

# Interlink

## ERS

When you love  
what you do, it shows!

### *The Martindell Award*



*From left to right: Rosy Ngoie-Nzeba with Jack Martindell, and Kim and Jack Martindell with Bonnie Green.*

## And the WINNERS are ... Rosy Ngoie-Nzeba and Bonnie Green!

**T**he Martindell Award is a distinctive honor granted each year to one or more deserving non-management ERS team members who strive to serve our residents in innovative and meaningful ways and epitomize excellence in care giving. After receiving and evaluating more than 250 nominations, the 2018



Martindell Award winners were selected from an impressive group. The Martindell family studied each nomination carefully and decided that this year it would be appropriate to give the award to two deserving team

members. We extend our heartfelt congratulations to honorees, **Rosy Ngoie-Nzeba**, Certified Medical Aid (CMT) at Episcopal Church Home, and **Bonnie Green**, Resident Assistant at Marjorie P. Lee Retirement Community. Ngoie-Nzeba and Green were recognized personally in October and each received a \$1,000 check

presented by Jack and Kim Martindell. The Martindell Award was generously endowed by Trish Martindell, who was an ERS family member and member of the Board of Directors. Trish Martindell passed away unexpectedly in 2016. We miss her presence in our lives and are honored that her legacy lives on through this award.

## Milestone Anniversaries

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

### Blanchester Friends

Howard Lamb.....15

### Canterbury Court

Sheila Isbel .....20

### Deupree House

Tracie Martella.....5

Hannah Tenhundfeld.....1

Mike Dettmer .....1

### Episcopal Church Home

Sarah Ash .....10

Karen Johnson .....5

Lindsey Lamb.....1

Heather Glidewell.....1

Mara Chmiel .....1

Nakia Grey .....1

Katie Luttrell .....1

Marlene Cole .....1

Mustapha Thorb.....1

Paul Thomas .....1

Shauntae Gill.....5

Tina Overton.....1

Tiffani Muir.....1

Bendu Thomas.....1

James Freeman.....1

Loretta Wainscott .....10

### ERS Support Services

Molly deJesus.....5

### Marjorie P. Lee

Shauna Gaines.....35

Carolyn Bledsoe.....15

Holly Jordon .....10

Asia Miller.....10

Laura Wilson.....10

Ronald Donaldson.....10

Loren McGee.....5

Cordell Boyd.....5

Mandy Hale .....1

Sydney Fox .....1

Ben Sweeney .....1

De'Myah Debruce.....1

Vicki Carter .....1

DeeDee Dowdell.....1

Olivia Viox .....1

Tara Wilson.....1

### Maple Knoll Meadows

Walquiria Sanchez-

DeLeon .....1

### St. Paul Village

Michelle Diers.....5

### Shawnee Place

Josue Galvez Laparra .....1

## New Faces

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

### Affordable Living

Debra Yates

### Cambridge Heights

Kathy Bassett

### Deupree House

Robin Harris

Erica Burland

Kenzie Ervin

Logan White

### Deupree Meals

### On Wheels

Sam Thomas

### Episcopal Church Home

Joanie Gillis

LaDana Edwards

Ania Harris

Christy Applegate

Annie Simmons

Ariel Murphy

Deborah Grant

Everett Key

Kristen Severs

Mawiyah Gendemeh

Penny Spurley

Regina Williams

Shantell Brown

Christy Benjamin

Courtney Blackmon

Darwin Saling

Jacinda Walker

Jazmyn Bridges

### ERS Support Services

Sarah Meyer

## Important Payroll Information

Year-end is rapidly approaching! Please note the following:

1. If you have not already verified your name and address on the Human Resources portal, please do so and notify Human Resources of changes or process changes through the HR portal.

2. If your tax filing status, exemption allowances or exempt status has changed since you last completed Form W-4 (Employee's Withholding Allowance Certificate), complete a new Form W-4 and submit it to HR.

