



Fall 2016

Linkage

Leadership At Its Best

President & CEO Doug Spitler Retires

PLUS: STRONGER TOGETHER: ECH & ERS
ANNOUNCE AFFILIATION

ERS

Episcopal Retirement Services



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ON THE COVER

(From left) Residents Dave Evans[†] and Corky Ladd with CEO Doug Spitler. For Doug, it's all about the residents. See story on page 12. Photograph by Gary Kessler

[†]In Memoriam

ERS Communities & Services

Premier Retirement Communities

Deupree House, Marjorie P. Lee and Episcopal Church Home

Affordable Living Communities

27 locations in Cincinnati and the tri-state. For a complete list and more information on these communities visit AffordableLivingbyERS.com.

Community Services

*Deupree Meals On Wheels
Living Well Senior Solutions
Parish Health Ministry*



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We Welcome Your Comments

The Linkage Editor

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Editor: Kristin Davenport; Editing Supervisor: Ken Paley

Editor's note: On September 25, 2016, Deupree resident and longtime Deupree Meals On Wheels volunteer Dave Evans passed away at age 91. "Dave was the kind of guy who lit up a room," says Doug Spitler. "I admired his sense of adventure and willingness to live life to the fullest. He will be truly missed."

Linkage is Available Online

To better serve you, Linkage magazine is available via e-mail and on the ERS website at EpiscopalRetirement.com. If you would like to be removed from the Linkage mailing list, please call (513) 271-9610.

Linkage is a resource to address issues and interests of older adults, providing a link between ERS's programs and the community. Since 1951, Episcopal Retirement Services (ERS) has dedicated itself to improving the lives of older adults from all faiths through innovative, quality living environments and in-home and community-based services delivered by experienced and compassionate professionals.



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Linkage is published by *Cincinnati Magazine* on behalf of Episcopal Retirement Services.

Leadership: Present & Future

A Letter from the Board Chair

Dear Friends,

Welcome to a special expanded edition of Linkage magazine in which we are honoring Doug Spitler, our President and CEO. After 34 years in leadership at ERS, he is retiring and moving onto new adventures. While it would be impossible to chronicle all of Doug's achievements in just one edition of the magazine, the editors have given you some great insights on the incredibly positive influence Doug has had in the direction and success of ERS over more than three decades.

I want to also take this opportunity to welcome Laura Lamb as our new CEO! Doug actually hired Laura 22 years ago, right after she completed her Administrator-in-Training program at then Episcopal Retirement Homes. After a rigorous national search, the ERS Board concluded that Laura's strong track record of success in many roles at ERS made her the outstanding candidate for the role of CEO. We are indeed fortunate that she has accepted her new assignment and the challenge of continuing the success of our organization in the future.

So it is with tremendous affection and gratitude that we say farewell to Doug and wish him well in the future. At the same time, we are excited to welcome Laura as our next CEO, and we look forward to working with her to carry on the mission of ERS and to continue our legacy of enriching the lives of older adults in a person-centered, innovative and spiritually based way.

Sincerely,



Robin Smith, Chair
ERS Board of Directors



A Tribute To Trish Martindell

1948–2016



Photo by Gary Kessler

ERS staff was always near and dear to Trish Martindell's heart. Pictured in 2013 with (left) Mary Pat Burke and (right) Portia Ventus, the first winners of The Martindell Award

We will be forever changed because of Trish Martindell. Trish served every imaginable role within Episcopal Retirement Services. She was a family member, the founder of our family council, a Board member and a committee member. She was the first woman chair of our Board of Directors. She was a donor, a friend to staff and residents, and lastly, she became a resident in her final days. No one other than Trish can say that they have had all these roles.

Almost 20 years ago her father, John, was a

resident at Deupree Health Center. Trish and John joined the organization during a time before person-centered care was created. It was in an era when we did things the way we always did. Trish showed us how, at times, we served ourselves rather than our residents. She pushed us by asking questions and helped us see every issue from the resident and family points of view. She helped a group of family members organize and find their voice. She led this group to become our partner, a positive force that worked with staff to improve the lives of our residents.

