its Living Well Memory Support program. Comprising art, music, advanced cognitive exercises,

and physical wellbeing therapies, this comprehensive program was created to engage residents.

- Rookwood House provides a unique option for seniors looking for the elegance of home in a long-term nursing care setting. Each apartment features high ceilings, large windows, kitchenettes, and a bathroom with walk-in showers. Residents also share a beautiful dining room serving upscale meals with garden views while also having access to personalized, Catered Living experiences, such as concierge services.

Marjorie P. Lee takes great pride in offering person-centered care with the goal of restoring freedom, choice, and purpose in the lives of those we serve.

## Milestone Anniversaries

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

### Affordable Living by ERS

Jenni Miller-Francis ..... 1  
Jackie Ruzsa ..... 5  
Janet Westrich ..... 5

### Canterbury Court

Ken Barker ..... 5

### Deupree Cottages

Robin Harris ..... 1  
Tierra Williams ..... 1  
Tracey Cure ..... 1

### Deupree House

Eryn Blazer ..... 1  
Madison Daly ..... 1  
Claire Carey ..... 1  
Shelby Bishop ..... 5  
Michelle Cole ..... 10

### Episcopal Church Home

LaDana Edwards ..... 1  
Nikita VanDyke ..... 1  
Patience Gonqueh ..... 1  
Brittany Walker ..... 1  
Constance Ward ..... 1  
Nicole Thompson ..... 1  
Harvey Roberts ..... 1  
Jeff Lewis ..... 1  
Annie Simmons ..... 1  
Kristen Severs ..... 1  
Pamela Quick ..... 5  
Tamara Berry ..... 5  
Annie Lathem ..... 10  
Lynn Haley ..... 10  
Fatu Nyenwoe ..... 15  
Chad Ballard ..... 15  
Forgenia Turner ..... 15  
Rob Mullen ..... 20  
Chuck Reed ..... 35

### Knowlton Place

Jack Sanborn ..... 1

### Marjorie P. Lee

Darlene Lang ..... 1  
Kenroy Scott ..... 1  
Sean Kennedy ..... 1  
Elizabeth Kuykendoll ..... 1  
Rezki Bariz ..... 1  
Denise Flores ..... 1  
Brittney Allen ..... 1  
Gloria Swann ..... 1  
Kalelah Cobb ..... 1  
Latoya Johnson ..... 1

Brian Burns ..... 1  
Isabella Geraci ..... 1  
Maria Jamason ..... 1  
Keena McDonald ..... 1  
Ryan Pastor ..... 5  
Sarah Brown ..... 5  
William Sangrey ..... 5  
Young Chang ..... 5  
Morgan Wooton ..... 5  
Carol Baltrusch ..... 15  
Lauren Smith ..... 20  
Grace Vincenzo ..... 20  
Daisy Henderson ..... 25  
Barb Rapp ..... 30

### Deupree Meals On Wheels

Sam Thomas ..... 1

### Parish Health Ministry

Marian Riestenberg ..... 5

### Prairie Oaks Village

Susan Wood ..... 1

### St. Pius Place

Charyce Whitmire ..... 5  
Tony Lackey ..... 5

### Thomaston Woods

Kelli Radloff ..... 1

### Blanchester Campus

Bridget Proctor ..... 5

## New Faces

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

### Central Parkway Place

DeAnna Quatkemeyer

### Deupree House

Sebrina Brown  
Chloe Hough  
Simon Dadosky  
Morgan White  
Bella Dowrey  
Madison Carroll

### Episcopal Church Home

Jainaba Jallow  
Kayla Basham  
Annie Marks  
La'Ticia Jonesle  
Robertha Richards  
Hilary Mathison

## Fall W.O.W. Meetings

**W.O.W. = What's Occurring Within ERS**

What's Occurring Within ERS meetings will take place soon, so please find a time and location that is most convenient for you, speak to your manager and plan to join us. **Affordable Living WOW Sessions:** A separate email was sent highlighting AL WOW meetings, contact your community manager or Kathy Finley at ext 4284 for more details.

