

Interlink



ERS

When you love
what you do, it shows!



Thank You Employees!

In Seventh Heaven Over Workplace Honors

Each year, the Cincinnati Enquirer recognizes the city's 100 best places to work. When the survey results from 171 companies were tallied for 2016, Episcopal Retirement Services (ERS) emerged as one of Cincinnati's Top Workplaces for the seventh year in a row. ERS ranked fifth among 35 firms in the category of Midsize Companies (150-499 employees) and is one of 8 companies to receive the top honors every year since the inception of the contest. ERS employees cited many reasons for valuing the workplace, including strong leadership and a corporate commitment to employee wellbeing. Our



culture is what makes us different.

"We recognize that every one of us is a father, mother, husband, wife, son, and daughter first," says Joan Wetzel,

Director of Organizational Development and Human Resources for ERS. "Our employees work really hard when they're here. Keeping that delicate balance between home and work is very important to us." We are proud to offer a workplace that celebrates the talents of our employees, while honoring them as individuals. It's about whether employees feel inspired and are given room to do great things. After all, when you love what you do, it shows!

REGION'S 100 TOP WORKPLACES RANKED

Midsize companies – 150 to 499 employees

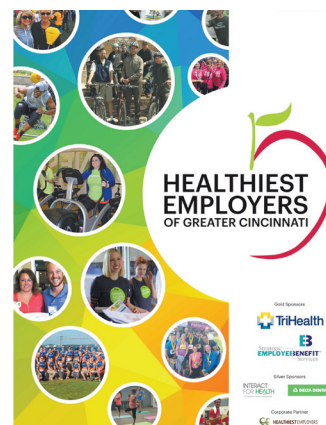
Rank	Company	Founded	Ownership	Sector
1	Integrity Express Logistics	2007	Private	Third party logistics
2	Crossroads Community Church	1996	Nonprofit	Religious
3	The Belting Co. of Cincinnati Inc. dba CBT	1921	Private	Wholesale distribution
4	Crossroads Hospice	1995	Private	Hospice
5	Episcopal Retirement Services	1951	Nonprofit	Human services
6	Alliance Data	1997	Public	Customer care center
7	UBS Financial Services	1862	Public	Wealth management
8	Keating Muething & Klekamp PLL	1954	Partnership	Law

Our Top Workplace is Healthiest too!

We're proud to be named a Cincinnati Business Courier 2016 Healthiest Employer. The program recognizes companies in Greater Cincinnati that are leading the way toward health and wellness in the workplace!

"We believe our greatest asset is our staff," says Joan Wetzel. "When we take really good care of them, in return they take exceptional care of our customers."

— Kristin Davenport



Lindsey Miller and Jim Fisk
were featured on the
Healthiest Employer cover.



Please Welcome Lydell Carter to Episcopal Retirement Services

Please join us in welcoming Lydell Carter to ERS! He has joined the Corporate Support Team as the Director of Finance.

Milestone Anniversaries

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

MAY

Affordable Living

Kathy Jorgensen-Finley
Administration 1

Deupree House

Alec Utz
Grounds 1

ERS Corporate

Brandon Parker
Marketing 1

Marjorie P. Lee

Kitty Curran
Assisted Living 10
Sandy Stross
Nursing Administration .. 5
Knice Bonner
Amstein House 1
Brianna Harris
Amstein House 1
Jakob Watson
Dining Services 1

JUNE

Cambridge Heights

Teresa Anker
Life Enrichment 1

Deupree House

Gini Tarr
Community Relations ... 20
Marta Vennemann
Nursing Admin. 20
Christina Abbott
Craftsman Cottage 5
Naconia Oats
Craftsman Cottage 5

Terry Clark
Nursing Admin. 20
Nicole Moore
Deupree Cottages 1
Sam Gillivan
Dining Services 1

ERS Corporate

Ginny Uehlin
Excel Team 15
Karen Christopher
Event Planning 5

Marjorie P. Lee

Gloria Oglesby
Amstein House 15
Acadia Carson
Dining Services 5
Monica Fountain
Lee Garden 1
Rebecca Croucher
Lee Garden 1
Amy Mauch
Administration 1
Missy Smith
Housekeeping 1
Sandra Thomas
Lee Garden 1

Wilmington Campus

Jason Vance
Maintenance 10

New Faces

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

Deupree House

Ashley Adams, Dining
04/25/2016
Dalisha Dorsey, Craftsman
04/01/2016

LeadingAge Ohio Foundation Scholarship Applications

The LeadingAge Ohio Foundation supports member employees through a scholarship program to further their careers in the field through ongoing education.

The application form is available at www.LeadinAgeOhio.org. Click on the About tab

then select LeadingAge Ohio Foundation.

