

Interlink



ERS

When you love
what you do, it shows!



Past Martindell Award winners with Trish, from left: Mary Pat Burke, Portia Ventus, Brenda Parrett and Patrice Pryor.

Saying Goodbye To Our Good Friend

A Tribute To Trish Martindell

We will be forever changed because of Trish Martindell.

Trish served every imaginable role within ERS. She was a family member, the founder of our family council, a board member, 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, herself, became a resident in her final days.

No one other than Trish can say that they have had all these roles.

Almost twenty 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 and the great culture, that we are now so proud of, was created. It was in an era that 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 helping us see every issue from the resident and family point of view. She helped a group of family members organize and find their voice. She led this group to become our partner, and a positive force who 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. She encouraged us when we began our journey toward person-centeredness. In many ways, Trish's experience as a family member shaped the 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



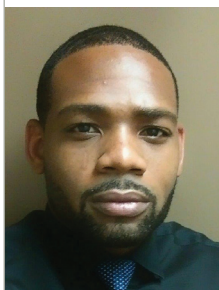
Vicky, former Deupree Health Center aide, was one caregiver in particular who touched Trish in the way that she cared for her father.

service as Board Chair, Trish and her husband Jack decided that they wanted to memorialize Trish's legacy in memory of her father by giving ERS a generous endowment. They created The Martindell Award, a special honor 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.

Each winner for the last three years has certainly exemplified the legacy and Mary Pat, Portia, Brenda and Patrice each touched Trish's heart.

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



Please Welcome Marquis O'Neal to Episcopal Retirement Services

Please join us in welcoming Marquis O'Neal to ERS! He has joined the Affordable Living Team at the Trent Village in Lexington.

Milestone Anniversaries

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

JULY

Cambridge Heights

Doris Ford
Housekeeping1

ERS Corporate

Joy Blang
Fund Development1

Marjorie P. Lee

Laura Dailey
Transportation1
Theresa Hofstetter
Administration1
Yana Lee
Amstein House1
Richard Von Nida
Transportation1

St. Paul Village

Bob Naughton
Security1

AUGUST

Canterbury Court

Bette Buttermore
Social Services5

Deupree House

Victoria Crabtree
Dining Services1
Daniel Moss
Dining Services1
Ebony McBurrows
Cottages5

ERS Corporate

Joan Wetzel
Human Resources20

Marjorie P. Lee

Gloria Person
Lee Garden5
Adam Scheper
Dining Services5
Jada Johnson
Amstein House1
Malia Small
Lee Garden1
Brittany Wooton
Case Management1

Meals On Wheels

Kim Tatum
Dining Services1

New Faces

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

Deupree House

Grace Greenwald
Dining Services
07/27/2016
Carri Cole
Cottages 06/01/2016
Patricia Walton
Cottages 07/13/2016
Feaven Maru
Dining Services
07/19/2016
William Mullin
Dining Services
06/02/2016
Josie Ryczek
Dining Services
06/20/2016
Amur Shannon
Dining Services
07/20/2016

Next Leadership Café Book Club on Wednesday, September 28

ERS Leaders get ready for Leadership Café Book Club on Wednesday, Sept. 28, from 9-10:30 a.m. in the Kahle Conference Room at ERS corporate offices.

Leadership Café provides a venue for leaders of ERS to come together to learn, collaborate, and discuss powerful leadership skills that will influence and impact the performance and development of your teams! Our next book is *The Happiness Track: How to Apply the Science of Happiness to Accelerate Your Success* by Dr. Emma Seppala. Expect high-impact, high-participation discussions around the leadership principles from the book and the benefit of developing those skills within ourselves and our teams. Every event will be fun, engaging, and a great use of 90 minutes out of your schedule!

Who can participate?

Any ERS leader is welcome to participate. And

since we will be using video conferencing technology, leaders located outside the Cincinnati area can also participate virtually with their laptop and camera!

How do you participate? It's easy!

Register to attend, purchase and read your book before the event. Show up, participate, and enjoy!

Register with Valerie Plis in Human Resources at vpilis@erslife.org or at ext. 5364

How do I purchase the book?

Purchase the 2nd edition book from Amazon - (available in Hardcover or Kindle) There is a 1st edition audiobook that can be purchased from AudioBooks.com. A few copies are available in the HR office at ERS, please provide your GL code when picking up the book.