3. If you claimed exempt from taxes in 2018, you must complete a new Form W-4 claiming exempt in 2018. If no new form is completed, your tax filing status will be changed to Single, 0 exemptions.

4. We are required to withhold the school district income tax for any team member who resides in a school district with a tax in effect. If you have moved during the past year, please notify us of your new school district.

If you have any questions, please contact Human Resources.

## It's Free to Support GSM when You Shop at Kroger or Amazon

You can support the ERS Good Samaritan Mission Fund by shopping at Kroger and on Amazon! Enroll Your Kroger Shopping Card

- Go to Kroger.com. Select My Account/ Saving & Rewards/ Kroger Community Rewards; Search for

Episcopal Retirement Services or enter PY779; Click Enroll Again; Enroll your Amazon Account

- Point your browser to Amazonsmile.com and sign into your Amazon Account; Select Episcopal Retirement Services; Shop through Amazonsmile.com.

### Knowlton Place

Lauren Brown

### Marjorie P. Lee

Andrew Grass

Brittney Allen

Gloria Swann

Kalelah Cobb

Marquita Kinkade

Shannon Thery

Abi Hauke

Brian Burns

Carly Craig

Charlotte Reed

Doug Planck

Isabella Geraci

Karen Wright

Latoya Johnson

Maria Jamason

Patrick Payton

Trent Willhite

Brittany Zwick

Gwayna Montgomery

### Prairie View

Michelle Bixler

### Shawnee Place

Jacob Siemer

## Jay Kittenbrink

When the deal was done, and St. Paul Village became the 3rd member of the Affordable Living by ERS family, Jay Kittenbrink sat down with the CEO of ERS, Doug Spitler.

Kittenbrink, a Madisonville native, had run his neighborhood's largest retirement community for twenty-six years, with varying results. The buildings were growing old and tired. The people had stopped coming to rent the 80 efficiency units.

Kittenbrink was uneasy because it all depended on the buyer and new owner, ERS had options.

Yet he offered Kittenbrink the job.

"So, you want me to work full-time, to accomplish what I haven't been able to accomplish for the last five years?" Kittenbrink remembers asking Spitler.

"Yes," said Spitler, "but it's a whole new game."

"You now have Episcopal Retirement Services behind you. And you already have the knowledge and the contacts about development and HUD more than anyone here."

And with that, the marriage of ERS and St. Paul Village was blessed, and the future of the icon and institution known throughout Madisonville and East Side Cincinnati became imminently more secure.



Kenneth "Jay" Kittenbrink of Cincinnati has been a seminal driving force at ERS in the field of Affordable Living ever since, providing assistance for people to live out their senior years with dignity and purpose, while helping families deal with elderly parents and family members.

Soon, Jay will transition into a semi-retired stage of his professional life at ERS, where his expertise has guided the growth of ERS into an industry pioneer with more than two dozen affordable housing communities in the Tri-State.

"I have always looked at the work that I do at ERS, and the work that I did at St. Paul when it got started, as a ministry for Christ. It has always been about His work. I'm just an instrument," Kittenbrink says.

Jay has been happily married to his wife, Lana, for 48 years; they have two children, and six grandchildren.

"I still look forward to several days of the month, working on ERS opportunities, talking with our partners and to still help 'be the face' of ERS," says Kittenbrink.

### Staff Volunteers Needed



## Parish Health Ministry

A Service of Episcopal Retirement Services



# Refresh Your Soul 2019

## Living Well with Purpose

Episcopal Retirement Services' Parish Health Ministry presents  
a day devoted to living well with purpose.