For information on the scholarship program or the foundation or for assistance with the application, contact Kathryn Brod at (614) 545-9014 or kbrod@leadingageohio.org. **Deadline to submit an application is June 30, 2016.**

Gloria Kammer, Dining
04/19/2016
Kim Peace, Craftsman
05/02/2016
Madison Smith, Dining
04/08/2016
Mika Goss, Cottages
05/05/2016
India Brown, Cottages
05/18/2016
Lee Workum, Dining
04/08/2016

ERS Corporate

Lydell Carter, Finance
05/23/2016
Cynthia Mathias,
Clinical Services
04/06/2016

Green Hills

Jessica Burton,
Social Services
04/14/2016

Marjorie P. Lee

Alexina Hupp,
Life Enrichment
04/18/2016
Brittany Laster,
Lee Garden
04/05/2016
Jenn Mattingly, Security
05/16/2016
Maddie Rosenberger,
Life Enrichment
05/09/2016

Shelby Spitz,
Life Enrichment
04/29/2016
Christina Anderson,
Nursing
04/01/2016
Elizabeth Floyd, Nursing
05/24/2016
Bee Henderson, Nursing
05/04/2016
Tim Holzmacher, Nursing
04/29/2016
Sherrille Kennedy, Nursing
05/05/2016
Nichole Reyes, Nursing
05/23/2016
Erica Richardson
Anderson, Nursing
04/21/2016
Crystal Wells, Nursing
05/16/2016
Kim Wolford, Nursing
04/11/2016
Karen Wright,
Independent Living
04/05/2016

Meals On Wheels

Matt Carey,
Transportation
04/08/2016
Judy Russell,
Transportation
04/21/2016

St. Paul Village

Shawna Whitmire,
Transportation
04/05/2016

SAIDO 1st Anniversary Celebration at the Cottages



The Deupree Cottages SAIDO learners and supporters were honored on June 6th with a visit from guests from Eliza Jennings and the Kumon Institute, the inventors of SAIDO, a memory support therapy that is practiced at Marjorie P. Lee and the Cottages. Each learner was presented with a certificate of excellence. Pictured below from left: Yozo Ogawa, Jean Mathis, Aki Kobayashi, Daneika Farmer, Sue Susskind, Anna Honerlaw, Tracie Martella, Michelle Cole, Mary Sheldon, Bryan Reynolds, Terina Green, Ruth Stoops, Megan Kron, Beth Andruss, Kristin Davenport, Shinji Ito and Ono. Supporters not pictured: Christina Abbott, Ronda Avant, Paula Breitholle, Jim Fisk, Pete Juszczuk, Naquisha Lewis, Kayla Lovins, Bryan Lusane, Lillie Mecheau, Falisha Payne, Janet Pettit, Tarrah Pickard, Janet Shotwell, Gini Tarr, and Elizabeth Washington.



Doug Spitler is honored for Lifetime Achievement



Congratulations to our President and CEO Doug Spitler for being honored with The Venue Magazine Lifetime Achievement Award, C-Suite Awards Class of 2016. Celebrating with Doug at the May 10, luncheon are from left: Arlan Graham, Maureen Gregory, Megan Kron, Ginny Uehlin, Ken Paley, Paul Scheper, Laura Lamb, Doug and ERS Board Chairmain Robin Smith.

1st Leadership Café Book Club, 'Leaders Open Doors'

On May 24 Valerie Plis, Manager of Organizational Development hosted our first Leadership Café and it was a huge success! Thank you to all of the leaders who came together to develop and expand their leadership skills with the ultimate goal of better serving our employees and residents! Our first book was 'Leaders Open Doors' by Bill Treasurer. If you did not get a chance to participate, the book is a short but powerful read!

Our next Leadership Cafe will be scheduled in August. Stay tuned for the upcoming details!

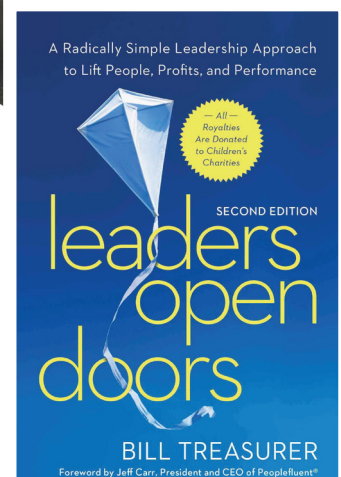
ABOUT THE BOOK

"I got to open doors for people!" These seven simple words, spoken by author Bill Treasurer's five-year-old son, cut straight to what matters most about leadership: True leaders open doors for people.



Drawing on two decades of experience, Treasurer, combines personal stories and anecdotes to illustrate how (and how not) to inspire the people you lead while revealing the four most important skills that any aspiring open-door leader must hone.

100% of the royalties from the sales of this book are being donated to organizations that open doors for people with special needs.



'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

PRESENTING SPONSOR

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Affordable Living

Affordable senior living by Episcopal Retirement Services





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 May 1, through Dec. 31, 2016.

