

Interlink



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

ERS

When you love
what you do, it shows!

The Martindell Award



From left: Kim Martindell with winner Lori Kelly, and Jack Martindell and Joan Wetzel at the celebration for Sheila Isbel.

And the WINNERS are ... Lori Kelly and Sheila Isbel!

The 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



100 nominations, the 2019 Martindell Award winners were selected from an impressive group. The Martindell family studied each nomination carefully and decided that this year it would be appro-

priate to give the award to two deserving team members. We extend our heartfelt congratulations to honorees, **Lori Kelly, Hostess, Deupree House, and Sheila Isbel, Housekeeper, Canterbury Court.** Lori and Sheila 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 in October, November or December.

Cambridge Heights

Kathy Bennett 1

Canterbury Court

Paula Beck 20

Deupree Cottages

Cassandra Phelia 10

Ruth Stoops 10

Deupree House

Brian Carter 15

Logan White 1

Trent Willhite 1

Episcopal Church Home

Shawna Riggs 15

Angela Aldridge 10

Sherree Weeks 5

Esperance Dogbe 5

Kwizera Kanyandekwe 5

Angela Walisser 5

Ariel Murphy 1

Ania Harris 1

Darwin Saling 1

Madeline Bermudez 1

Courtney Garner 1

Jazmyn Bridges 1

Regina Williams 1

Adelaide Yeboah 1

Philip Johnson 1

ERS Support Office

Sarah Meyer 1

Marjorie P. Lee

Carol King 50

Aaron Hill 15

Cissy Lyagoba 10

Leon Gulley 10

Abigail Addy 10

Tina Mobley 5

Dale Hutchinson 5

Justin Harker 5

Carly Craig 1

Raven Mosley 1

Doug Planck 1

Marquita Kinkade 1

Charlotte Reed 1

Tonisha Wright 1

Prairie Oaks Village

Michelle Bixler 1

New Carlisle Village

Emily Cook 1

Mike Shy 1

Thomaston Woods

Lindsey Miller 10

New Faces

Welcome to the following individuals who have recently joined the ERS team in September, October or November.

Deupree House

Antione Browner

Sharon Campbell

Michaela Gallup

Anna Harper

Amy Kelley

Kelly McEntire

Nicole Owens

Episcopal Church Home

Henri Akpaglo

Shanice Bennett

Aleisha Binford

Timothy Buechele

Rosa Choate

Ashley Hill

Eva Irvan

Jaleesa Johnson

Kassie Keown

Tiffany Medley

Avery Morris

LaTonya Pettigrew

Geetika Puttagunta

Ken Silkey

Stacey Sougoufara

Marilou Teria

ERS Support Office

Theresa Dittman

Alex Harsacky

Tim Holman

Alishia Lee

Elizabeth Spiess

Dan Steward

Gloria Seay



It's particularly special when staff choose to call ERS home for decades upon decades. When asked why she stayed at ERS for 50 years, **Carol King** (pictured center with her family) responded simply: "The residents. When I came to Marjorie P. Lee, I knew it had to be a special place. And I stayed!"

Marjorie P. Lee

Barb Boehm

Miriam Bradford

Will Bragg

Jessica Brown

Andria Burton

Chelsea Calhoun

Tamica Campbell

Jordett Carr

Victoria Coleman

Jolaryne Dunkley

Craig Dusenko

Edayshanee Ervin

Janet Finnell

Dan Fisk

Daquanna Ford

Tawana Gooding

Shayla Haggard

Kelsey Henderson

Nancy Hinnch

Daja Horne

Yeamata Howard

Bryonna Lockett

Justin Lovelace

Keiara Matthews

Pamela McNeil

Heavin Mobley

Karen Mukasa

Allison Nimitz

Timeisha Porter

Deirdre Reid

Rikkia Roberts

Carlecia Sanders

Tyline Scholle

Tina Shipley

Paige Smith

Khyeisha Stallworth

Maurdasha Stephens

Constantin Tanga

Sohna Toure

Micha White

Danita Williams

Raven Wilson

Kim Wolford

Rebekah Wolford

Mildred Yett

Deupree Meals On Wheels

Charles Nelson

Parkview Place

Robert O'Reilly

Shawnee Place

Ray Noonkester



WELLBEING

ERS STAFF WELLNESS PROGRAM

2019 Annual Education Reminder

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, required documents 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

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
- 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 Phone: (513) 977-2169, Fax: (513) 487-5637.

