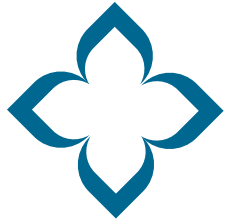




Cincinnati's Top Workplace  
Proud winner 16 years straight.



# Interlink

## ERS

When you love  
what you do, it shows!

# In the Middle of It All



**E**RS will move forward with the development of the Preserve at Olive Branch, a new middle market senior living community in Batavia Township, Ohio. The project is designed to serve middle-income older adults—those who do not qualify for subsidized housing, but cannot afford traditional private-pay senior living.

Adults age 62 and older in the middle-income range represent one of the

fastest-growing segments of the population, both nationally and locally. In Batavia Township, nearly 20% of residents are 65 or older, and that percentage is expected to increase. This demographic shift continues to highlight the need for additional attainable housing options.

The ERS board of directors approved the land acquisition in 2021 and unanimously approved the project in 2025. The Preserve aligns with ERS'

strategic priority to expand middle market models and increase the number of older adults served.

The development builds on lessons learned from River's Edge in Perrysburg, Ohio, which achieved 96.7% occupancy and fully leased up within two weeks of completion. ERS will again partner with Ridge Stone Builders & Developers Ltd.

The Preserve at Olive Branch will include one- and two-bedroom,

single-story villa homes in a combination of single-unit and multi-unit buildings. The community's clubhouse will offer gathering space, a fitness center, and pool. Other amenities include walking paths, on-site management and maintenance, lawn care, snow removal, and service coordination support.

Groundbreaking is anticipated in early-summer 2026.

 Deupree Cottages  Deupree House  Episcopal Church Home  Marjorie P. Lee  Affordable Living

 Deupree Meals On Wheels  Living Well Senior Solutions



## Milestone Anniversaries

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

### AL Management

Dunisha Johnson.....1  
Greg Wagner.....1

### Canterbury Court

Dylan Sage.....1

### Deupree House & Cottages

Kenya Turner.....1  
Stella Penker.....1  
Corie Hicks.....1  
Karen Billock.....1  
Kamiia Hudson.....1  
Lotte Holland.....1  
Morris Jones.....1  
Tamara Shaffer.....5

### Episcopal Church Home

Maria Collins.....1  
Mary Rose Linker.....1  
Tammy Gordon.....1  
James Flynn.....10  
Tunde Simon.....20

### ERS Support Services

Juliana Burgos.....1  
Sophie Gangi.....1  
Sandra Lundgren.....1  
James Wilson.....5

### Maple Knoll Meadows

Ruthie Daniel.....10

### Marjorie P. Lee

Mykya Thomas.....1  
Gerald Coston.....1  
Stephanie Coston.....1  
Kenesha Jones.....1  
Matty Touray.....1  
Robin Glenn.....1  
Keyana Berry.....1  
Nevaeh Bowden.....1  
Gabrielle Fairbanks.....1  
Shannon Mantia.....5  
Anna Davenport.....5

### Prairie Oaks Village

Mark Middleton.....1

### Trent Village

Deborah Wagner.....10

### Westminster Court 2

Robert Bradshaw.....15

## New Faces

*Welcome to the following people who have joined the ERS team in 2026.*

### AL Management

Ronnie Enochs  
Trashon Coleman  
Tim Lanham  
Kenneth Crutcher  
Michael Bigelow

### Central Parkway Place

Myel Allen

### Deupree House & Cottages

Brogan Pleiman  
Jennifer Lovejoy  
Greta Linser  
Sharron Tapplar  
Millicent Boateng

### Episcopal Church Home

Sherita White  
Lornita Watson  
Denise Kuegah-toyo  
Vivian Peppers  
Robert Ward  
Jacquaya Hardin  
Alemetsehay Woldemichael

### Madison Villa Apartments

Gina Jackson

### Maple Knoll Meadows

Josue Galvez Laparra

### Marjorie P. Lee

Dorothy Gaines  
Pierre Braswell  
Shantel Tucker  
Vanessa Turnage  
Laniyah Mack  
Whitney Bankston  
Shelby Myers  
Jayla Isichei  
Sean Johnson II  
Jaisha Broner  
Dominic Cool

