

Interlink

TOP WORKPLACE EIGHT YEARS RUNNING



ERS

When you love
what you do, it shows!

— For The 8th Straight Year, Survey Ranks Us Among The Best —

Employees Vote ERS Top Workplace

Because it's important – because it's newsworthy – and because it's a pretty big darn deal for any company anywhere, Episcopal Retirement Services (ERS) would like to thank the people who make ERS go every day – our nurses, care staff, administrators, fund-raisers, accountants, dining staff, executives, maintenance staff, housekeepers, Meals-On-Wheels drivers, community managers, and service coordinators – for ERS being named a “Top Workplace” for the eighth straight year.

“It’s no secret, at least not to us, and not to the thousands of terrific older adults and their families whom we take care of every day,” said Laura Lamb, president and CEO of ERS. “We never tire of telling the ERS story: person-centered care is at the core of everything we do.”

CARE ROOTED IN MISSION

A Young Professionals (YP) group was formed last year and they have been



The Affordable Living Team enjoyed Annual Education Day – Let’s Go To The Beach! Our employee training is one notable way our culture makes ERS a Top Workplace.



given unique opportunities to deepen their understanding and connection to mission and vision. Recently, the YP group planned and led a service project volunteering to paint murals at a local school and held an off-site retreat to foster team building.

DD Farmer who is part of the YP group started as a versatile worker who interacted with residents daily. Then she was encouraged and given opportunities to grow

as a leader and promoted to Household Coordinator, the position she holds today. She points to her career path as an example of the possibilities available while working for ERS.

“The company’s different departments, all of them, come together to make things happen for our residents. We work together as a team. When residents tell us that they feel at home with us, that is the ultimate compliment.”

ERS’ team members demonstrate that when they love what they do, it shows not only in the superior

care they provide for our residents but also in the meaningful relationships they build at work.

“We have been successful at ERS because we love what we do, and the person working right next to you cares just as much as you do,” said Joan Wetzel, VP of Human Resources and Organizational Development for ERS. “There is a synergy, and a communal awareness, that we are doing the right thing. That’s something really special at ERS. Looks like the Enquirer – the sponsor of Top Workplaces – agrees with us.”

— Kristin Davenport



Please Welcome Cindy Hamad to Episcopal Retirement Services

Please join us in welcoming Cindy Hamad BSN, RN to ERS! She has joined Parish Health Ministry as a Coordinator.

Milestone Anniversaries

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

MARCH

Deupree House

Chandorian Portis
Nursing Administration ..5
Colin Kelly
Dining Services1
Kayla Lovins
Craftsman Cottage.....1

Episcopal Church Home

Bryan Berman
Housekeeping.....20
Tracy Graham
Life Enrichment15
Toyin David
Morton.....10
Donna Watson
Nursing Administration 10

Madison Villa

Kim Stallworth
Administration1

Maple Knoll Meadows

Ruthie Daniel
Administration1

Marjorie P. Lee

Mary Johnson
Housekeeping.....25
Wayne Couch
Maintenance20
Toinetta Jackson
Nursing.....10
Chelle Bonner
Amstein House1
Donnie Collins
Housekeeping.....1
Nicki Evans
Lee Garden1
Sheri Schwartz
Housekeeping.....1

Shawnee Place

Brenda Parrett
Housekeeping 10

Sunrise Terrace

John Pearson
Maintenance1

APRIL

Deupree House

Madison Smith
Dining Services..... 1
Lee Workum
Dining Services..... 1
Gloria Kammer
Dining Services..... 1

Episcopal Church Home

Cynthia Spratley
Housekeeping..... 10
Thomas Valerius
Nursing Admin..... 10
DeWayne Brown
Marmion..... 5
Kelly-Anne McLaughlin
Marmion..... 5
Mariette Nsomvwa Moseka
Morton 5
Amy Dimaio
Morton 1
Kim Shellhart
Nursing Admin..... 1
Julie Van Heuklon
Clingman 1

ERS Support Services

Cynthia Mathias
Case Management 1

Green Hills

Jessica Burton
Social Services..... 1

Marjorie P. Lee

Etonia Hardy
Residential Living..... 15
David Godfrey
Dining Services..... 5
Brittany Laster
Amstein House 1

Wellbeing Survey Feedback

We received the results of the ERS Staff Wellbeing survey, conducted by our partner, TriHealth and truly appreciate all of your good feedback that enables us to better serve your needs in this area. The winners of the random drawing for a wellbeing gift basket were: Brittany Kauffman, MPL, Lora Johnson, Madison Villa, Katie Price, ERS, Brittany Richardson, Deupree.