All ERS team members are required to complete 8 hours of training each year. And, 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 classroom offerings of programs. Attend in-service training at your location and in your department. Complete a self-study Annual Education workbook that is available from Human Resources. Clinical team members can complete courses in the Relias Learning Management System.

As we grow our skills, we continue to develop our ability to provide the very best care to the elders we serve.

Year-end To-Do List

Important Payroll Information

Year-end is here! Please take time to log-in to Paycor and verify this critical information:

1. **Your name and address.**
2. **Your tax filing status;** if your tax filing status, exemption allowances or exempt status has changed since you last completed Form W-4 (Employee's Withholding Allowance Certificate), make the necessary changes.
3. **If you claimed exempt from taxes in 2019,** you must complete

a new Form W-4 claiming exempt in 2019. If changes are made online, 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.

Help Us Keep You in the Loop

Human Resources is using Paycor to get important information to you but we need your help. Please go to Paycor and make sure your settings are set to receive this information. You can select to receive the information by e-mail, text or through the mobile app.

Click to "My Settings" in the upper right hand corner of the screen. Select that tab that says "Notification Preferences." For Company News, check the box to indicate how you would like to receive the Information. Scroll to the bottom of the page and click on Save. We look forward to keeping you informed.



New Manager Training

At ERS we are committed to leadership development! It's one of the many reasons we are a top workplace! Congratulations to our recent class of new manager training graduates.

Back row: Rick Hillard, Vince Helton, Zephon Price, Chris Just, Eva Irvan. Front row: Hayden Willhite, Erica Harrod, Chloe Hough, and Alishia Lee.

Servant Leadership Team

Meet our New CFO Dan Steward

We recently welcomed Dan Steward as our Chief Financial Officer of Episcopal Retirement Services (ERS). Prior to joining ERS, Dan had nearly 20 years of experience serving in auditing and consulting roles for both for-profit and non-profit middle market organizations in a variety of industries with a specialty focus in the senior living industry.

Dan is a certified public accountant (CPA) and was most recently an audit partner at RSM US LLP, a national public accounting firm. In his role as CFO, Dan will provide strategic leadership and management for all accounting, financial analysis, financing, and insurance reimbursement processes of the organization.

"I am looking forward to joining ERS at a time of incredible growth in their mission," said Dan, "I was drawn to ERS because it is such a mission-focused organization. I was looking for a role where I could offer the insights I have gained as a CPA to ERS and to continue to build upon the management of strong financial performance of the company."

Dan has a customer-driven approach built on developing strong relationships with the residents and staff he serves. Dan will oversee the financial performance of an organiza-



tion that operates three continuing care retirement communities, 30 affordable living communities and three community-based services.

"We are happy to have Dan Steward join ERS as our CFO," said Laura Lamb, President and CEO of ERS, "From his CPA experience, Dan

had a specialized focus in the senior living and affordable housing industries. Through these experiences, Dan will provide strong financial acumen, leadership skills and industry best practices to help guide ERS' financial policies and practices well into the future."

Dan has been active in community service and volunteering. He is a past board member of the JDRF Dayton Chapter and was the committee chair for their largest annual event, the Walk to Cure Diabetes. He also has served as a youth sports coach, and has been a supporter of the Countryside YMCA and Ronald McDonald House.

Dan earned his Bachelor of Science of Business from the Farmer School of Business at Miami University with a double major in accountancy and finance and has been a CPA since 2002.

Outstanding Administrator Award

Congratulations Beverly Edwards

We are proud to announce that the Episcopal Church Home's Executive Director Beverly Edwards has been recognized with the Outstanding Administrator Award from LeadingAge Kentucky. This statewide award recognizes an outstanding administrator whose extraordinary efforts and exemplary leadership have made a significant impact on residents' quality of life and the growth and development of the community. Congratulations, Beverly!



Staff Volunteers Needed

Parish Health Ministry

A service of Episcopal Retirement Services

Refresh Your Soul 2020

Promoting Healthy Living

Episcopal Retirement Services' Parish Health Ministry presents a day devoted to promoting healthy living.

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

For more information or to register,
visit parishhealthministry.com/RYS

Questions, call 513.979.2246

Register Now – Contact Hours Available



Title Sponsors:

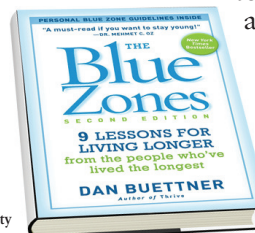


Presenting Sponsor: Alzheimer's Association – Greater Cincinnati Chapter • In Partnership with: Xavier University
Right Tribe Sponsors: Assisting Hands Home Care, Christ Church Cathedral, and Home Care Assistance



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.