2016 Annual Ed. Day

Affordable Living On The Red Carpet



Fifty-five members of the Affordable Living team met together for Annual Ed Day – ERS On The Red Carpet. The full-day seminar covered a variety of topics from Succeeding in Your Role at ERS to Safety & Hazardous Communication. The Red Carpet Photo Booth was a big hit with the group. Pictured clockwise from the top right: Kim Kulfan, Teresa Britton, Bette Buttermore, Jan Velkoff, Ted Eubanks, Sheila Isbel, Ken Barker; Gayle Porter and Abby Singleton. Chris Lemmon and Joanne Lacey; Brenda Parrett, Joanna Baugh and Anthony Williams.



Starting in August

Quit and Stay Quit Wellness Coaching

Quit and Stay Quit Wellness Coaching is a 12 session personalized program designed to help you quit tobacco products. You will work with a certified health and wellness coach to set specific goals based on your personal barriers to quitting for 12 sessions over a 14 week period.



Quit and Stay Quit Coaching Philosophy

The Quit and Stay Quit coaching philosophy incorporates the idea that a wellness coach is your partner in

defining your "Point B", someone who helps you design and navigate the journey to get there during your scheduled coaching sessions. Your

Wellness Coach will combine their coaching expertise with their degreed health and wellness background to help you along the way.

To maximize your results during this program, you should be ready to make changes to move you towards being tobacco free, consider what the priorities in your life are, and plan to work hard over



the next 14 weeks.

All coaching sessions will take place over the phone and will last 15-20 minutes.

The goals you work on with your coach are completely confidential.

There is no cost to you if you choose to take this opportunity to improve your health and wellness – this is part of your employee wellness program.

At the end of this program you will avoid the tobacco sur-

charge of \$50/pay period beginning January 2017. You must participate in all 12 coaching sessions to receive this credit.

Learn more, attend a Tobacco Cessation Training Kick-off:

Marjorie P. Lee Conference Room – Wednesday, Aug. 3, 2:30-3:30 p.m.

Deupree House Private Dining Room – Thursday, July 28, 10-11 a.m.

Webinar – Monday, Aug. 1, 12-1 p.m.

ERS ON THE RED CARPET 2016



Meet with your manager
& plan your
celebrity appearance



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



2016 ERS ON THE RED CARPET SESSIONS

LMS Training for New Users:
Thursday, July 7
10 a.m. – 12 p.m.
Online Annual Ed
MPL - Lee Library

NEXT SESSION:
Tuesday, July 13
8:30 a.m. – 4:30 p.m.
Marjorie P. Lee
Event Center

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

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



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.

Shopping Offers Rewards For ERS!

Do you shop at Kroger or Amazon.com? Did you know that you can support a cause that you are passionate about just by shopping? It won't cost you any money or fuel points! And, using the Smile.Amazon.com site and not just Amazon.com will not impact pricing. It only designates that a portion of your purchase price will go to charity. This is absolutely free and your shopping can make a difference in someone's life.

Sign-up to support ERS with Kroger Community Rewards, organization number 83341 online at www.Kroger.com/communityrewards or in the store at the customer service kiosk.

Sign in or register at Smile.Amazon.com and choose Episcopal Retirement Services as your charitable organization. If you have questions, call Rick Wilson in development at ext. 4271. Thanks for supporting the Good Samaritan Mission!

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.

Mud, Guts & Glory!

Our CFO, Paul Scheper organized a group to participate in the Mud, Guts & Glory race on May 14. The Obstacle course, 3.1 miles walk or run was promoted by the organizer as "a piece of cake." In reality, cake didn't have anything to do with it. Paul also promised, "We will do this together and help each other." And we did! Every team member finished and lived to tell about it.

According to Jim Fisk's Garmin, we went up and down over 1,000 ft. in elevation, had one water feature that registered 51.8 degrees F, covered more than 3.2 miles and hit a speed of 36 mph on the waterslide. We did all of this in 48 degree weather that felt like 43 degrees with the wind chill. All in all, we kicked some tail! Who's in for next year?

As a team we finished eighth out of 11 with Jim Fisk leading us. Check out our results: <http://bit.ly/1OdaqJ9>



Before the race photo from left: Adam Scheper, Kylie Scheper, Paul Scheper, Kristin Davenport, Janet Pettit and Steven Cromwell. After the race: Rachel Arney (left) and Walt Gibler and Stephanie Antoun (below) display their well-earned mud & medals! Not pictured, Jim Fisk also conquered the course.



ERS

Episcopal Retirement Services



published bimonthly by:
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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.

Affordable Living Group Visits the Newport Aquarium



A group of employees from the Cincinnati and Blanchester Affordable Living communities enjoyed an outing to Newport Aquarium. Pictured from left, back row: Chris Lemmon, Joanne Lacey, Charyce Whitmire, Katie Price and Caroline Rapier. Front row: Bridget Proctor, Char Smith, Cissy Cornine, Jeri Bealer, Kim Stallworth, Tina Funk, Michelle Diers, Charlie Randall, Rhonda Nordstrom, Maria Elias, Melanie Ruhe, Gayle Porter and Mark Jacobs.