Christina Anderson

Nursing 1
Karen Wright
Residential Living..... 1
Alexina Hupp
Life Enrichment..... 1
Shelby Spitz
Life Enrichment..... 1

Meals On Wheels

Matt Carey
Transportation 1
Judy Russell
Transportation 1

New Faces

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

Deupree House

Amy O'Brien
Independent Living
02/06/2017
Shawna Rosemond
Colonial Cottage
03/17/2017

Episcopal Church Home

Roxanne Hernandez
Morton, 03/06/2017
Katie Saling
Morton, 03/08/2017
Ben Sanders
Spiritual Services
02/15/2017
Emily Schwartz Crouch
Spiritual Services
02/15/2017
Tracy Girtton
Morton, 02/15/2017
Shanda Jones
Morton, 02/15/2017
Christina Mayes
Morton, 03/21/2017
Teneshia Smith
Morton, 03/21/2017
Ranada Wood
Clingman, 03/21/2017

ERS Support Services

Jim Hall
Housekeeping, 03/02/2017

Marjorie P. Lee

Terry Cook
Dining Services
03/31/2017
Salem Idazzi
Nursing, 03/31/2017
Carlos Smith
Nursing, 02/06/2017
Tekorah Storms
Nursing, 02/13/2017
Brittany Williams
Nursing, 02/06/2017
Shatara Gover
Lee Garden, 03/20/2017
Tim Holzmacher
Nursing Administration
02/16/2017
Tiayan Johnson
Dining Services
02/27/2017
Josiah Kleinhenz
Dining Services
03/06/2017
Dana Mack
Housekeeping, 03/02/2017
Natalie Perme
Dining Services
03/03/2017
Rachel Rosen
Administration
02/08/2017
Rachel Walsh
Dining Services
02/08/2017
Hayden Willhite
Dining Services
02/08/2017

Thomaston Woods

Vince Helton
Maintenance, 03/20/2017
Lindsey Wright
Housekeeping, 03/30/2017



Please Welcome Jamie Tiller to Episcopal Retirement Services

Please join us in welcoming Jamie Tiller to ERS! She has joined the Human Resources team at Episcopal Church Home in Louisville, Ky.

Milestone Anniversaries

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

MAY

Deupree House

Lil Mecheau
Colonial Cottage.....5
Chrissy Stacey
Dining Services5
Nichole Reyes
Colonial Cottage.....1

Episcopal Church Home

Mary Dillander
Housekeeping20
Rick Klingenfus
Maintenance20
Kwamena Abaka Ewusi
Morton.....1
Deb Taylor
Community Relations1

ERS Support Services

Paul Scheper
Servant Leader Team35
Kathy Ison
Servant Leader Team15
Lydell Carter
Finance1

Marjorie P. Lee

Sherrille Kennedy
Amstein House1
Maddie Rosenberger
Life Enrichment1

Parish Health Ministry

Rose Lindeman
Parish Nurse15

JUNE

Deupree House

Doug Porter
Maintenance.....5
Strattan LeMay
Dining Services.....1
William Mullin
Dining Services.....1
Josie Ryczek
Dining Services.....1
Carri Cole
Cottages.....1
Katrina Pearson
Cottages.....1

Episcopal Church Home

Valerie Hall
Accounting15
Erin Allen
Nursing Administration . 1
Laura Britt
Social Services.....1
Keyana Croom
Morton1
Wendi Taylor
Morton10
Yanneth Amariles
Morton1
Clarissa Powell
Memory Support1
Ann Sim
Morton1
Stephen Sim
Clingman1
Kella Smith
Administration1
Ashley Williams
Morton1

ERS Support Services

Ronda Avant
Administration10

Maple Knoll Meadows

Rachell Hargrow
Administration1

Marjorie P. Lee

Winter Turner
Nursing Admin.10
Gloria Gordon
Dining Services.....1
Monique Ross
Amstein House1

Prairie View

Rick Hillard
Maintenance.....1

New Faces

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

Cambridge Heights

Kristin Gray
Social Services
05/22/2017

Deupree House

Bradley Barrett
Dining Services
05/19/2017
Shannon Wynn
Nursing, 05/17/2017
PhyPhy Rohrer
Nursing, 05/15/2017
Emily Myers
Nursing, 05/09/2017
Waneshia Hardy
Nursing, 05/03/2017
Olivia Griffith
Dining Services
05/23/2017
William Kemper
Dining Services
05/24/2017
Audrey Mauch
Dining Services
05/02/2017
Erin Mauch
Dining Services
05/19/2017
Destiny Simpson
Dining Services
05/18/2017

