

Interlink

ERS

When you love
what you do, it shows!

CEO Transition

Creating our bright future together

Episcopal Retirement Services' Board of Directors has worked diligently to identify and appoint our next CEO to succeed Doug Spitler who will be retiring at the end of this year.

Board Chair Robin Smith has announced the Next CEO Committee's recommendation was presented to the ERS Board of Directors on Oct. 4, 2016. Laura Lamb was enthusiastically and unanimously appointed as ERS' next CEO effective 1/2/17.

Laura has demonstrated compelling strengths during her 23 years with ERS including: a true embodiment of the ERS culture, the contribution to and a deep commitment for ERS' vision and strategic initiatives, a demonstrated development of community relationships and strategic partnerships at a regional and national level, a proven high performer and servant leader, and an enthusiastic supporter of ERS with a lifelong passion for serving seniors.

The news was shared with staff and residents on Monday, Oct. 24. Laura shared her thoughts with



Laura Lamb has been enthusiastically and unanimously appointed as our Next CEO

those gathered to hear the announcement. "I am very thankful to the Board of Directors and especially Robin Smith for my appointment as CEO," said Laura. "I am thankful to the countless mentors that have helped me grow as a person so that I might be ready for this amazing opportunity."

"I am deeply humbled and honored to be chosen to lead our great organization and I know that we will create a bright future together. We are blessed to have a strong foundation to build

upon due to the great leadership of Doug Spitler."

Laura went on to share more about her hopes for the future of our organization. "Working together as one team we will craft an exciting vision and a plan to move us into the future," she said.

"All voices will be included in developing this plan. Our residents and staff throughout our 28 communities in 3 states will be instrumental in shaping our plan. As you know I have been with ERS for almost 23

years. You have known me in a variety of roles, but not as a CEO. I understand that I must have new ears and eyes in this role. I will step back and listen as your new CEO."

"I will lean into you for advice, suggestions and counsel so that we can create a bright future together. I stand ready to serve you in any way I can. I look forward to all your ideas, and ask you to hold me accountable for being the kind of leader we all dream of having at ERS."



Please Welcome Tara Fisher-Dill to Episcopal Retirement Services

Please join us in welcoming Tara Fisher-Dill to ERS! She has joined the Human Resources Team as a Talent Development Specialist.

Milestone Anniversaries

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

SEPTEMBER

Cambridge Heights

Gary Scanlon
Transportation1

Deupree House

Lisa Martens
Nursing Administration 1.1
Lisa Mettey
Administration 1.1
Mason Tigner
Dining Services1

ERS Corporate

Steven Cromwell
Accounting1

Marjorie P. Lee

Dorothea Stallworth
Assisted Living30.1
Gary Morgenroth
Transportation5
Gaynelle Pittman
Assisted Living5
Janice Donaldson
Dining Services 1.1
Jonah Vincent
Dining Services 1.1
Vanassa Adams
Dining Services1
Quanda Collins
Lee Garden1
Jordan Cox
Dining Services1

Wilmington Campus

Kelly Campbell
Life Enrichment1

OCTOBER

Deupree House

Rod Nixson
Dining Services5
Anna Thomas
Dining Services1
Mariah Patterson
Dining Services1

ERS Corporate

Patricia Lane
Accounting5
Valerie Plis
Organizational Dev.1
Hazel Dozier
Accounting1

Marjorie P. Lee

Janet Kempf
Life Enrichment15
Jay Baxter
Amstein House1
Marilyn Busse
Dining Services1
Elli McHaffie
Dining Services1
Cathy Reynolds
Dining Services1
Ryan Moore
Grounds1

St. Paul Village

Dee Colyer
Administration10

Wilmington Campus

Charlie Randall
Maintenance1

New Faces

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

ERS Corporate

Tara Fisher-Dill
Organizational Development
09/16/2016

Important Payroll Information

Attention All ERS team members, year-end is rapidly approaching! Please note the following:

1. If you have not already verified your name and address on the Human Resources portal, please do so now and notify Human Resources of any changes or process any changes through the HR portal.

2. If your tax filing status, exemption allowances or exempt status has changed since you last completed Form W-4 (Employee's Withholding Allowance Certificate), you should complete a new Form W-4 and submit it to Human Resources.