Featured speakers:
Jennifer Molano, MD
Dave Caperton
Kelly Rogan
Lauri Nandyal, MD

To volunteer Email Kathy Finley at kfinley@erslife.org or call 513.979.2251 or x4284.

The Mad Hatter Ball

A Memorable Night in “Wonderland!”



The Mad Hatter Ball annual fundraiser, held on Friday, October 4, was a fun-filled trip down the rabbit hole! More than 400 guests, many dressed in “Wonderland” attire, were entertained, inspired, and educated about the urgent need to support ERS and our innovative memory support services. The event raised more than \$310,000 to benefit the ERS Good Samaritan Mission Fund, which helps more than 14,000 elders annually.



Clockwise from top left: Tricia Ettinger, Dave and Sarah Meyer, Sydney Harrison, Katrina Traylor, Stephanie Antoun, Nick Feldkamp, Erica Carlson, Elizabeth Ison, and Rose Naberhaus, Debbie MacLean with her husband Jay, Michelle Cole, Joy Blang and DD Farmer, Deupree House resident Pat Donaldson with Kim Harrison.

Annual Giving Staff Appeal

Your generous charitable donation to ERS is a tremendous way to give back

ERS is the life-enriching 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 2019, there is still time! Donations will be accepted through the end of the year.

Pledge your gift for 2020 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

YPs Learning and Serving Together



ERS young professionals and leaders participated in an off-site program, hosted at St. Paul Village, for a day of learning and development, team building and service.

Pictured from left: Alex Harsacky, Cheryl Hanna, Mike Dettmer, Alishia Lee, Megan Bradford, Elizabeth Ison, and Katrina Traylor.



Allison Nimitz, Cynthia Mathias, Chloe Hough, DD Farmer, Chris Lemmon, Ariel Murphy, Steven Cromwell, and Tim Holman.



Emily Lorentz, Lauryn Schilinglof, Nikki Wood, Hayden Willhite, Susannah Jonas, Erica Carlson, and Jen Rapien.

Honoring ERS 25-Year Plus Anniversaries

The Servant Leadership Team hosted staff celebrating 25 years of service or more and their special guests for a BB Riverboat dinner cruise in October. We are grateful for these individuals as they have helped to shape ERS over the years by improving the living environments for our residents and creating a top workplace for our staff. We thank you for your service to ERS!

Here is a list of everyone celebrating more than 25 years in 2019. Kathy Alsept, Carolyn Barrett, Stephanie Bell, David Binkley, Denise Bowell, Karen Buecker, Cece Copperwheat, Judi Dean, Angela Ferman, Shauna Gaines, Gwen Goldsby, Bonnie Green, Daisy Henderson, Dorothy Holt, Mary Johnson, Carol King, Jay Kittenbrink, Missy Knight, Diana Kutz, Laura Lamb, Anna Lyle, Brenda McEntyre, Barbara Rapp, Chuck Reed, Paul Scheper, Susan Vossler, and Kellie Wintress.



Anna Lyle and her guest Jeff



Beverly Edwards (center) with Felisha and Chuck Reed.

Greet, Brag & Share

Whole Foods Customers Help Meals On Wheels



ERS and Deupree Meals on Wheels teamed up with Meals on Wheels America to earn \$4,134.75 during the October Whole Foods Market Community Day of Giving. Working together, we drove customers to Whole Foods stores and made this one-day event a success! Thanks Susan Cleverly and Tsippy Gottlieb (pictured) for leading this effort to help our clients.

Halloween Celebrations



Lillie Mecheau, Cassandra Phelia, and Deborah Crowe helped residents, staff, and their families celebrate Halloween at Deupree Cottages. See more ERS Halloween photos on our website. episcopalretirement.com/Interlink

Video Produced to Support Recruiting Top Talent to ERS



When you love what you do it shows! Thanks to our many "stars" who helped the marketing and HR teams produce a video to highlight our culture and to help us recruit the next wave of top talent to ERS. View the video on youtube at <https://youtu.be/b5-DNa2aAIQ> or other ERS social media channels.

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

ERS

Episcopal Retirement Services



Published bimonthly by:
Episcopal Retirement
Services
3870 Virginia Avenue
Cincinnati, Ohio 45227
513.271.9610

Contributors

Ann Beighle
Kristin Davenport
Molly de Jesus
Tracy Graham
Susan Cleverly
Joan Wetzal

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.