



Interlink



ERS

When you love
what you do, it shows!

Serving Our Residents

Team effort making a difference at Walnut Court

It all started when Kathy Ison-Lind shared a story about the needs of residents in our new Affordable Living (AL by ERS) community, Walnut Court. Residents were sleeping on the floor because they had no beds.

One person, who remains anonymous, heard the story and could not sleep that night knowing that our residents were sleeping on the floor.

What happened next is a perfect example of how much our staff members care about the wellbeing of our residents and how this care and concern is infectious and brought many others together to make a beautiful gift happen.

When she heard about the generous donation, Kathy contacted Administrative Assistant/Project Specialist Jackie Meder Ruzsa, who jumped into action and purchased the mattresses, bed frames and bedding. Sam's Club employee, Angel, (we did not make that up) was glad to help them! Jackie contacted the Planes Moving Company to schedule the delivery. Planes in turn was thrilled to hear about the donation and they were inspired to donate the cost of the moving services!



*The residents were thrilled with the wonderful gift of new bed frames, mattresses, and bedding.
Photos by Gary Kessler*

The generosity just kept spreading. Gary Kessler, the photographer for Linkage magazine donated his time and stopped by to capture the moment with great photos.

Residents in our AL by ERS communities are often helped by the Partners In Care Fund which is supported by the Good Samaritan Mission (GSM). If you have made a donation to the GSM, then you've been helping make a resident's life better too. Together we're part of something special which seems to inspire our communities as well! Thank you!

— Kristin Davenport



*Jackie Meder Ruzsa, center, with the Sam's Club and Planes Moving Company employees, all worked together to quickly take care of all the details of shopping and delivery.
Photos by Kathy J. Finley*



Please Welcome Marcus Jackson, Judy Russell and Matt Carey to Episcopal Retirement Services

Please join us in welcoming Marcus Jackson, Judy Russell and Matt Carey to ERS! They have joined the Deupree Meals On Wheels Team.

Milestone Anniversaries

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

March

Deupree House

Falisha Payne
Craftsman Cottage.....1
Simon Dadosky
Dining Services1
Margo Dailey
Dining Services1

ERS Corporate

Joy Leonard
Administration1

April

Cambridge Heights

Barbara Mingione
Social Services5

Marjorie P. Lee

Jacqueline Hicks
Nursing.....1

Deupree House

Julia Dolle
Dining Services1

Walnut Court

Mary Kryzstofiak
Social Services1

New Faces

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

Affordable Housing Management

Jason Simister, Operations
02/01/2016

Deupree House

Tiff Dixon, Cottages
02/08/2016
Corinne Fanta,
Dining Services
02/15/2016
Colin Kelly, Dining Services
03/24/2016
Janet Finnell, Cottages
03/25/2016
Kayla Lovins, Cottages
03/29/2016
Mario Roberts,
Dining Services
02/09/2016

Marjorie P. Lee

Chelle Bonner, Amstein
03/01/2016
Akira Buchanan,
Housekeeping
02/05/2016
Sonja Cheatham,
Social Services
02/29/2016
Zoe Clark, Dining Services
02/09/2016
Donald Collins,
Housekeeping
03/02/2016
Nicki Evans, Lee Garden
03/25/2016
Joyce Jackson, Amstein
02/10/2016
Demico Jones,
Dining Services
02/12/2016
Debbie Katsetos,
Nursing Administration
02/26/2016
Sheri Schwartz,
Housekeeping
03/04/2016
Nick Sweeney,
Dining Services
03/04/2016

Parish Health Ministry Mourns the Loss of a Special Lady

It is with great sadness that the Parish Health Ministry (PHM) team would like to inform ERS of the passing of **Ellen Schneider, RN, PHM Coordinator**, on March 31, 2016 following a brief illness. Ellen worked in a variety of settings in her nursing career including family practice, nursing education and Faith Community Nursing. She joined the PHM team in 2006 as a Coordinator for Central Ohio. She shared her gifts of nursing knowledge, professionalism and care with all.

After Ellen retired in December 2013, she continued as PRN staff. Most notably, she was an essential member of the Refresh Your Soul team in the years following her retirement. We will remember her gracious presence and valued input at our most recent



Strategic Planning days held in December 2015.