3. If you claimed ex-

empt from taxes in 2016, you must complete a new Form W-4 claiming exempt in 2016. If no new form is completed, your tax filing status will be changed to Single, 0 exemptions.

4. The State of Ohio requires that we canvass our team members to verify their school district of residence. We are required to withhold the school district income tax for any team member who resides in a school district with a tax in effect. If you have moved during the past year, please notify us of your new school district.

If you have any questions concerning the above, please contact Ann Beighle at ext. 4287.

Marjorie P. Lee

Brittany Barlow
Dining Services,
09/13/2016
Stephanie Biros
Nursing Administration,
09/08/2016
Charles Bullock
Dining Services,
08/30/2016
Eden Collins
Dining Services,
08/24/2016
Sam Frank
Dining Services,
09/19/2016
Melissa King
Amstein House,
08/16/2016
Maria Martin
Independent Living,
08/18/2016

Jewel Porter
Social Services,
08/12/2016
Erica Cooper
Nursing, 08/28/2016
Tresta Davis
Lee Garden, 08/10/2016
Brandy Jackson
Nursing, 08/18/2016
Rebecca Merritt
Lee Garden, 08/09/2016
Carol Ortwein
Lee Garden, 08/08/2016
Curtisa Settle
Nursing, 08/19/2016
Shiekqulia Taylor
Nursing, 09/13/2016
Stephanie Watkins
Lee Garden, 09/13/2016
Erin Williams
Lee Garden, 08/31/2016



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



Beverly Edwards, new ECH Executive Director

ERS and Episcopal Church Home Announce Our Affiliation

Episcopal Retirement Services has 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.

We 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 bet-

ter equipped to serve older adults across a wide variety of services."

The agreement was approved by both Boards in September. "Episcopal Retirement Services has been 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. The collaboration had strong backing from both the Episcopal Diocese of Southern Ohio and The Episcopal Diocese of Kentucky.

The Episcopal Church Home will continue to be known by its name, which graces its multi-level senior community on Westport Road in Louisville.

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.



Nestled in a peaceful, secure campus on 22 acres, 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 community services.



Congratulations to the 2016 class of the ERS Leadership Academy

Our current and future leaders of ERS are our organization's greatest asset and we understand the importance of investing in their development!

Sixteen ERS leaders completed the Leadership Academy twenty-hour training program in

October, graduating on November 7, 2016.

The ERS Leadership Academy offers current and emerging ERS leaders an important professional development experience.

Participants learn essential lessons in leadership to enhance their

competencies to grow and inspire others.

Congratulations to our 2016 graduates!

Stephanie Antoun
Erica Carlson
Lydell Carter
Karen Christopher
Michelle Cole
Kristin Davenport

Daneika Farmer
Tara Fisher-Dill
Deborah Gentry
Deborah Katsetos
Joy Leonard
Sandra Morrow
Scott Simpson
Lisa Sturgil
Ginny Uehlin
Rick Wilson

Cincinnati and Dayton Walk To End Alzheimer's



Walking To Raise Awareness

Dayton and Cincinnati ERS staff and family members gathered in October at the respective Walks To End Alzheimer's and raised hundreds of dollars to advance research into methods of treatment, prevention and, ultimately, a cure for Alzheimer's.



Meet the Year One Success Committee



The staff, board members and residents on the 'Year One Success Committee' will help to guide a successful CEO transition. From left: Joan Wetzel, Harry Kangis, Megan Bradford, Tom Regan, Pat Donaldson, The Rev. Canon Jack Koepke, Laura Lamb, Glenn Scott, Keith Lawrence, Kathy Ison-Lind, and Rev. David Lowry.

ERS ON THE RED CARPET 2016 ANNUAL ED

The 2016 Annual Ed has been a huge success! Please keep in mind, however, we have only **one session** left for the year.

**FINAL 8-HOUR CLASSROOM SESSION:
Wednesday, Dec. 7**

**8:30 a.m. – 4:30 p.m. » Marjorie P. Lee Event Center
Please register with Tara Fisher-Dill
at tfisherdill@erslife.org or at ext. 5364**

The Annual Ed requirement can also be completed through the ERS online learning system, or a self-study workbook. To request the workbook, simply contact Betsy Sorensen at ext. 7012 or email bsorensen@erslife.org.