As a Board member, her relentless pursuit of excellence helped us grow and do better. In many ways, Trish's experience as a family member shaped the person-centered culture we now have. She helped us to see that we could do better, and we did.

Trish developed a real heart for our staff. When she was wrapping up her service as Board Chair, Trish and her husband, Jack, decided that they wanted to memorialize Trish's legacy in honor of her father by giving ERS a generous endowment. They created The Martindell Award, a special recognition granted each year to a deserving ERS team member who exemplifies excellence in caregiving and who strives to care for our residents in a person-centered way. Trish was inspired by her father's caregivers and by their devotion to service. The compassionate and skilled team members who cared for him enabled her father to live out his last years with dignity, purpose, choice and freedom.

The Martindell Award will continue Trish's legacy beyond her years with us.

In Memoriam

Since her passing in August, more than \$10,000 has been donated to the ERS Foundation in Trish's name. A gift in Trish's honor will be applied to enhancing the reach of the endowment funded by Trish and Jack. If you would like to make a donation, visit our website or call Spring Young at (513) 979-2308.

Looking Beyond 65 Years

The Best Is Still Ahead *By Baibley Grandison*

Episcopal Retirement Services turns 65 this year, but that doesn't mean the organization founded with the mission of enriching the lives of older adults in a person-centered, innovative and spiritually based way will slow down and rest on its laurels. From the growth of the Affordable Living communities to the expansion of Deupree Meals On Wheels territories and more, it's clear ERS has unstoppable forward momentum.

Continued Growth

"We have a goal of doubling our size in the next 5–8 years beginning with a \$24 million renovation to the Marjorie P. Lee Retirement Community, initiated in July 2016," says President and CEO Doug Spitler. "We're also in the process of expanding the Post-Acute Care Network, a group of 10 providers who use a single transitional care system to seamlessly provide consistent high-quality care."

As the number of 65-year-olds is expected to double by 2030, ERS has made every attempt to stay at the forefront of senior living trends. "Strategy drives a lot of the work that we do, and it keeps us focused, disciplined and working on the right things to move our services forward," Spitler says.

Meeting Community Needs

ERS currently serves nearly 14,000 individuals, whether as residents or through community outreach programs. Ginny Uehlin, Vice President of Residential Housing and Healthcare, notes that the ERS team spends a lot of time determining how to best serve those residents, particularly those in long-term care or rehab. "We use a master-planning process when we look at what the future needs of the organization may be," Uehlin says. "We're finding that individuals are wanting more of a home-like environment—more of a household model—and wanting more private rooms."



ERS is 65 years old, and just like our residents, we think the best is still to come.

Photo by Gary Kessler

Much of these changes, Uehlin says, will be incorporated into the Marjorie P. Lee renovations, including 44 new luxury residential-living apartments that will allow seniors to continue living as independently as possible, along with 49 private apartments equipped to provide care for assisted-living residents with memory-support needs.

"To better serve those with cognitive needs, we've done a whole package of engaging programs that are mentally stimulating—in different ways," Uehlin says. The renovations will also double the size of Marjorie P. Lee's rehab department, which has already been recognized by area hospitals as a "Center of Excellence" for short-stay rehab.

ERS really does make a difference to those we serve. We are excited about serving this way—now and in the future.

A New Look

ERS Support Office Renovations Engage Employees



Six-plus months of Episcopal Retirement Services support office renovations yielded a gracious and welcoming space last April for a growing staff. Light-filled conference areas, a glass-walled connector offering landscaped views, additional space to greet guests and huddle rooms equipped with exterior electronic calendars for on-site scheduling are all part of a design strategy that gives employees the amenities they need for increased collaboration and productivity.

“We wanted our space to be more engaging and interactive, so there are more conference rooms, and we doubled the size of the break room,” says Laura Lamb, Executive Vice President of ERS. Lamb is also a member of the renovation team that included Joan Wetzels, Arlan Graham, Diane Decker, Kelly Fitzgerald and Doug Chambers.