**Monday, March 18, 2019**  
**9 a.m. – 3:15 p.m.**

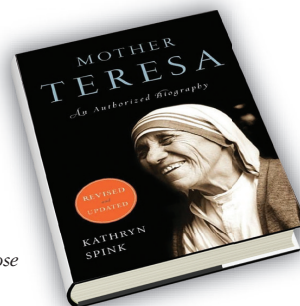
Visit [parishhealthministry.com/RYS](http://parishhealthministry.com/RYS) • Questions, call 513.979.2246  
Conference Location: The Cintas Center at Xavier University in Cincinnati

**Register Now – Contact Hours Available**

**To volunteer Email Kathy Finley at [kfinley@erslife.org](mailto:kfinley@erslife.org) or call 513.979.2251 or x4284.**

Kathryn Spink, authorized biographer for Mother Teresa, "Saint of Calcutta," will be the keynote speaker joined by healthy aging experts:

- Leah Sarris, RD, LDN  
*Food as Medicine*
- Rabbi Abie Ingber  
*The Purpose of Life is a Life of Purpose*
- Kay Frances  
*Aging with Zest and Vigor*



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The Faith in Life Fund  
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# ERS Leadership Academy 2018

Our current and future leaders of ERS are our organization's greatest asset and we understand the importance of investing in their development!

The ERS Leadership Academy offers current and emerging ERS leaders an important

professional development experience. Participants learn essential lessons in leadership to enhance their competencies to grow and inspire others.

Congratulations to our 2018 graduates!

Robyn Allen  
Ronda Avant

Judy Bertsch  
Susan Cleverly  
Steven Cromwell  
Laura Dailey  
Amy Deacon  
Mike Dettmer  
Keith Frye  
Tsippy Gottlieb  
Tim Holzmacher  
Elizabeth Ison

Susannah Jonas  
LaShawna Jones  
Molly McCoy  
Jenni Miller-Francis  
Annie Roettker  
Melanie Ruhe  
Suzanne Schaff  
Whitney Tidwell  
Nikki Wood

## *ERS & ECH Referral Program*

## Employees are our best source of recruiting talent

Each year our referral program provides our greatest source for talent. 35 to 40% of our new hires are referred to us by current 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 Erica Carlson in Cincinnati are happy to assist you.



*Ariel Murphy and Erica Carlson*



# WELLBEING

## ERS STAFF WELLNESS PROGRAM

### REMINDER!

## 2018 Wellbeing Program Deadlines

A reminder that all required items for this year's scorecard must be completed between 1/1/18 and 12/31/18. In order to earn the incentive, proof of completion must be submitted by 1/14/19.

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 Jamie Tiller

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, Valerie Sprouse (513) 977-0027 Email: [ERSwellbeing@trihealth.com](mailto:ERSwellbeing@trihealth.com)  
Fax: (513) 487-5637

### *Fitness Challenge*

## Congratulations to our WalkERS Winners!

Thank you to everyone who competed in this Fall's WalkERS Challenge. Thirty-two participants competed as teams to achieve at least 10,000 steps per person per day.

Congratulations to the top three WalkERS and prize winners!

1. Joanne Lacey - Team Affordable Living - walked over 352 miles - \$25 gift card

2. Alex Ovia - Team Marjorie P. Lee 2 - walked over 328 miles - \$20 gift card

3. Janet Westrich - Team Affordable Living/Corporate 1 - walked over 327 miles - \$15 gift card

Three of the seven teams achieved an average of 70,000 steps or more per walker per week for the 6-week challenge.

Those teams were:

Marjorie P. Lee 1 - Stephanie Antoun, Erica Proud, Patty Braasch and Kim Burnley

Marjorie P. Lee 2 - Alex Ovia, Cynthia Mathias, Susannah Jonas, Morgan Wooton



Affordable Living - Joanne Lacey, Kristen Dilley, Christine Lemmon, Kathleen Ison-Lind

From those teams, Marjorie P. Lee 1 was randomly chosen as the winner of a team lunch. Look to join our next challenge in early 2019!



*The Great Gatsby Gala*

# Employees Enjoyed a Roaring Good Time!



Over 300 guests, many dressed in 1920's attire, were treated to an evening filled with live music, delicious food, dance performances and WLWT TV's Courtis Fuller as the Emcee!

The event raised over \$250,000; proceeds benefit the ERS Good Samaritan Mission Fund. We're already planning for next year! Save the date for The Mad Hatter Ball on Friday, October 4, 2019.