Jass Williams
Cottages 07/13/2016

Marjorie P. Lee

Gloria Gordon
Dining Services
06/29/2016
Kendez Hines
Dining Services
07/19/2016
Monique Ross
Amstein House
06/17/2016

Gabe Marko
Dining Services
07/07/2016
Katrina Pearson
Amstein House
06/27/2016

Wilmington Campus

Rick Hillard
Maintenance 06/02/2016

Trent Village

Marquis O'Neal
Maintenance 07/26/2016

Doug Spitler Is Honored As Top CEO In Cincinnati



Congratulations to our President and CEO Doug Spitler for being honored by the Cincinnati Business Courier. Doug won the C-Suite Award in the category of CEO - small non-profit company. Celebrating with Doug at the August 25th event at the Monastery are from left: Kristin Davenport, Ken Paley, Doug, ERS Board Member Margaret Swallow, ERS Board Chair Robin Smith, Ginny Uehlin and Diane Decker.

Deupree Cottages take in the view at Devou Park

Many of our seniors were out visiting parks and cultural centers in July and August. On Aug. 24, the residents and staff of Deupree Cottages visited Devou Park in Northern Kentucky to enjoy a picnic lunch, play games, and take in the awesome view of Cincinnati and the Ohio river skyline. Staff on the trip included: Cassandra Phelia, DD Farmer, Christina Abbott, Richard Von Nida, and Carri Cole.



We All Scream For Ice Cream!



What is summer without ice cream? Staff members from our Affordable Living communities – Shawnee Place, Canterbury Court and Wilmington Campus – got together celebrated Staff Appreciation Day with a visit to Young's Dairy in Yellow Springs, Ohio.

It's a Wonderful Life

ERS raised more than \$117,000 for Affordable Living!



Doug and Julie Chambers with Janet Pettit attended the dinner.



Stephanie Antoun, Walt Gibler, and Emerson Stambaugh helped with the auction & raffle.

Thanks so much to our staff for attending or volunteering at the "It's a Wonderful Life" event on Friday June 24. With your support, ERS raised more than \$117,000 for Affordable Living for seniors! These donations directly support the programs and services that set our communities apart and bring additional care to our seniors.



Hazel Blomer and Robyn Allen came from Wilmington to help.



Glenn Scott, Karen Bell and Jackie Meder Ruzsa helped with the ballon auction.

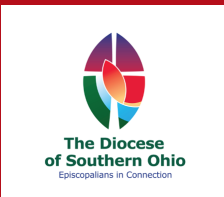


Virginia Vaughn and Patrice Stargell helped with the ballon auction.



Gala Honoree

Bishop Thomas E. Breidenthal, representing:



JOIN US

Together on one night we can make a difference.

All proceeds benefit the Good Samaritan Mission, which delivers life changing services to over 14,000 older adults.

Since 1951, with the support of the Diocese of Southern Ohio and Bishop Thomas E. Breidenthal, Episcopal Retirement Services has fulfilled its mission of enriching the lives of older adults in a person-centered, innovative and spiritually based way.

ERS

Episcopal Retirement Services

invites you to please join us

SEPTEMBER 23RD

from

6 - 10 p.m.

at the

**COOPER CREEK
EVENT CENTER**

4040 Cooper Rd, Blue Ash, OH 45241

HIGHLIGHTS

Cocktails*, hors d'oeuvres & dinner
Co-Chairs: Margaret Swallow & Chet Cavaliere

TICKETS

ERS Employee Tickets – \$65 per person

RSVP

Visit www.episcopalretirement.com/gala by Sept. 7
or contact Diane Decker at 513.979.2306

Cocktail attire suggested

**2 drink tickets provided followed by a cash bar.*

ERS ON THE RED CARPET 2016



The first half of 2016 has been a huge success! Please keep in mind, however, we have limited number of sessions left for the year so make appropriate arrangements for your staff now.

When scheduling your staff, please keep in mind:

- What works best for their schedule? (i.e., an 8-hour session versus a 2-hour session online or via the workbook)
- Would they benefit from a LIVE session where they engage with others or do they prefer a smaller learning environment where they can use an electronic device and complete the session in a shorter period of time?
- Is it more convenient for them to complete the workbook and quiz?
- There is limited seating, please register as soon as possible.

To request the Annual Ed workbook and quiz, simply contact Betsy Sorensen at ext. 7012 or email bsorensen@erslife.org.