### Marlowe Court

Devetta Williams

### Preserve at Olive Branch

Amanda Cline

### Thomaston Woods

Patricia Hoagland

It is with heavy hearts that we share the passing of beloved Marjorie P. Lee Chef, Clyde Bishop. A valued member of the ERS family for five years, Clyde was known not only for his culinary talent but also for his warm, welcoming spirit. He truly knew no strangers and brought energy and joy to those around him each day. His cheerful laugh and kind nature left a lasting impression on residents and colleagues alike. Clyde will be deeply missed.



*Award Winner*

# DD Farmer Earns APA's 2025 Outstanding Service Provider in the Field of Aging

**D**aneika “DD” Farmer, household coordinator at Duepre Cottages, has been selected as the Outstanding Service Provider by the Association for Professionals in Aging (APA). The award recognizes professionals who demonstrate exceptional commitment, leadership, and meaningful impact in serving older adults.

DD received several nominations for the award. Each highlighted her dedication to residents, her



collaborative spirit, and the steady leadership she brings to her team. In her role at Duepre Cottages, DD is known for creating a warm, welcoming environment where residents feel valued, respected, and truly at home.

Her work reflects a strong commitment to person-centered service and to enhancing the daily lives of older adults. This recognition celebrates the compassion, professionalism, and heart she brings to her role each day.

*From Human Resources*

## New Director of Nursing at Marjorie P. Lee



We are excited to announce the recent promotion of Denise Flores to serve as our director of nursing at the Marjorie P. Lee Retirement Community. Marjorie P. Lee is ERS' largest continuing care retirement community (CCRC).

Denise began her career in August 2018, serving as the RN MDS assessment nurse at Marjorie P. Lee. In this role she was in charge of managing the process and completion of resident MDS assessments. In November 2021, Denise was promoted to serve as our director of nursing at Deupree House and Cottages. In this role, Denise led the operations of the nursing services department, including securing top nursing talent, and ensuring quality resident care and services.

Beverly Edwards, ERS vice president of Residential Healthcare said, “We are excited to welcome Denise as she brings exceptional nursing leadership to Marjorie P. Lee. Her commitment to compassionate care and strong attention to detail enhances clinical excellence, strengthens compliance, and elevates the resident experience. I am looking forward to seeing the meaningful and lasting impact Denise’s leadership will have on our community.”

Please join us in congratulating Denise on her well-earned promotion!

# Growing Our People, Strengthening Our Mission

ERS is committed to fostering a culture of learning, opportunity, and inclusion. Through our Tuition Assistance Program and the Lauren Brown Empowerment Fund, we invest in team members who are working to further their education and grow their careers in aging services.

Tuition Assistance helps eligible team members pursue accredited degrees and certifications aligned with ERS' strategic needs, while the Lauren Brown Empowerment Fund provides additional support to underrepresented team members addressing barriers beyond tuition and honoring a legacy rooted in resilience, learning, and leadership.

These programs reflect our core values of inclusion, person-centeredness, relationships, and our Ways of Working that call us to listen, invest in one another, and empower our people to succeed. When we support each other's growth, we strengthen our organization, our mission, and the communities we serve.

Interested in learning more or applying? Keep an eye out for upcoming application details and reach out to Juliana Burgos, director of talent relations & development at [jburgos@erslife.org](mailto:jburgos@erslife.org) with questions.

## ERS

Episcopal Retirement Services

## TUITION ASSISTANCE PROGRAM



### 2026 Annual Education Days

**GAME ON: LEVEL UP FOR SUCCESS!**

**Annual Education In-Person Events Will Be Held In**

- April 15 at ECH
- May 6 at MPL
- August 5 at MPL
- November 12 at DH
- July 15 at Canterbury Court
- September 2 at St. Paul Village

**Affordable Living Communities**

**REGISTRATION INFORMATION WILL BE SENT OUT BY HR AS EACH EVENT APPROACHES.**

Questions? Contact Juliana Burgos at [jburgos@erslife.org](mailto:jburgos@erslife.org), or Abby Strittmatter at [astrittmatter@erslife.org](mailto:astrittmatter@erslife.org)

Available to ERS Team Members

## Mental Health & Support Resources

At ERS, your well-being is a top priority. We understand that balancing work and personal life can be challenging, and we are committed to supporting your mental, emotional, and physical health.