For the building’s exterior, SFC Architects and Ridge Stone Builders moved the entrance to the back, adjoining the larger parking area. A wheel-



chair ramp was added, which seamlessly blends with the pebbled concrete leading into the building.

The new entrance welcomes staff and guests into a vaulted room filled with natural light and moveable seating for spontaneous think sessions among co-workers. It’s equally well-suited to accommodate meetings between elderly visitors and staff with its ground-floor access. A bowl of apples and an urn of citrus and herb-infused ice water are kept handy for employees and visitors.

ERS made efficient use of renovation funds by relying on office furniture donations. As building renovations finished, donated desks and chairs were uniformly matched up. And while the building’s artwork consists of large, color photograph portraits of ERS employees and community residents, one piece on a wall in the lobby stands out—it has the appearance of modern art, but its blue fabric panels actually act as a sound absorber for the surrounding brick walls. Each panel swings open to reveal a whiteboard, on which staff or guests can respond to random conversation starters.

Though happy to have renovations behind them, Lamb says the six months spent working through noise and disruption had important lessons: “The renovation helped us remember that we serve seniors who go through the upheaval of moving to a new home.”

—Jean Kinney

Fulfilling Our Mission: Meeting The Affordable Living Demand

Affordable living choices for low-income seniors are growing more numerous in the tri-state as ERS continues to expand its footprint with several new projects ready to open or begin construction.

Seven new communities are being added as part of the ERS lineup of affordable housing in the next 12 months, notes Kathy Ison-Lind, Vice President of Affordable Living and In-Home Services. The expansion is part of an effort to provide more affordable community options to seniors to help them maintain independence and quality of life as they age.

“As part of our mission to serve seniors we want to give them a great place to live,” Ison-Lind says. “Our affordable living communities help them live well into the future and lead a fulfilling and enriching life.”

Central Parkway Place is just one example. This project—completed in cooperation with 3CDC,

Cincinnati Metropolitan Housing Authority and The Model Group—is one of the exciting new communities within ERS. With 65 new apartments inside the historic Renaissance Revival YMCA building in downtown Cincinnati, these renovated residences feature open floor plans, modern kitchens and include access to fitness and wellness space within the YMCA at a reduced rate.

“These are affordable, subsidized apartments with all the amenities you would expect of a market-rate apartment,” Ison-Lind says.

Residents also have access to many services and opportunities within ERS that make everyday living rewarding, such as Bible studies, shopping trips, exercise classes, social services and more.

“We want our residents to feel happy living here. We want them to feel cared for,” says Ison-Lind.

—Val Previsch

Our Newest Affordable Living Communities

Trent Village

1393 Trent Blvd.
Lexington, KY 40517
(859) 245-0106
54 apartments, open and accepting applications

Central Parkway Place

1111 Elm St.
Cincinnati, OH 45202
(513) 381-4193
65 apartments, waiting list is currently closed

Maple Knoll Meadows

11050 Springfield Pike
Springdale, OH 45246
(513) 782-2472
149 apartments, under renovation, application process is closed until renovation is complete

Knowlton Place

1435 Knowlton St.
Cincinnati, OH 45223
(513) 979-2251
54 apartments under construction, scheduled for occupancy in July 2017, accepting applications March 2017

Marlowe Court

1610 Marlowe Ave.
Cincinnati, OH 45224
(513) 979-2251
53 apartments under construction, scheduled for occupancy late 2017, accepting applications August 2017



Walnut Court

1020 Chapel St.
Cincinnati, OH 45206
(513) 222-2825
30 apartments, open and accepting applications for the waiting list

Will Be Under ERS Management

Senior Citizens Associates Apartments

199 Sunrise Terrace
New Carlisle, OH 45344
(937) 845-8062
96 apartments, soon to be under ERS management, not accepting applications

Madison Villa

5615 Madison Road
Cincinnati, OH 45227
(513) 561-5997
96 apartments, soon to be under ERS management, open and accepting applications

Stronger Together



Helping seniors live with independence and dignity is what ECH is all about. Meet resident Lois Robbins with staff Tamara Berry and Shauntae Gill.