Date	Time	Location
10/14/2019 Monday	1:30 p.m.	DH, Private Dining Rm*
	4:30 p.m.	MPL, Event Center
	7:00 p.m.	ECH, Gheens Towne Hall
	7:45 p.m.	
	9:00 p.m.	MPL Event Center
10/15/2019 Tuesday	11:55 p.m.	
	7:00 a.m.	ECH, Gheens Towne Hall
	7:45 a.m.	
	11:00 a.m.	Deupree Cottages, Colonial Den*
	1:00 p.m.	ECH, Gheens Towne Hall*
10/16/2019 Wednesday	1:45 p.m.	
	2:00 p.m.	MPL, Event Center & Go-To-Meeting*
	4:00 p.m.	DH, Private Dining Rm
10/16/2019 Wednesday	2:00 p.m.	ERS, Lg Conference Room*
10/18/2019 Friday	10:00 a.m.	MPL, Event Center & Go-To-Meeting*

Lynn Shulhafer  
Teresa Wentzel  
Elsie Clark  
Chris Just  
Marcy Joslin  
Regina Gray  
Michelle Glass  
Kelly Lehmann  
Marsha Ceesay  
Naticka Brooks  
Vickie Stanford  
Patricia Adeleye  
Aretha Amoakoh  
D'Amontae Craig  
Veronica Bryant  
Dawntayia Sims  
Erica Harrod  
Melissa Coleman

### ERS Support Office

Emily Lorentz

### Marjorie P. Lee

Jamie Terry  
Amber Walton  
Taylor Greenwald  
Doris Harris

Venice Shephard  
Danayale Hayes  
Juanisha Yett  
Nikki Marshall  
Deshina Brown  
Denise Van Sant  
Andrew Leurck  
Wendy Conigliaro  
Tonya Reese  
James Burke  
Erica Sharrett  
Briana Kennedy  
Dominique Baker  
James Smith

### Deupree Meals On Wheels

Steve Peelman  
Sarah Skinner

### Parish Health Ministry

Tricia Ettinger  
Rhonda Johnson

### Prairie Oaks Village

Jennifer Gaskalla  
Stacy Morris



# WELLBEING

ERS STAFF WELLNESS PROGRAM

## Our Wellbeing Scorecard 2019 Deadlines

**A** reminder that all required items for this year's scorecard must be completed between 1/1/19 and 12/31/19.

In order to earn the incentive, proof of completion must be submitted by 1/14/20.

Staff and spouses on the ERS insurance plan who complete the scorecard will each receive a \$700 HSA contribution. Staff not on the ERS insurance plan will receive a \$100 gift card.

Please log-in to the wellbeing portal and check your scorecard at: [www.trihealthcorporatewellness.com](http://www.trihealthcorporatewellness.com)

Submit proof of all required items by submitting a copy of the Explanation of Benefits (EOB), My Chart documentation or letter from your physician in one of the following ways:

- Email: [ERSwellbeing@trihealth.com](mailto:ERSwellbeing@trihealth.com)
- Fax: (513) 487-5637
- Mail: TriHealth Corporate Health  
Attn. ERS Wellbeing Team  
4665 Cornell Rd. Suite 350  
Cincinnati, OH 45241
- Place in a sealed envelope labeled "Wellbeing Scorecard Proof" and give to Ann Beighle or the HR office at ECH

Please allow up to 30 days for items to be verified on your scorecard.

If you have questions about the program please contact your TriHealth ERS Wellness Coordinator, Mike Getz, Email: [ERSwellbeing@trihealth.com](mailto:ERSwellbeing@trihealth.com) Phone: (513) 977-2169, Fax: (513) 487-5637.

### *All Full-time Employees*

## Benefits Open Enrollment

School is back in session and fall is here ... and we are planning Open Enrollment for benefits. We will hold Open Enrollment from November 17 through December 7, 2019.

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). We are excited that open enrollment will be managed on-line this year through the Benefits Assist program in Paycor.

Stay tuned for more information.



**You are invited  
to attend  
ERS Annual  
Education Day  
at MPL**

**Nov. 20, 2019**

8:30 A.M. - 5 p.m.  
Lunch is provided.

To RSVP contact  
Judy Bertsch x4289.

## 2019 Annual Education Options

All team members are required to complete 8 hours of training each year. Those who are STNA/CNA are required to complete 12 hours of training each year. You can do this in a number of ways!

- Attend Annual Education Day on Nov. 20 at MPL.
- Attend live offerings at the Episcopal Church Home campus such as a Skills Day.
- Complete clinical topics in the Relias Learning Management System.
- Attend other programs and in-service training at your location and in your department.

Please contact Human Resources if you need assistance to access your training records.

As we grow our skills, we continue to develop our ability to provide the very best care and service to our residents.



# UPDATE: Payroll System for ERS

The Human Resources Team is so excited that our new HRIS and Payroll system, Paycor, is close to full implementation.

We have had excellent attendance at our staff and manager training sessions. We hope that you have found these sessions have helped to give you what you will need on day one to be successful.