*Clockwise from top left: Katie Price, Peggy Slade-Sowders, Annie Roetteker, Steven Cromwell, Jennifer Snedigar, Amy Mauch, Ginny Uehlin, Stephanie Antoun, Laura Metzeler, Joan Wetzler, Erica Carlson, Ronda Avant, Emerson Stambaugh, Sierra Leaks, Karen Christopher, and Maddie Rosenberger.*

*Annual Giving Staff Appeal*

## ERS is a great organization because of your generous charitable giving

ERS is the great organization it is today because of YOU, and all those who work tirelessly to place the needs of our residents and their families first.

Each and every day your kindness enriches the lives of those we serve. The generosity of your time, or a kind word or hug, lifts spirits.

Your gift to the Good Samaritan Mission Fund also ensures that

the elders we serve are able to live with dignity and purpose.

Please make a donation to the Good Samaritan Mission through the Staff Campaign.

If you have not made a gift for 2018, there is still time! Donations will be accepted through the end of the year.

Pledge your gift for 2019 by using payroll deductions, a one-time deduction, or make an

outright contribution by a check or credit card.

Together, we are ensuring that ERS has all of the critical resources needed to provide the best services for all residents.

If you have any questions regarding your gift or pledge, please contact Susan Cleverly, Manager of Foundation Relations and the Annual Fund at 513-979-2309 or [scleverly@erslife.org](mailto:scleverly@erslife.org)



## Fall Fun in Our Communities



*Beauty and the Beast (Anthony Williams) visited the residents of Deupree Cottages during their Halloween celebration and gave them each a rose. The trick or treat event at Marjorie P. Lee was enjoyed by all, especially LaShawna Jones and her Mr. Incredible; the Black Panther visited with Cruella de Vil (Debbie Maclean). The Affordable Living communities had many celebrations including The Elberon where a Gorilla greeted Chris(topher) Lemmon.*



The Affordable Living and Accounting team members took a break from the 2018 Ohio Housing Conference sessions to 'ham it up' at the conference's photo booth.



*Front Row: Tammy Herlihy, Christine Krimm, Kathy Finley, Sandra Morrow, Hazel Blomer, Diane Schneiderman, Char Bradshaw. Back Row: Lorraine Butler, Janet Westrich, Denise Bowell, Kathy Ison-Lind, Jay Kittenbrink, Steven Cromwell, Whitney Tidwell*



*ECH had a FANTASTIC Halloween Costume Contest – staff winners Bryan Berman and Hope Jantzen-Williams made a cute pair as Raggedy Ann and Andy; the pumpkin carving winners were: 1st place: Ashley Alexander - White Pumpkin, 2nd place: Dani Moran - The Cat's Meow, 3rd place: Laura Britt - Owl.*



*Greet, Brag & Share*

## Affordable Living by ERS Community Partnership Wins Award



*The Marlowe Court community in College Hill was recognized by HOMEBASE for "Inspired Placemaking." Kathy Ison-Lind, resident Helen Carpenter, Kristin Davenport, Janet Westrich, and Katy Meder Bair attended the celebration.*

## Walking To Raise Awareness



*The Canterbury Court team walked for the 5th time and raised \$3,700. CONGRATULATIONS!*

ERS Teams gathered in September and October at their respective Walks To End Alzheimer's and raised thousands of dollars to advance research into methods of treatment, prevention and, ultimately, a cure. Thank you to all who gathered to walk to end Alzheimer's.

## ECH Memory Care Center of Excellence Renovation



*Team members Tunde Bezoenik, Christy Wilson, Alicia Johnson, and Paula Cates at ECH in Memory Care are so proud of the beautiful newly renovated space in Phase I! Phase II is under construction now, and the expected completion date for all phases is July of 2020.*

*Share your workplace holiday 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 Molly de Jesus at 513.979.2275 or ext. 7133 or [mdejesus@erslife.org](mailto:mdejesus@erslife.org).