Photo by Gary Kessler

ERS and Episcopal Church Home Announce Our Affiliation



Meet some of the leaders at ECH! (From left) Director of Residential Services Hope Jantzen-Williams, Rehab Manager Matt Schneider and Director of Nursing Kim Shelhart

In September, Episcopal Retirement Services announced it had entered into a formal partnership welcoming the Louisville-based Episcopal Church Home into the ERS family.

Over the years, both organizations have earned reputations in senior living for the highest quality care and service delivered by caring and compassionate professionals. They are the only two Episcopal-affiliated retirement communities in the tri-state and have been working closely with each other since December of 2015 when ERS entered into a management agreement with ECH.

President and CEO of ERS, Doug Spitler, notes,

“This is an exciting event for both organizations, which have known each other for many years. Our missions are in very close alignment, and we believe our combined resources will result in two stronger organizations even better equipped to serve older adults across a wide variety of services.” ERS Board Chair Robin Smith adds, “With over two centuries between them, this affiliation will position both organizations well to succeed in an unprecedented time of change in our industry, and we look forward to working together.”

The agreement was approved by both Boards in September. “Episcopal Retirement Services has been

Photo by Gary Kessler



Nestled in a peaceful, secure campus on 22 acres in suburban Graymoor-Devondale, ECH serves more than 250 residents with a wide array of programs and accommodations, including Dudley Square Patio Homes, personal care and skilled nursing rooms, the Memory Care Center of Excellence, short-term rehabilitation therapy, and family and community support groups and services.



a good friend to our organization for many years and, most recently, has been assisting us with management services,” says Mark Lewis, Board president for ECH. “We decided to create a formal partnership and continue to benefit from shared leadership and collaborative planning.”

The collaboration had strong backing from both the Episcopal Diocese of Southern Ohio and The Episcopal Diocese of Kentucky. “I am pleased that Episcopal Retirement Services is reaching out and connecting not only on a local level but also a regional level with our ministry partners at the Episcopal Church Home,” says the Rt. Rev. Thomas Breidenthal, Episcopal Bishop of the Diocese of Southern Ohio. “Our senior neighbors in all of our communities will benefit greatly from this connection. We look forward to the opportunities before us as we begin planning enhancements to our physical campus and the expansion of our family support services.”

“This is a natural affiliation for both organizations as we share the same mission of improving the lives of older adults



Photos by Gary Kessler

The ERS management team that has worked with ECH staff for the past year (from left): Executive Vice President Laura Lamb, Chief Financial Officer Paul Scheper, Director of Organizational Development and Human Resources Joan Wetzel, Vice President of Marketing and Communications Ken Paley, and President and CEO Doug Spitler. They are shown in one of four ECH memory care neighborhoods.



Beverly Edwards,
new ECH Executive
Director

through innovative senior living communities and services,” adds the Rt. Rev. Terry A. White, Episcopal Bishop of Kentucky and Board Chairman of ECH.

The ERS Board formed a Joint Affiliation Task Force that worked tirelessly for months with their counterparts in Louisville. ERS is grateful for their efforts to craft our partnership agreement.

The Episcopal Church Home will continue to be known by its name, which graces its multi-level senior community on Westport Road in Louisville and includes the Dudley Square Patio Homes, personal care and skilled nursing, and the Memory Care Center of Excellence. ECH also provides short-term rehabilitation therapy, as well as family and community support groups and services. We are pleased to announce that Beverly Edwards was named Executive Director in October. She will be responsible for day-to-day operations at ECH and report to Laura Lamb.



ERS Board members Thomas Kahle, Robin Smith, Larry Williams and the Rev. Jack Koepke formed a Joint Affiliation Task Force.



Kathy and Doug Spitler are looking forward to Doug's retirement from ERS and the freedom to spend more time traveling together.

An Exceptional Legacy

ERS Honors Doug Spitler for 34 Years of Extraordinary Servant Leadership *By Baibley Grandison*



Doug Spitler understands that his legacy will be measured not only by his accomplishments but also by the successes of the leaders he has developed. He has been on the forefront of putting systems in place to ensure that leadership development remains a consistent and constant focus for aging care.