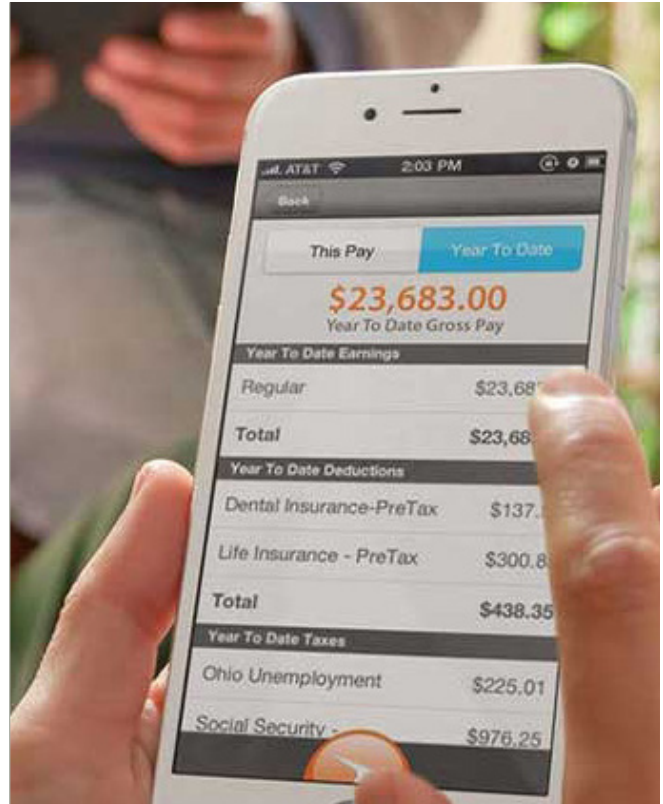
We are planning additional training and training resources in the coming weeks to present more in-depth information for you to get the most out of this system.

Additionally, a huge thank you to our IT partners, Katie Coughlin, and Joe Walker, for getting all of our new time-clocks (Chromebooks) installed in each community for staff to clock in and out.

The first paycheck through Paycor will be October 4. Unlike Ultipro, where team members were able to view their paystubs on the Thursday before payday, paycheck information on Paycor will not be available until payday.

We appreciate your patience and your participation.

Please reach out to Ann Beighle or Joan Wetzel anytime if you have questions or need anything regarding this implementation.



## YOU are our best source for recruiting top talent

With brand new apartments opening at Marjorie P. Lee, there is a greater emphasis than ever on recruiting top talent at ERS.

Our referral program continually provides our greatest source for talent. Did you know that 35% to 40% of new hires are referred to us by ERS team members?

Our employees have such high standards, that they only refer the very best applicants for positions in our organization. We're consistently impressed by our team members and their commitment to find great talent to

serve our residents and patients throughout our region. The Earn More program adds such great value to our culture and our ability to provide excellence in care, service and hospitality.

To learn more about referring an applicant, please reach out to any member of the Human Resources team. HR Talent acquisition team members Ariel Murphy at ECH and Alishia Lee or Erica Carlson in Cincinnati are happy to assist you. Reach Ariel at 502-736-7811. Reach Alishia at ext. 1025 Erica at ext. 5396.

# EARN MORE

Parish Health Ministry

# Refresh Your Soul 2020

Promoting Healthy Living

## Keynote Speaker: Nick Buettner

As a key researcher, Nick studied the world's Blue Zones, communities where elders live with optimal health and vitality to a record-setting age of 100 and beyond.



**Blue Zones:  
The 9 Power Lessons  
For Living Longer**  
by Nick Buettner



**Sleep: An Important  
Ingredient for  
Brain Health**  
by Jennifer Molano, MD



**When Helping  
Becomes Harmful**  
by Kelly Rogan



**Connect, Engage and  
Enjoy – Little Things  
that Change Everything!**  
by Dave Caperton

### VIP SPEAKER LUNCHEONS



**Be Well: An Owner's  
Manual for  
Whole Health**  
by Lauri Nandyal, MD

**The Blue Zones  
of Happiness**  
by Nick Buettner

**Support vs. Enabling  
with Addiction**  
by Kelly Rogan

## SAVE THE DATE

Monday, March 16, 2020 • 9 a.m. – 3:15 p.m.

Registration opens in mid November!

Visit [parishhealthministry.com/RYS](http://parishhealthministry.com/RYS) • Questions, call 513.979.2246

Conference Location: The Cintas Center at Xavier University in Cincinnati

Presented by Episcopal Retirement Services' Parish Health Ministry

Contact Hours: For information about the approval status of contact hours, contact Rhonda Johnson at [rjohnson@erslife.org](mailto:rjohnson@erslife.org).