To ensure you have the resources you need, here's an overview of the wellbeing and mental health services available to ERS team members.

### **Mental Health Teledoc Services – Available to all team members participating in ERS's medical insurance benefits at no cost**

The Teladoc Mental Health benefit gives you access to licensed therapists and psychiatrists by phone or video to help you make progress from wherever you are. With confidential, virtual therapy, you can gain the tools and perspectives needed to take on whatever life brings your way allowing you the flexibility to choose your therapist/psychiatrist based on their bio or specialty. Schedule a visit any day of the week by phone or video!

Teladoc can also be utilized for general medicine purposes or non-emergent conditions such as a cold, rashes, or ear and sinus pain. You can receive care from anywhere with the use of a smartphone, tablet, or computer.

Teladoc can be reached at: [www.teladoc.com](http://www.teladoc.com) or 1-800-TELADOC (800.835.2362)

### **Empathia: Employee Assistance Program (EAP) – Available to all ERS team members and their immediate family members at no cost**

Empathia, through their LifeMatters! Program provides confidential support on a 24/7 basis to help with:

- Stress, anxiety, or depression
- Relationship or family challenges
- Grief and loss
- Financial or legal concerns

You can access the EAP program through [www.mylifematters.com](http://www.mylifematters.com); (company password: ERS1) or call 1.800.634.6433

### **Wellbeing Scorecard and Resources – Available to all team members (18 years and older)**

Take advantage of programs that support holistic wellbeing:

- Hundreds of wellbeing education topics to choose from

- Monthly wellbeing webinars and workshops
- Annual Scorecard completion allows team members to earn financial rewards

To get started, go to: [ERS.wellright.com](http://ERS.wellright.com)

**Wellbeing Scorecard completion reward:** ERS makes semi-annual contributions to Health Savings Accounts for team members covered by ERS's medical insurance program who have completed the Wellbeing Scorecard and are actively employed at ERS. Spouses covered under ERS's medical insurance program are also eligible. If you are not covered under ERS's medical insurance program, you can earn \$100 gift card by completing the scorecard.

### **Calm App – Available to all ERS team members**

Whether you have 30 seconds or 30 minutes, **Calm's diverse content library offers resources to suit your schedule and needs.** Explore guided meditations and specialized music playlists to help with stress and focus, mindful movement video and audio, relaxing Sleep Stories, tailored content for children, wisdom-filled master classes led by experts, and much more.

Once you contact Calm, you will receive a link within 48 hours. You must open this link on a web or mobile browser first to validate your information before logging onto the app.

Your Calm subscription gives you unlimited access to the full library of content at [calm.com](http://calm.com) and in the Calm app. Please note that Calm only shares aggregated user data. For more information, see their privacy policy at [calm.com/privacy](http://calm.com/privacy). If you are interested, please contact Jessica Schmidt ([jschmidt@erslife.org](mailto:jschmidt@erslife.org)). You'll need to send her the following information:

- First and Last Name
- Email address you would like to use to login with (work or personal)
- Position and work location.

### **Other Resources available include:**

Onsite Fitness Equipment and Personal Training  
Discounted Massages  
Paycor Learning Management System (LMS)

**The ERS HR Team** - *Your mental health matters.* The ERS HR Team is here for you! We can help point you to a variety of resources available to you. Please reach out to any member of the HR Team if you need assistance.

**Mental  
Health  
Matters**



*A Reminder From Human Resources*

## FREE Financial Services Educational Series for ERS Team Members Brought to You by Our 403b Partner Empower

### Opportunities for employee engagement with hot topics\*

Third week of every month: Tuesday at 10 a.m., 1 p.m., 4 p.m., Wednesday at 11 a.m., 2 p.m., 6 p.m., & Thursday at 12 p.m., 3 p.m., & 5 p.m. (Spanish), all ET

Fourth week of every month on Tuesday at 10 a.m., 1 p.m., 4 p.m., Wednesday at 12 p.m., 3 p.m., 5 p.m., & Friday at 11 a.m. & 2 p.m. all ET.