—Laura Lamb, Executive Vice President, in her nomination letter to
LeadingAge Ohio for the Leadership Award of Honor

ERS President & CEO Doug Spitler remembers vividly the first time he stepped foot in a nursing home from days gone by: He was 8 years old, visiting a favorite uncle who had recently moved, and the experience was anything but pleasant. “It smelled funny, had ugly fluorescent lighting and carts in the halls—it was nothing like my uncle’s warm and welcoming home I’d visited many times as a kid,” Spitler says.

While Spitler’s career path didn’t lead directly to retirement services—he spent some time as a guitarist in a professional rock ‘n’ roll band—that memory, along with a desire to care for the elderly, never left him. Shortly after graduating from Miami University in 1972 with a degree in gerontological studies, he did consulting for senior living operations and worked as an assistant administrator at two convalescent centers before joining ERS as vice president. Five years later, he was promoted to president and CEO, a role that he’ll have spent nearly 30 years developing.

“He’s a visionary,” says Kathy Ison-Lind, ERS’s Vice President of Affordable Housing and In-Home Services. “He’s very knowledgeable about the industry; the whole time I’ve been here, we’ve always been just on the cusp of the front end.” Ginny Uehlin, Vice President of Residential Housing and Healthcare, agrees: “Doug is able to ferret through all of the stuff

that is going on out there in the world and spot the next thing that needs to be on our horizon.”

But beyond Spitler’s skills as a leader, recently recognized by the *Cincinnati Business Courier* with a C-Suite Award for top CEO and LeadingAge with the Visionary Leadership Award of Honor, those who know him best speak again and again of his understanding, compassion and willingness to serve.

“Doug is the best boss I’ve ever had, and I’ve worked for some big corporations and companies,” says Ken Paley, Vice President of Marketing and Public Relations. “He treats everybody with respect, never says a negative word about anyone, and develops the best in people based on their strengths.”

Spitler is confident that when he retires, the core elements of the ERS culture—caring for each other and for the people they serve—will be sustained in the years to come. He and his wife Kathy, both avid adventurers, are eagerly looking forward to this new life chapter. “We’re ready to have time for traveling to new places, trying out new things,” Kathy says. “We like to do everything together.” And Spitler? He’s also mulling over going back to school (“I want to learn Spanish”) and doing consulting for other retirement services organizations.

Until then, his focus remains on his service to ERS residents, staff and communities.

A 34-Year Legacy



Working with a team of caring professionals, Spitler has accomplished much during his tenure. He's overseen creation of the Enriched Home Health Care program in 1986 and the Parish Health Ministry program in 1998 and helped ERS earn national accreditation in the '90s. In the 2000s, he helped found Living Well Senior Solutions (home-based senior care planning services) and managed the opening of Deupree Cottages, which shifted ERS from a traditional institutional care model to a progressive, person-centered care model. He's accomplished all of this—and more—while supervising several multimillion-dollar renovation projects for the organization's rapidly expanding affordable living campuses and consistently acquiring more.



During Doug Spitler's tenure, his leadership allowed for ERS growth, vision and service. Here are a few highlights.

1970s

- Expansion at the Marjorie P. Lee community creates a nursing care center and additional independent living apartments
- Marjorie's husband, Charles, leaves an endowment in honor of his wife to care for seniors' needs

1980s

- Canterbury Court opens in West Carrollton, OH
- Deupree House is purchased (1982)
- Memorial Homes Foundation changes its name to Episcopal Retirement Services (1985)
- Enriched Home Health Care program begins (1986)
- ERS acquires St. Luke Center (1987)

"I want to create a culture where people feel like they really belong, where they are permitted to learn; and if you make a mistake, you'll be supported in learning and growing from that," Spitler says. "We all respond much better if we're treated with respect."



In my 40 years in business, I have interacted with hundreds of CEOs across the world. Doug Spitler ranks in my personal Top 10. He truly exemplifies extraordinary leadership and is leaving an incredible legacy at ERS.