8-HOUR SESSION:
Wednesday, Sept. 14
8:30 a.m. – 4:30 p.m.
Kahle Conference Room
– ERS Corp. Offices

8-HOUR SESSION:
Wednesday, Dec. 7
8:30 a.m. – 4:30 p.m.
Marjorie P. Lee
– Event Center

2-HOUR ONLINE SESSION:
Thursday, Nov. 10
10 a.m. – 12 p.m. » Marjorie P. Lee – Lee Library

LMS Training Classes Offered for New Users

Did you know you have access to over 640 online classes to help you succeed in your role at ERS? Whether you need CEUs to maintain your professional certification/license or you simply want to improve your knowledge or gain skills on a particular topic, the Learning Management System is a great resource and benefit to all employees. To learn more about how to tap into these learning opportunities, contact Lisa Fields at ext. 4214 or lfields@erslife.org to sign up for the next class for New Users!

Upcoming Sessions:

Sept. 8, 2016, 9-10 a.m.

Nov. 10, 2016, 9-10 a.m.



HOT Learning Resource!

Do you learn best by listening? If so, check out the Podcast app for your smart phone or tablet! You can explore hundreds of thousands of free audio and video podcasts that you can listen to while you walk on the treadmill or on your drive to work every day! Add your favorite podcasts to personal stations that stay up-to-date when new episodes become available. You can download the Podcast app from Google Play or the Apple App Store! Contact Valerie Plis at ext. 5364 or vpilis@erslife.org to learn more.



WELLBEING

ERS STAFF WELLNESS PROGRAM

Your Wellbeing Scorecard

We are half way through the year. It's time for a Scorecard Check Up! Scheduling regular check ups for preventive care is one of the most important things you can do for your health. The choices you make about diet, exercise, and other habits can affect your overall health as well as your risk for developing cancer and other serious diseases. It's also important to follow recommendations for cancer screening tests.

Take the time to check out your scorecard at <https://app.artemtrx.com/ip/grp/erh/Login.aspx> and see what you have left to complete. Documentation that is acceptable as proof of the completion of the sections of the score card include the

Preventive Screenings	Definition
Physical Examination	Annually or on Doctor's recommendation
Mammogram	Women age 40 and older, Annually or Doctor Recommendation
Pap Smear	Women age 18 and older, Annually or Doctor Recommendation
Prostate Specific Antigen (PSA)	Men age 50 and older, Annually or Doctor Recommendation
Dental Cleaning	Only one dental visit annually required, but note that two dental visits every year are recommended for good health
Colonoscopy	Age 50 and older, Every 10 years or Doctor Recommendation
Flu Shot	Annually (proof not required if receive onsite)
Biometrics	All 7 biometric values must be completed and submitted annually regardless of their values. The 7 biometrics values include: Blood Pressure, Glucose, Total cholesterol, LDL, HDL, Triglycerides, and Body Mass Index (proof not required if receive onsite)
Health Risk Assessment	Online questionnaire to assess your current health status

Explanation of Benefit or Claim Summary, a printout from My Chart or any other electronic records, bill/receipt from the physician, or a letter from the physician.

You can submit your proof of completion with

a completed Credit Claim Form in a variety of ways: by e-mail to ERSwellness@trihealth.com, by mail to TriHealth Corporate Health Attn. Molly Copenbaker 11129 Kenwood Road, Cincinnati, OH 45242 or

simply place in a sealed envelope labeled "Well-being Scorecard Proof" and give to Ann Beighle. Items must be completed by December 31, 2016 and proof/documentation must be submitted by January 30, 2017.

Join Our Team!

Team ERS Will Walk To End Alzheimers On Oct. 1

Employees from ERS are joining together to make a difference by participating in the **Oct. 1 Walk to End Alzheimer's**. We will walk as a team, support each other and have fun. The Walk to End Alzheimer's is a great way to give back to your our community and support our

residents, friends or family members who may be facing the disease.

We have two designated captains – Lisa Fields and Jim Fisk. They have set up the team fundraising Web page, and will be your contact for questions and more information. Reach

out to Lisa at ext. 4214, 513.979.2256 or lfields@erslife.org or Jim at ext. 6669 or jfisk@erslife.org. Visit this link to signup. <http://bit.do/AlzTeamERS>

ERS Creative Director Arlan Graham is designing a Team ERS t-shirt. Everyone who signs up and walks will get a shirt.



Health Risk Assessment

We are delighted to offer our staff the opportunity to take the health risk assessment/biometric screening provided by TriHealth.

The Health Risk Assessment/Screening includes cholesterol screening, blood sugar testing, blood pressure reading, height/weight, body mass index, Health Risk Questionnaire and individual feedback.

At right is a schedule of the sessions. Sign up now by calling Ann Beighle at ext. 4287.

Health Risk Assessment schedule:

Friday, Nov. 4

8 - 9:30 a.m.

Deupree Private Dining Room



Monday, Nov. 7

8 - 9 a.m.