January	February	March	April	May	June
Building a foundation of financial wellness <b>20, 21, 22, 27, 28, 30</b>	Introduction to tax planning <b>17, 18, 19, 24, 25, 27</b>	Maximize your savings with an experience built around you <b>17, 18, 19, 24, 25, 27</b>	Advanced investing in any market <b>14, 15, 16, 21, 22, 24</b>	Sandwich generation <b>19, 20, 21, 26, 27, 29</b>	Retirement Readiness <b>16, 17, 18, 23, 24, 26</b>
July	August	September	October	November	December
Estate planning <b>21, 22, 23, 28, 29, 31</b>	A closer look at Social Security <b>18, 19, 20, 25, 26, 28</b>	Planning for healthcare expenses <b>15, 16, 17, 22, 23, 25</b>	Navigating financial setbacks <b>20, 21, 22, 27, 28, 30</b>	Thriving in retirement <b>17, 18, 19, 24, 25</b>	Retirement myths <b>15, 16, 17, 22, 23</b>

\*Sessions are live and available in Spanish.



We are excited to offer all team members the opportunity to learn more about finances, savings, investment, and retirement. These webinars, offered by Empower, the company that manages our 403(b) plan, are free to all team members. Scan the QR code, or go to [https://www.empower.com/learning\\_center/#/](https://www.empower.com/learning_center/#/).

## 2026 Wellbeing Scorecard

We are excited to provide you with the copy of the 2026 ERS Team Member Wellbeing Program information. At ERS, we believe in caring for the whole person—including ourselves. When we take steps to support our own wellbeing we are better equipped to care for our residents, our coworkers and our communities. As this year unfolds, remember—you don't need a perfect plan—just a willingness to keep showing up for yourself.

You may ask – What's In It For Me? Besides the benefits of better health, ERS provides a financial incentive for participation, for ALL team members, not just those who are enrolled in our medical insurance program.

For team members who complete the wellbeing program before the due dates listed in the program guide, the incentives are as follows:

Medical Insurance Tier		Annual Wellbeing Incentive Deposit 50% in January 50% in July**
Employee Only	Buy-Up Plan	\$1,700
	Base Plan	\$1,000
Employee + Spouse	Buy-Up Plan	\$2,700/\$3,400
	Base Plan	\$1,300/\$2,000
Employee + Child(ren)	Buy-Up Plan	\$3,400
	Base Plan	\$2,000
Family	Buy-Up Plan	\$2,700/\$3,400
	Base Plan	\$1,300/\$2,000

\*Spouse incentive is for those enrolled in the medical plan

\*\*Must be employed at the time of the payouts to receive the incentive

For team members who are not covered by ERS' medical insurance, you are eligible for a \$100 gift card for the completion of the program.

The program is supported by The Christ Hospital—Workforce Wellness Team, through the Wellright portal. If you have not already registered your account with Wellright, you will receive an email from: [communications@wellright.com](mailto:communications@wellright.com) inviting you to ERS's wellbeing program. The link in the email is active for 30 days. Please note that due to HIPAA laws, Human Resources may not accept any medical documents. They must be uploaded directly to the Wellright database.

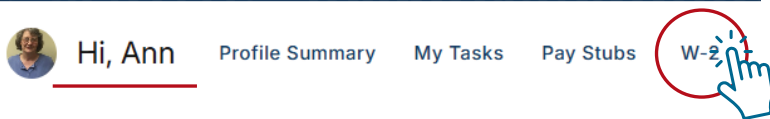
# Tax Season Is Around the Corner: Get a Head Start

With the start of the new year, tax filing season is here! You have until April 15 this year to file your taxes. A little preparation now can help make the process smoother and less stressful later.