Episcopal Church Home

Michael Hawkins
Housekeeping
04/10/2017
Lori Saling
Nursing Administration
04/14/2017

Madison Villa

Kristen Dilley
Life Enrichment
04/11/2017

Marjorie P. Lee

Emily Beam
Independent Living
04/28/2017
Lynn Hale
Independent Living
04/07/2017
Tiffany Crawley
Nursing, 04/10/2017
Kate Warren
Nursing, 05/19/2017
Evonette Nathaniel
Lee Garden, 05/08/2017
Jakinda Greenlee
Nursing
05/12/2017
Charity Garnes
Nursing, 04/12/2017
Areis Cameron
Nursing, 04/07/2017
Maureen Peoples
Nursing, 04/24/2017
Kilona Brown
Amstein House
04/21/2017
Robert Brogden
Lee Garden, 04/19/2017
Brandy Anderson
Lee Garden, 05/23/2017
Shay Hargrove
Lee Garden, 04/14/2017
Heather Kiser
Housekeeping
04/13/2017
LaQueena Warner
Amstein House
04/19/2017

Meals On Wheels

Jennifer McFarland
Administration
04/05/2017

St. Paul Village

Bill Bader
Maintenance
05/22/2017
Keith Deaton
Transportation
05/10/2017

A Fond Farewell To Ken & Marley

Ken Paley didn't seek out a career in senior care. A career in senior care sought out him.

In 2007, while he was still a principal with The Angus Group, an executive recruiting firm, he received a call from his sister. Ken's mom — who was 88 and living in Sarasota Springs, Florida — needed more care than the community she lived in could provide.

Ken and his sisters agreed that their mom should move to Cincinnati. Here, Ken could be close to her and help out.

"I knew almost nothing about senior services," Ken recalled. "So, I started researching."

Marjorie P. Lee was one of a dozen senior communities he visited.

"I had to have confidence in that quality of care, so if I was gone, then I knew that she'd be well taken care of," he said. He wanted to know who would be helping his mom



"I'm blessed to end my career at ERS," Ken said, smiling. "Here, it's all about our culture, and great work that we do."

and answering her call button.

So, he visited Marjorie P. Lee — three times. He visited the community morning, noon, and night. When he saw how professional the staff was, and how consistently passionate they were about providing dignified, person-centered care, he decided that Marjorie P. Lee was the place where his mom would live well.

"So, I moved her in," he remembered. "And as turns out, I have a real passion for this kind of thing."

Ken visited his mom three or four times a week. He met other residents and visited with them. He wore a clown nose, in the manner of his personal hero, Dr. Hunter "Patch" Adams, to put smiles on people's faces. Ken freely gave out hugs and danced with ladies in wheelchairs. And he loved every minute of it.

After his mom had passed away, Ken found he missed his visits to Marjorie P. Lee. And not only because he missed his mom; he missed them because

he genuinely cared about elders. He knew he'd found his true calling.

When Ken heard ERS was conducting a national search for a VP of marketing, he picked up the phone and put out a feeler. And we saw in him the passion he'd found — that same passion we look for in all our team members.

"How we deliver care here is truly resident-driven. They decide. We really believe in freedom, choice and purpose," he said.

For now, he's off to his lake house in the Adirondacks. Then, he'll return to Cincinnati for "de-cluttering the house and cooking classes." But he holds out the possibility of returning as an ERS volunteer.

"If you need a Chief Fun Development Officer, I'd be glad to serve," Ken laughed.

He was only half-kidding. He will keep his clown nose ready.

Top 10 Reasons The Marketing Team Already Misses Ken

10. Afternoon cookie breaks!
9. No! button every time you ask a question.
8. Jammin' to the Oldies.
7. The 'Executive' workout
6. Team outings that include serious competition & a bruised rib.
5. Japanese toilets
4. WOO!
3. Clown noses for everyone!
2. The Paley Purse (his famous facial expression not his handbag)
1. Marley!





We Are Living Our Core Values

At ERS, we are driven to live out our mission every day. Our core values are the foundation of our organization, they are essential to our success, and they serve as the lens through which we focus our daily work. Our commitment to these values, in both words and actions, builds a stronger, healthier ERS, benefiting all our residents, family members, and team members.