She fulfilled all the attributes of a great nurse, a co-worker and a friend. For us she was a joy to be around, often providing us with a calming presence. We were blessed to have her on our team and she will be truly missed!

Ellen was a loving wife to Kenny, mother to her three sons and their wives and grandmother to seven. Our prayers and sympathy go to her family members.

May Ellen rest in the peace of eternal life!

— *The Parish Health Ministry Team*

Meals On Wheels

Marcus Jackson,
Transportation
02/05/2016

St. Pius Place

Kim Stallworth,
Administration
03/10/2016

Thomaston Woods

Rhonda Nordstrom,
Social Services
03/14/2016

Employees Support 'Refresh Your Soul' Conference



The Refresh Your Soul Conference, hosted by Parish Health Ministry and held on March 4, 2016 was a sold-out success! Clockwise from top right: The Refresh Your Soul planning committee was recognized on stage for thier efforts; Annie Novak and Sarah Harrington greeted guests at the MPL booth; Doug Chambers and his crew were key to the success of parking and traffic control; Jeanne Palcic, PHM Director with the speakers, Lisa Genova and Teepa Snow; luncheon volunteers Pam Ward and Betsy Babb; and Jeanne Palcic with Rhonda Johnson.



Always Time to Celebrate with Affordable Living



Left: St. Paul Village staff Tony Lackey (left), Chris Lemmon (center) and Shawna Whitmire (right) get the keys to a brand-new bus for St. Paul Village and the Cincinnati Affordable Living communities from a representative from the American Bus Company. Right: In April, service coordinators and community managers for the Affordable Living communities gathered at ERS support offices for training.





Gates Smith, Honoree



'It's a Wonderful Life'

Friday, June 24, 2016 from 6-10 p.m.

at the 20th Century Theater, 3021 Madison Road, Oakley 45209

VOLUNTEERS NEEDED!

Please contact Rick Wilson to volunteer for our classic movie-themed event to benefit the Affordable Living communities. The money raised will provide services such as health clinics, fitness, spiritual activities, computers, and transportation.

513.979.2309 or ext. 4271

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Affordable Living

Affordable senior living by Episcopal Retirement Services





WELLBEING

ERS STAFF WELLNESS PROGRAM

Your 2016 Wellbeing Scorecard

We are kicking off the second year of ERS's scorecard program.

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.

If you are planning on completing the scorecard program to take advantage of the \$300 health insurance premium credit, all applicable sections must be completed by December 31, 2016, with all documentation being submitted to TriHealth by no later than January 30, 2017.

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

If you do not participate in our health insurance but choose to participate in the ERH wellbeing scorecard, you can earn a \$100 gift card.

For questions on ERS's scorecard, please contact any member of Human Resources.

New Health Online Wellness Tool

The web-based resource, TriHealthCorporateWellness.com will allow you to:

- View your Scorecard, Personal Health Assessment, Tracking Tools and Program Info all on one site
- Participate in fitness and nutrition challenges
- Access health tips and articles.

Visit TriHealthCorporateWellness.com to register your account.

Wellbeing Goals

Get to know your Employee Assistance Program (EAP)

We live in a time of remarkable change, a time of great accomplishments as well as increased stress, fear and uncertainty. People are rethinking their priorities and values. They are more concerned now than ever about the quality of their lives and personal relationships. At times, personal problems

can interfere with our lives and relationships both at home and/or at work. ERS provides you and your immediate family members with confidential counseling and referral services through TriHealth EAP.

TriHealth EAP offers free, confidential counseling for a variety of issues, which can in-

clude stress management, interpersonal issues, work stressors, parenting issues, marital issues, anger management, organizational skills, personal development, and emotional wellness.

The main location is in Blue Ash, at 11121 Kenwood Road. However, free Employee Assistance counseling can be

provided at a location convenient to each individual, through counselors and social workers that TriHealth EAP contracts with throughout the country.

This benefit is available to all employees and dependent family members of ERS, and can be accessed by calling 513-891-1627, or 1-800-642-9794.



— ERS ON THE — RED CARPET 2016

Meet with your manager & plan your celebrity appearance



Session Topics

Dementia, Person First & Critical Incidents

Safety & Hazardous Communication

Resident Rights, Abuse & Neglect

Succeeding in Your Role at ERS

Infection Control

HIPAA/Corporate Compliance

Wellness & 2016 ERS Wellbeing Scorecard

2016 ERS ON THE RED CARPET SESSIONS

NEXT SESSION:
Tuesday, May 10
8:30 a.m. – 4:30 p.m.
Deupree House
Event Center

Wednesday, May 25

10a.m. – 3p.m.