—Keith Lawrence, member of ERS Board of Directors

I have been fortunate as ERS Board Chair to have worked side by side with Doug over the past few years. He is a kind and thoughtful leader, a visionary and a CEO who knows how to utilize Board resources to the fullest to support and grow the ERS mission. I wish him much happiness in retirement!

—Robin Smith, Chair of ERS Board of Directors

Doug is a leader's leader; he is the person who inspires and directs. In so many ways, he's the leader I hope to grow into being.

—The Rev. Darren Elin, ERS Board of Directors

1990s	2000s	2010s
<ul style="list-style-type: none"> • Deupree Meals On Wheels program expands into eastern Cincinnati (1990) • LeadingAge National House of Delegates (1990–93) • ERS receives national accreditation • Founder of Linkage (1994) • Award of Honor from LeadingAge Ohio (1996) • Parish Health Ministry program begins (1998) 	<ul style="list-style-type: none"> • Founding member of Caring Communities Insurance Company (2001) • LeadingAge Ohio Board Chair (2005–07) • ERS acquires Cambridge Heights (2007) • Additions completed to Deupree House featuring 60 new independent living apartments • Living Well Senior Solutions established to provide home-based elder care planning and management services • ERS partners with the Lutheran Benevolent Society to manage St. Paul Village in Madisonville (2008) • Deupree Cottages open, ushering in ERS transition from traditional institutional care model to person-centered care (2009) • LeadingAge House of Delegates (2004–10) 	<ul style="list-style-type: none"> • Next Generation Leadership Development program established • Pillar Award from Smart Business and Medical Mutual (2011) • CARF accreditation (2012) • LeadingAge Policy Congress (2012–15) • LeadingAge Ohio Foundation Board (2013–14) • JubiLee Renovation Project at Marjorie P. Lee is completed (2010) • Board of Executives for Long-term Services and Supports (2011–17) • Cofounded the Post-Acute Care Network (2013) • ERS welcomes many new affordable living communities • C-Suite Award from <i>Cincinnati Business Courier</i> (2016) • Visionary Leadership Award of Honor from LeadingAge Ohio (2016)

Many Facets of Leadership



“One of my proudest moments as CEO was when we opened Deupree Cottages and made the decision to commit to a better, more person-centric model of services for older adults who are more independent,” Spitler says. “We serve some truly wonderful residents, and we do our best here to provide the finest care possible.”

Dr. Corning Benton was a Marjorie P. Lee resident and Board member. When Corning became terminally ill, I remember going with two Board members to visit him and present him with a token of our thanks for his service to the Board and, in a way, to say goodbye. And he was so gracious because we were uneasy about having this conversation. But he was comfortable with where he was in life. Not that it was easy, but he made us feel more comfortable. It was inspiring really.
—Doug Spitler



Doug Spitler has done an outstanding job of guiding and growing the business during his long career. —Mike Schueler, former ERS Board member and CEO of The Schueler Group

Reminiscing



Doug with Cece Mooney and Laura Lamb

When Doug sees you and he turns on that great smile that he has, it just makes you feel wonderful!

—Cece Mooney, Deupree House resident and former member of ERS Board of Directors

Thank you to Doug for making our Affordable Living communities, especially St. Paul Village, possible. I couldn't recommend it more!

—Astar Daniels, resident at St. Paul Village

When the employees are happy, then the residents are happy, and that all goes back to Doug.

—Bob LaShelle, Marjorie P. Lee resident and former member of ERS Board of Directors

What constitutes an ideal ERS CEO? Knowledge of organization? Personality? Ability to field questions? Understanding of problems and ability to help provide solutions? Genuine concern for residents and for the ERS mission for person-centered care? I didn't have to go further. I was, of course, thinking about Doug.

—Mary West, Deupree House resident and former member of ERS Board of Directors

Doug is a leader, and one of the things a leader does is listen. Doug appreciates what his staff, his board members and we, as residents, have to say.

—The Rev. David Lowry, Marjorie P. Lee resident and member of ERS Board of Directors

I believe that it has been Doug's leadership that led to the formation of an outstanding EXCEL team, which under his guidance has led ERS to where it is today and has set the stage for its bright future.