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 vplis@erslife.org to learn more.



WELLBEING

ERS STAFF WELLNESS PROGRAM

Your Wellbeing Scorecard

As look to the end of 2016, we are wrapping up the ERS scorecard program.

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.

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

Take the time to check out your scorecard at <https://app.artemetrx.com/ip/grp/erh/Login.aspx> and see what you have left to complete. Documentation

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

that is acceptable as proof of the completion of the sections of the score card include the 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.



Your Benefits

Open Enrollment Period

Open enrollment for our health, dental and supplemental benefits will run from **November 1 through November 30, 2016**. During this time, you can make changes to your health, dental and voluntary benefits enrollment.

All changes must be returned to Human Resources by no later than November 30, 2016.

— \$133,000 Raised to Benefit Good Samaritan Mission —



A Big Thank You to All Who Helped at the Gala

The 10th Anniversary ERS Gala, held at Cooper Creek Event Center in Blue Ash to benefit our Good Samaritan Mission, was a record-breaking success for attendance, silent auction and paddle auction to benefit Deupree Meals On Wheels. We so appreciate your willingness to help with this event - we couldn't do it without you!

Pictured counter clockwise from top: Meals On Wheels Coordinator Sue Susskind with client Katie Percell; Mary Sheldon, Michelle Cole and Karen Christopher; Gini Tarr and Arlan Graham.



Parish Health Ministry Refresh Your Soul 2017

Alzheimer's & Dementia: Overcoming the Struggles & Living Inspired

Keynote speaker: **John O'Leary**, bestselling author of *ON FIRE: The 7 Choices to Ignite a Radically Inspired Life*

Featured speakers: Dementia care experts,
Loretta Anne Woodward Veney and Teepa Snow

Save the Date: **Monday, March 13, 2017**

Conference Location: The Cintas Center at Xavier University in Cincinnati
9 a.m. - 4 p.m.

To register, visit parishhealthministry.com/RYS
Questions? Contact 513.979.2246

Episcopal Retirement Services' Parish Health Ministry (PHM) and Xavier University (XU) present two days devoted to dementia care:
DAY ONE, MARCH 13 - PHM REFRESH YOUR SOUL CONFERENCE
& DAY TWO, MARCH 14 - XU DEMENTIA CARE SUMMIT

Title Sponsor:



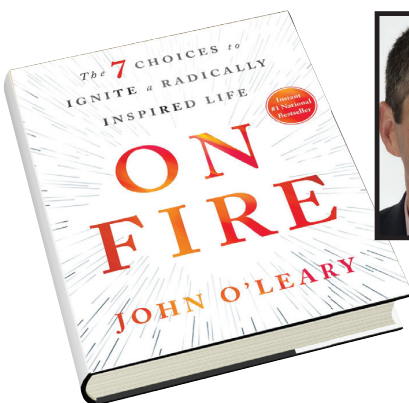
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Greater Cincinnati Chapter

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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.

Congratulations Joanne Lacey!

St. Paul Village Activities Assistant Wins Award

Joanne Lacey (right) was nominated by Chris Lemmon and honored by the Recreational Activities Professionals as Activities Assistant of the Year. From the nomination: Joanne has coached our chair volleyball team, taking residents to tournaments twice a year. She's initiated book clubs and cooking demonstrations. When volunteers cancel last minute, she is the first



to step up and deliver our Meals On Wheels, call Bingo, and additional tasks when throwing a party. She's the behind-the-scenes worker for all of our large parties, directing volunteers where they are most needed and their talents are best utilized. She managed to engage residents in painting bird houses which are hung on trees on our St. Paul Village campus. Along with Hospice of Greater Cincinnati, she has coordinated a monthly craft where our residents make goody bags for Hospice patients for each holiday. Congratulations Joanne and thank you for all you do for our residents!

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.

ERS Residents & Staff Celebrate Make A Difference Day

Staff from Episcopal Retirement Services and our wonderful partners at The Model Group joined residents in October cleaning up the area around Walnut Court in Walnut Hills. Staff also worked at The Elberon, Wilmington Campus, and St. Paul Village. We'd like to thank everyone who participated to help make our Affordable Living communities such a great places to live for our residents!