Cornerstone Church of God,
Lebanon, OH (AL by ERS)

Thursday, July 7

10a.m. – 12p.m.

*Online Annual Ed

Marjorie P. Lee (Lee Library)

Wednesday, July 13

8:30a.m. – 4:30p.m.

Marjorie P. Lee Event Center

Wednesday, September 14

8:30a.m. – 4:30p.m.

Marjorie P. Lee Event Center

Thursday, November 10

10a.m. – 12p.m.

*Online Annual Ed

Marjorie P. Lee (Lee Library)

Wednesday, December 7

8:30a.m. – 4:30p.m.

Marjorie P. Lee Event Center

Register with Valerie Plis
in Human Resources
at vplis@erslife.org
or at x5364





EARN MORE

ERS TALENT REFERRAL PROGRAM

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.

As gratitude to employees who refer a candidate who is hired, a monetary incentive is available as a gesture of appreciation.

\$2,500 Registered Nurse* full-time and part-time hired	\$1,000 Cooks, Drivers, Housekeepers, LPN* full-time and part-time hired	\$500 Registered Nurse* - PRN	\$250 Resident Assistants, Versatile Workers, Medication Aides, Dining Services Staff, Security and all other positions hired	\$100 All other PRN positions
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Schedule of payout

\$2,500, \$1,000 and \$500 Referrals Incentives:

- After the new employee's successful completion of the orientation process, the referring employee will receive a \$50.00 gift card.
- After the new employee's successful completion of the orientation process, the referring employee will receive 50% of the total payout.
- After the new employee's successful completion of six months of employment, the referring employee will receive the final 50% of the total payout.

\$250 Referrals Incentive:

- After the new employee's successful completion of the orientation process, the referring employee will receive a \$50.00 gift card.
- After the new employee's successful completion of the orientation process, the referring employee will receive 100% of the total payout.

For PRN positions:

- After the new employee's successful completion of the orientation process, the referring employee will receive \$100 in the form of a check.

All referral payments are considered taxable income and the appropriate withholdings will be taken.

Please refer those who you feel would bring the very best customer service and person centered care for our residents and clients to apply at our website www.episcopalretirement.com/careers or contact any member of the human resources team.

When you love what you do, it shows!

*RN and LPN positions in this category are for MPL and Deupree community floor nurses only.

NOTE: Changes to Earn More program including positions eligible and monetary incentive amounts are made at the discretion of HR and are subject to change at any time. If that would occur, participants would be given incentives specified above for results achieved up to any effective date. Earn More will be paid only to the one employee whose name is listed on the application by the applicant. The above incentives are effective through May 1, through Dec. 312016.

Greet, Brag & Share

Beginning with this 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.

Honored for Delivering Wishes

Sue Susskind is kind of a superhero! By day she coordinates meal delivery for hundreds of Deupree Meals On Wheels clients, by night (and on weekends) Sue is busy granting wishes as a volunteer for Make-A-Wish Ohio, Kentucky and Indiana. Make-A-Wish grants the wishes of children with life-threatening medical conditions to enrich the human experience with hope, strength and joy. In March, Sue was honored as a Volunteer of the Year at the BIG Wish Gala. Her daughter Jenna became a wish granter a year ago and they now do it together as a team. As of the end of April, she will have been part of 30 wishes, 20 of which were international. Sue also is a team captain for the annual Walk for Wishes, which will be held on June 11th. Please feel free to contact Sue to help her grant wishes by joining her Walk for Wishes team or by volunteering for MOW. We thank Sue for all that she does to make the world a better place.



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.

Deupree Cottage Staff & Residents Party On!



Clockwise from top right: The Deupree Cottages staff and residents hosted a baby shower for Nikki Meltebrink; Nikki with resident Jim Lewis and Renee Clem, RN; Mary Sheldon enjoyed a celebration in her honor for her many years of service at the Cottages, in April she started a new job at Marjorie P. Lee; Donor Relations Manager Diane Decker helped the staff of the Cottages throw a soirée for residents with a 'Night in Paris' theme. Ooh la la! Fun was had by all!