—Chet Cavaliere, Deupree House resident and former member of ERS Board of Directors

Inside the ERS Culture



Doug with Bishop Breidenthal

Doug is a wonderful leader with a deep commitment to the person-centered care ministry of ERS. What is remarkable about Doug's leadership is his respect for the dignity of each person—each resident, each staff member, each client—regardless of their position or possible contribution to the organization. —Bishop Thomas E. Breidenthal, Diocese of Southern Ohio

.....

Doug Spitler is a visionary who is devoted to the purpose-driven mission of ERS. Our company is better able to accomplish our mission because of our relationship with Doug and ERS. —Steve Smith, CEO of The Model Group

.....

Spitler's co-executives can't say enough about how much he's impacted them and the positive growth of ERS. "Oftentimes, you'll get a visionary. Oftentimes, you'll get someone who is very people-oriented—but they have no vision. Or you'll get someone who is really brilliant about looking at finances or something," says Ginny Uehlin, VP of Residential Housing & Healthcare. "But to get the whole package in one person? It has really been a blessing to our organization. Doug's a rare commodity."

I have worked with many nonprofit and for-profit CEOs in my consulting work, and Doug stands out as a unique and highly effective leader. He shows unwavering attention to the people ERS serves and to the ERS organization—every day it's about them, not him. In my 11 years working with Doug, he has kept ERS looking forward, not backward, with Deupree Cottages, tremendous Affordable Living growth, the Post-Acute Care Network (PACN) and the Episcopal Church Home affiliation as notable examples. —Harry Kangis, former member of ERS Board of Directors



Doug and Paul in the 1980s

Doug led our strategy to divest a community, and rather than sell to the highest bidder, Doug looked for an organization that would take care of our residents the way that we would.

—Paul Scheper, CFO

If you live in Cincinnati and the subject of senior housing comes up, especially affordable living, you are going to hear someone say, “Episcopal Retirement Services, that’s the best organization around.” And you wonder why is that? One very important reason is Doug Spitler. He is a Blue Chip, highly talented, always ahead of the game and very compassionate leader. And the culture Doug has created here has been essential to the quality of care ERS provides. When employees feel good and valued, it’s going to be very good for the residents.

—Mike Krug, former member, ERS Board of Directors

While we can look at the “measurable things”—numbers of residents, AL growth, etc.—I think the most impressive accomplishment is the quality of the organization that Doug has developed and led. This includes staff, Board and volunteers. He has a keen sense of knowing how to get things done through others. This is perhaps most vividly demonstrated by the longevity of the key Board members who have stayed with ERS for literally decades and who have dedicated countless hours on a volunteer basis.

—Bill Knodel, ERS Board of Directors and Chair of ERS Foundation Board of Directors



Residents are paired with students who have been trained to promote social engagement, autonomy and dignity for people with dementia. (Left) MPL resident Angie Wanninger with UC intern Samantha Smith.

Getting Inspired and Engaged with ERS Memory Support

Inspiring Minds Through Art Provides Memory Care Residents with Cognitive Therapy and More *By Jean Kinney*

Episcopal Retirement Services continually evaluates and explores new therapies to meet the needs of its memory care residents. One such resident, Rickie Dashley, is finding out firsthand what a new program—Inspiring Minds Through Art—can do for her. In a recent program session, she studied Jon Coffelt’s abstract

work “Red Cosmos on Turquoise Field,” meant to help inspire thoughts for an abstract painting of her own. After discussing it with her art mentor, University of Cincinnati student Lori Burkhardt, Dashley chose a green background for her painting, then applied large dots of yellow paint. What she happily discovered was that the yellow paint, which



Meera Rastogi, Ph.D., MAAT, of University of Cincinnati Clermont College and MPL art therapist Janet Kempf, MA, ATR-BC, collaborated to create the program.

she'd mixed with white, went on in varying intensity of color—sometimes quite bold, sometimes more muted—creating an intriguing contrast amid the uniformly placed circles. Asked about her colorful artwork, Dashley engages in conversation and says, “It was very interesting to do. My older brother and I were painters. We always liked art.”