Over the next 6 months, each member of the Servant Leadership Team will send an email that will highlight a particular Core Value. Our aim is to offer a deeper understanding of our common values.

In July, we begin by looking at Relationships. You will receive a communication from a member of the Servant Leadership team with specific examples of the ways in which our relation-

ships can make or break our success as a team. Using this information, your manager will invite team discussion at an upcoming meeting.

Each month your team will use these opportunities to hear more about our Core Values and to talk about how we can make them an active part of our daily work life. Our goal is to build community, and activate a common understanding of our Core Values through open and honest two-way dialog. Values and ways of working should be more than a sign on the wall or something we point to from time to time. We want to make our Values and Ways of Working a part of the daily fabric of ERS: guiding decisions, shaping behavior, and upholding our culture. If you have questions or suggestions, please contact your VP or Laura Lamb.

The ERS Core Values:

Rooted in our Episcopal faith tradition, our core values create an unwavering and unchanging guide for how we advance our mission.

Relationships

Recognizing and encouraging deep and meaningful relationships among all we serve, and believing all individuals have infinite worth and deserve respect.

Integrity

Acting under the highest ethical standards with honesty, trustworthiness, transparency, and sincerity.

Engagement

Expecting all to be in relationship with those we serve and with whom we work. Participate in decision making to improve elders' lives, our work environment, and the services we offer.

Inclusion

Valuing collaboration and diversity of thought, experiences and perspective. Appreciating that we are better together leveraging our strengths and differences.

Person-centeredness

Restoring freedom, choice, and purpose to those we serve and with whom we work. Leading in an individualized, strength-based way using Servant Leadership principles.

Progressive Thinking

Encouraging innovation and respectfully challenging the status quo to create breakthrough in thinking, systems and practices. Encouraging life-long learning.

Caregivers Honored With Gifts From The Heart

During the months of May and June, donors to the ECH Promise Fund were encouraged to honor individual staff members or ECH teams and have their names listed on hearts that were displayed around the community.

Our donors have helped us continue our legacy of enriching the lives of older adults by honoring those who care for them with a gift to The Promise Fund.

During this spring appeal, \$5,000 was donated through the "Gift From The Heart" program which will help us to reach our overall annual goal of \$250,000.

15 donations were made in honor of all caregivers!

Other donations were made in honor of specific staff members or departments including: Woodcock caregivers; nursing staff on Morton neighborhood; Lois on Morton; Stephanie on Woodcock; Lois Shaw and Monica Humphrey; Mary in housekeeping on Woodcock neighborhood; Amy and Brandy in Morton neighborhood; Jennifer Huber and the activity staff; staff on Reed Neighborhood; Stephanie, Mary and



Caregivers were honored by family members including the Reed Neighborhood team.

all Woodcock staff; the dining services staff; the Therapy Department and for Don Lear; Tracy Graham and the Activities Team; Cheryl Cubbage, Elizabeth Pace, Tim Knight, Hope Jantzen-Williams, Lisa Toliver, Bryan Berman; Sally, Jennifer and Chad; Joann Bach; Alyshia, Danielle, Luke, Rosie, Nora, Many, Donya, Sydney, and Momadu; Charlotte and the

Recreation Team; and Colleen in dining services.

The hearts displayed around our community were a reminder of the remarkable contributions of love, time and talent our staff members give to our residents. They also remind us of the kindness, and generosity of family members and other donors who believe in our charitable mission.

ECH Woman's Board Luncheon

Staff And Volunteers Celebrate At Annual Event

The Woman's Board of the Episcopal Church Home held their annual Spring Luncheon at Wildwood Country Club featuring Guest Speaker, Sportscaster Bob Valvano, a champion for cancer research with the V Foundation.

The Woman's Board raises donations to help ECH and its residents, to maintain their quality of life. We thank them for their faithful support of the ECH mission.



Beverly Edwards, Lisa Toliver, Heather Hunt, Penny and Ned Southwick, and Guest Speaker Bob Valvano at the Woman's Board Luncheon.

ERS

Episcopal Retirement Services

— Proudly Presents —

The Samaritan Awards Celebration



A night to honor those who serve the senior community with all their heart and soul.