Wilmington

Wednesday, Nov. 9

8 - 9 a.m.

ERS Kahle Conference Room

Thursday, Nov. 10

6:30 - 8 a.m.

Marjorie P. Lee Event Center

Friday, Nov. 11

7:30 - 10 a.m.

St. Paul Village

Monday, Nov. 14

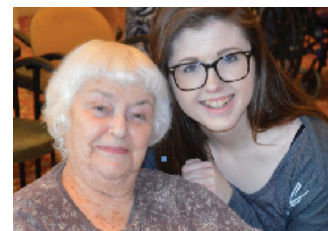
8 - 10 a.m.

Marjorie P. Lee Event Center

Thursday, Nov. 17

8:30 - 9:30 a.m.

Canterbury Court



MPL Resident Angie &
Xavier Student Kelly Kline

Living Well Memory Support

A Suite of Person-Centered Cognitive Therapies being offered at Marjorie P. Lee and Deupree Cottages.

ERS has developed a suite of cognitive therapies to better serve our residents both in long-term care and assisted living memory support and to further educate our staff. We are the second organization in the country to pilot SAIDOSM, a break-through therapy for Alzheimer's and other forms of dementia. Anchored by SAIDOSM, our suite of person-centered cognitive therapies and programs include:

SAIDOSM

IN2LSM (It's Never 2 Late)

Music & MemorySM

GreyMattersSM

Inspiring Minds Through Art

360 Wellbeing

Java MusicSM

Positive Approach To CareSM

The Inspiring Minds Through Art program pairs people with dementia and student volunteers who have been trained to promote social engagement, autonomy, and dignity of residents. The art is secondary to the relationship between student and resident. Kicked-off in April, the successful pilot culminated in a gallery exhibition celebrating the artists' accomplishments while educating the public about the creative capacity of people with dementia.

ERS 'Move 150' Challenge Begins On Sunday, Sept. 11

The Wellness Team is excited to announce a new fitness challenge for fall - **Move 150**. Sometimes the hardest part is taking the first step. Here's how Move 150 can benefit you:

- Help you fit exercise into your schedule.
- Create the exercise habit - in the long run it actually saves you time!
- Consistent exercise can add years to your life.
- You'll be able to initiate small habits and changes one step at a time.

When does the program start and end? Sunday, Sept. 11-Saturday, Oct. 29.

How does the program work? Each participant gets a Move 150 Challenge Packet. Use it to track your physical activity for 6 weeks to see how active you are. You must track at least 150 minutes of



physical activity each week. There is an online or a paper option to track your activity. Submit your program materials by logging into your account at www.trihealthcorporatewellness.com and enter your activity, or by Email: wellness@trihealth.com. To increase your motivation, all who complete the program will be entered into the drawing for the Wellness Prize. Health tips will be offered to help you become more active! Contact Jim Fisk for more details at ext. 6669.



Earn A Bonus When We Hire An Employee You Referred

Earn More is the talent referral program at Episcopal Retirement Services.

Referrals from our ERS employees are our best source of meeting and recruiting talent to join our organization and to serve our residents. As gratitude to employees

who refer a candidate who is hired, a monetary incentive is available as a gesture of appreciation.

You can get information about Earn More from Molly de Jesus at ext 7133 or Erica Carlson at ext. 5396.

Greet, Brag & Share

In each issue of Interlink, the back page is now our "Greet, Brag & Share" feature. This is the where we will catch up on the latest good news from employees around the company. Please share your news with Molly de Jesus at mdejesus@erslife.org.

Deupree House Residents and Staff Team Up For Wii Bowling Championship



The top three teams from left: Pierson Davis, Anna Honerlaw, Jim Fisk, Dr. Roger Giesel, Barb High, Michelle Cole. The Team of Dr. Giesel and Jim Fisk III won the tournament.

ERS

Episcopal Retirement Services



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For over sixty 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.

FreeStore Food Bank Delivers Fresh Produce to Residents

The St. Paul Village team was thankful for help from other staff volunteers who assisted with a large produce distribution at St. Paul on July 27 and Aug. 19. If you'd like to help from 8 to 9:45 a.m. on Sept. 23, we will once again get three tons of food unpacked and distributed to our residents. Contact Anthony Williams, awilliams@erslife.org, to volunteer. The group from July 27, from left: Melanie Ruhe, Michelle Diers, Katie Price, Erica Carlson, Caroline Rapier, Cissy Cornine, Anthony Williams, Maria Elias, Joanne Lacey, Tony Lackey, and Chris Lemmon.