Dashley is one of nine artists from MPL's memory care area participating in the semester-long arts program, which was formed earlier this year by MPL art therapist Janet Kempf, MA, ATR-BC, in collaboration with Meera Rastogi, Ph.D., MAAT, at University of Cincinnati Clermont College. Working with each of the nine resident artists is a UC intern, earning three credit hours. The interns, many of whom are contemplating an art therapy degree, spend a week getting to know the MPL artists, then several weeks attending a weekly painting session with them. They'll wrap up the experience with an art

show at Marjorie P. Lee in December.

Kempf, who has spent 15 years as an art therapist with ERS, notes that she already knew art therapy could help maintain verbal and mental abilities for those diagnosed with Alzheimer's or dementia. However, she finds that the Inspiring Minds program, now in its second semester, adds an important element: “It's an art program that connects residents with student interns in the community.” This human connection enhances the experience for the resident artists, promoting social engagement in a manner that acknowledges each individual's inherent dignity.

Inspiring Minds Through Art rounds out the residents' creative experiences with information about art history. Each week, Kempf uses paintings by established artists to engage her artists' interest and to give them a starting point for their own canvases.

In an artist statement that accompanied her paintings at the program's spring art show, MPL resident Marcella Hamner wrote that the Inspiring Minds experience “caused me to go do more. It made me want to get further into art. It's an interesting project. I learned something.”

Hamner's college-student mentor, Lorelai Berry,

a University of Cincinnati intern, said in her exhibit statement that she learned a thing or two herself through the Inspiring Minds project: “Doing art with Marcella is the highlight of my week. Anyone who is unsure of what to do with their life should spend six months working [here]. You will learn so much about life.”

Burkhardt, Dashley's art mentor, is happy for “a great opportunity to apply what we're learning about in a classroom.” And Dashley is enjoying her opportunity to make beautiful paintings. ■



MPL resident Rickie Dashley

Donor Spotlight

Anne Wilson



Photo by Gary Kessler

Anne Wilson has a deep connection and rich history with Episcopal Retirement Services. Her parents lived at Marjorie P. Lee, and she has lived in her apartment at Deupree House since 2007, when it was built. She and her husband Sam had their name on the waiting list for years. When Deupree II was built they were able to choose the location and floor plan that made it the home that suited them. “It has exceeded our expectations!” Anne says.

Anne loves the independent spirit of the community and is encouraged by her neighbors and staff to stay active. Anne has served in many volunteer roles at Deupree House, including time on the Executive Council and her work with the residents’ newsletter. Anne stays fit by being the Saturday morning water aerobics instructor in the Deupree Wellness Center pool.

As an ERS Board member, Anne can assure her fellow residents that the organization is in good hands and is being well run. “I’ve been incredibly impressed by our management team and by this Board. Their dedication and enthusiasm for ERS is admirable. Certainly, their expertise and the respect

they show one another makes for a smoothly working Board. It’s really been my privilege to serve with this group of fine professionals,” Anne says. “I’m fortunate to serve at a time when the strategic plans for the organization are shaping our future.”

Sam and Anne always felt it was important to give financial support along with dedicating time and energy to their favorite charitable organizations. “With ERS, we had every confidence that our donation was being used to serve others. The affordable housing efforts of ERS make me proud to be part of the work that is filling a real need for limited-income seniors.”

ERS is grateful to Anne for supporting our mission. Besides her time, Anne has shared her financial resources with the Good Samaritan Mission. We are thankful for the commitment Anne and Sam made to ERS by including a legacy gift in their will.

—Kristin Davenport

For more information on charitable gifts, contact Diana Collins at (513) 979-2307, dcollins@erslife.org, or visit online at EpiscopalRetirement.com. All gifts are tax-deductible to the extent provided by law.

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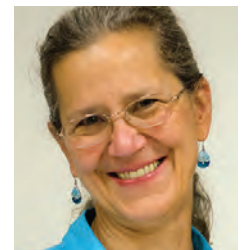
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