## Here are a few simple tips to help you get ready:

- **Gather your documents early**, including employer tax forms, benefit statements, and any other income or deduction records.
- **Confirm your personal information** (legal name, address, and Social Security number) is accurate to avoid delays.
- **Decide how you plan to file**—whether on your own, through tax software, or with a tax professional.
- **Watch for important tax forms**, which are typically available by the end of January. If you did not elect to receive the W-2 tax form electronically, the forms were mailed to the home address on record in Paycor the last week in January.

W-2 forms may be accessed on Paycor’s website, simply sign in to Paycor and click on the link for the W-2.



When you click on the link, you will see the listing of tax documents that you have available in Paycor. Simply select the correct year’s W-2.



## Skip the Mail!

### How to opt out of printing a paper W-2:

Reduce the possibility of identify theft—go green!

### On the Paycor app:

Sign in and select *Pay & Taxes*. Then click *Paperless Options* and turn the option on. It’s that easy!

### On the Paycor website:

Log in to Paycor and at the top click on *Pay Stubs & Tax Docs*. Then click on *Paperless Options*.

## Paperless Options

Enable paperless documents to receive your payroll forms electronically. Remember, enabling paperless options for a document will halt the delivery of paper copies for the associated document.

Document Description	Current Year Delivery	Paperless Elections
W-2s These yearly documents are needed to file your taxes with the IRS.	Electronic	<input checked="" type="checkbox"/> ON

# Refer Great Talent, EARN Some Extra Cash!

**E**arn More is the talent referral program at Episcopal Retirement Services. Referrals from our team members are our best source of meeting and recruiting top talent. For team members who refer a candidate who is hired, a monetary incentive is available as a gesture of appreciation. Last year, we hired 50 referrals.



- \$1,500**
  - Registered Nurse, full & part time
  - Resident Assistant, full & part time
  - Versatile Worker, full & part time
  - Cook, full & part time
- \$1,000**
  - Driver, full & part time
  - Community Manager (AL)
  - LPN, full & part time
- \$ 500**
  - Maintenance Technicians
  - Housekeepers
  - Security
  - Dining Services, full and part time
- \$ 250**
  - All other positions, full and part time
- \$ 100**
  - All PRN positions

If you have additional questions, please see a member of the HR team.

*Greet, Brag & Share*

## When You Love What You Do, It Shows.



*Afton Palmer on the AL Wellness team keeps residents active and engaged. Residents and staff competed in a Wii bowling tournament to crown this year's champions (Chloe Sarbaugh and Bob Elkins, Jawanna Russell and Joanie Thomas, Elizabeth Vilski and Pat Merrick),*



*In February, staff across ERS showed their support for women's heart health by wearing red (Christy Plaughter with residents; Sophie Gangi, Cathy Wells, and LoRain Drais; Taylor Biehl, Lindsay Brash, Amy O'Brien, and Mark Lamb).*



*The Rev. Lisa Tolliver and residents enjoy a Fat Tuesday celebration at the Dudley Square clubhouse. Deupree Cottage's annual Winter Ball was a success—residents and families, along with staff, Mike Molloy, Alyssa Harmon, Kayla Lovins, Denise Flores, and DD Farmer came together for an evening of live music, dancing, and fun.*



*Erica Proud and Mindy Sims, winners of the "Go for the Gold" Olympic Challenge received custom ERS water bottles. Women across ERS step out for the Women in Leadership fashion show (Lillie Mecheaw, Afton Palmer, Chloe Sarbaugh, LaMannda Miller, Juliana Burgos, Sarah Meyer, Caroline Puryear, Vaishali Shah, Felicia Beckham, Cathy Wells, and Dunisha Johnson. Annual Leadership luncheon (Becky Burns, Tammy Steward, Beth Siler, Robyn Allen, Teran Herthel, Jessica Mills, and Janet Westrich).*

# ERS

Episcopal Retirement Services



Published by:  
Episcopal Retirement Services  
3870 Virginia Avenue  
Cincinnati, Ohio 45227  
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For 75 years, 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 Joan Wetzel at [jwetzel@erslife.org](mailto:jwetzel@erslife.org) or [share@erslife.org](mailto:share@erslife.org).

Share your photos with ERS! Send them to [share@erslife.org](mailto:share@erslife.org).