**Bidding is open for wonderful silent auction items!**

**Register now at**  
<https://ersmh19.ggo.bid/>

**Bid on these experiences & more:**

- The Ohio State Buckeyes vs. Penn State
- Box Seats for Eight to See 'Hello, Dolly!' at the Aronoff Center
- Celine Dion Tickets for Four
- The Cincinnati Ballet's Swan Lake
- Michigan Getaway
- A weekend at Norris Lake

**Contact Kim Harrison at**  
 513-979-2306 or [kharrison@erslife.org](mailto:kharrison@erslife.org) for more information.



*The Mad Hatter Ball is led by ERS staff member Kim Harrison, Manager of Corporate Partnerships and Events and supported by a committee of individuals from the community, family and friends of current and former residents, and resident representatives from Deupree House and Marjorie P. Lee communities. Pictured from left: Sarah Meyer, Kim Moscarino, Kim Harrison, Vivian Kline, Fran Christensen, Pat Donaldson, Nikki Waterman, Debbie Fredette, and Joy Blang.*



# LeadingAge Ohio Honors Dementia Inclusive Cincinnati

**D**id you hear the good news? LeadingAge Ohio has presented the 2019 Aging Services Impact Award to Episcopal Retirement Services (ERS) for Dementia Inclusive Cincinnati.

The award recognizes an individual or organization for communication efforts, which promote a positive image of aging services, and enhances the public perception of services offered by member organizations. It was presented at LeadingAge Ohio's annual conference and trade show this month in Columbus, Ohio. Visit <https://hubs.ly/H0kzGH10> to watch a short video to learn more.



*President & CEO Laura Lamb, AL by ERS Director of Resident and Health Services Jenni Miller-Francis, and ERS Director of Strategic Initiatives Megan Bradford accepted the award from Kathryn Brod, on behalf of ERS and the Dementia Inclusive Cincinnati steering committee.*

## Improv Training for Staff Has Begun

In collaboration with Dr. Rhonna Shatz and the UC Gardner Neuroscience Institute, a steering team was assembled in early 2019 to develop improv training for staff and care partners.

Over the course of several meetings, the team developed a two-part training designed for participants to learn and practice basic improv skills to use as tools when interacting with people living with dementia.

Several managers attended pilot trainings in April and May to provide additional feedback. Several improv training sessions took place in August at MPL and will be expanding to Deupree this fall. Training for ECH and Affordable Living team members will take place in 2020!

Please reach out to directly to Megan Bradford with any questions at [mbradford@erslife.org](mailto:mbradford@erslife.org).



*Improv Training for staff is led by (top photo) Laura Lamb, and Megan Bradford; (middle photo) Susannah Jonas and Jenni Miller-Francis; (bottom photo) DD Farmer, and Tracie Martella, pictured center with trainees, Amy Mauch, Mary Sheldon, Fr. Angelo Puopolo, and Judy Bertsch; and not pictured are Emerson Stambaugh and Judi Dean.*

*Greet, Brag & Share*

## Congratulations to the Staff at Canterbury Court



Pictured back row (left to right): Teresa Britton, Ted Eubank, Ray Williams, Sheila Isbel, Terry Ramirez; middle row: Kimmie Kulfan, Jan Velkoff, Ken Barker; front row: Jessica Engle, Paula Beck

*Congratulations to the Staff at Canterbury Court for winning the American Association of Service Coordinators 2019 Affordable Housing Team of the Year.*

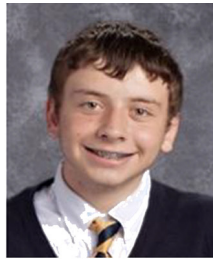
## Welcome DePaul Cristo Rey Student Interns



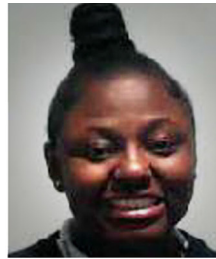
*Breynana  
Grade 12*



*Adiaratou  
Grade 11*



*Josh  
Grade 10*



*Kennedy  
Grade 9*

*Throughout the 2019-20 school year, ERS will once again have students from DePaul Cristo Rey working at the Support Office, Marjorie P. Lee and Deupree House. We welcome them to not only help support our staff but also to learn from the residents. There are many valuable lessons to be learned when a teenager, and an older adult work together. Please help us welcome them to our communities!*

## ECH Banana Split Social for Staff and Residents



*In August the Life Enrichment Team at Episcopal Church Home hosted a Banana Split Social for the entire campus and staff! It was a HUGE success – with a cherry on top! From left: Tracy Graham, Kelly Lehmann, Diana Atkins, Jennifer Huber, and Sally Tan.*

*Share your workplace celebration photos with Interlink!  
Send them or other news to Molly de Jesus at [mdejesus@erslife.org](mailto:mdejesus@erslife.org).*

# 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  
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