SAMARITAN AWARD HONOREES



Trish Martindell
Lee Lifetime
Samaritan Award



Robin Smith
Samaritan
Leadership Award



Mary Carol Sowar
Samaritan
Service Award



Kathryn Brod
Innovation in Aging
Services Award

Friday, September 22, 2017

Cooper Creek Event Center, Blue Ash

**ONE NIGHT OF CELEBRATION.
FOUR HONOREES. 14,000 LIVES CHANGED.**

Please join us for our only fundraising event of the year to celebrate the life-enriching work of the Good Samaritan Mission, and the people who make it possible.

The evening will be filled with fine dining, cocktails, entertainment, and inspiration.

**To purchase tickets or make a donation, please visit
episcopalretirement.com/samaritan**

*Judy Pogue,
Chair*

Presenting Sponsor:
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DEVELOPMENT • CONSTRUCTION • MANAGEMENT

Premier Sponsor:



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OHIO CAPITAL
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FOR HOUSING



WELLBEING

ERS STAFF WELLNESS PROGRAM

Your 2017 Wellbeing Scorecard

We are more than halfway through the third year of ERS's scorecard program.

We want to make you aware of a couple of changes and enhancements for 2017. This scorecard is designed to help us stay on top of our health, and to be the very best versions of ourselves that we can be. Below is our existing annual scorecard to be completed January 2017 through December 2017. The changes are highlighted in yellow.

We have two employee paid premium rates for ERS Health Insurance; one with a wellness credit as an incentive for completing the scorecard and one without. You earn this credit the year prior. For example, if you completed the 2016 scorecard, you will pay the reduced premium rate for 2017.

Effective in 2017, incentive distributed in 2018:

- All team members will pay the reduced employee paid premium rate, and our incentive will be part of the Health Savings Account (HSA) contribution.
- If you complete your wellness scorecard in 2017, you will earn your full HSA contribution.

Preventive Screening	Definition
Physical Exam	Annually or as doctor recommended
Mammogram	Women age 40 and older. Annually or as doctor recommended
Annual Gynecological Exam	Women age 18 and older. Annually or as doctor recommended
Prostate Specific Antigen (PSA)	Men age 50 and older. Annually or as doctor recommended
Dental Cleaning	One dental visit annually required, however, two dental cleanings are recommended for optimal health
Colonoscopy	Age 50 and older. Every ten years as doctor recommended
Flu Shot	Annually
Biometric Screening Data	The seven biometrics values include Blood Pressure, Glucose, Total Cholesterol, LDL, HDL, Triglycerides, and Body Mass Index. On-site or from your doctor
Health Assessment	On-line questionnaire to assess your current health status
Wellbeing Consultation	**New for 2017** Completes one Wellbeing Consultation with ERS Health Partner, TriHealth. This may be completed in person or by telephone, preferably in person. Onsite sessions will be available at most locations.

	Annual HSA contribution with completed scorecard	Annual HSA contribution without completed scorecard
Employee only	\$1700	\$1000
Employee and Child(ren)	\$3450	\$2750
Employee and Spouse	\$3450	\$2750 (If one spouse completes scorecard and one does not) \$2050 (If both employee and spouse do not complete the scorecard)
Employee and Family	\$3450	\$2750 (If one spouse completes scorecard and one does not) \$2050 (If both employee and spouse do not complete the scorecard)
Rates are broken up into two bi-annual deposits		

- If the scorecard is not completed, the HSA contribution will be reduced by \$700 for each adult participating in our health insurance plan (employee and employee spouse).

Beginning in 2018, HSA deposits will be distributed on or around February 1 and August 1. Previously they have been distributed on or around January 1 and July 1.

ERS Team members not cov-

ered by our health insurance are encouraged to participate in the Scorecard and will be rewarded with a \$100 gift card with the completion of their scorecard. Please let HR know if you are interested in participating.

For assistance, please contact Lindsey Pratt, 513-977-2171, or Valerie Sprouse 513-977-0027 (TriHealth wellness partners), Ann Beighle x4287 or Lisa Sturgil x4214.

The Online Wellness Tool

The web-based resource, TriHealth Corporate Wellness.com will allow you to:

- View your Scorecard, Personal Health Assessment, Tracking Tools and Program Info
- Participate in fitness and nutrition challenges, access health tips and articles.



WELLBEING

ERS STAFF WELLNESS PROGRAM

Wellbeing Reminder

TriHealth Offers Phone Consultations

A Wellbeing Consultation is a one-time, one-on-one conversation with a TriHealth Certified Health Coach. The consultation provides guidance on setting and achieving personalized goals for lifestyle behavior changes to decrease individual health risks. Sessions are typically

20 minutes in length.

Additional live Wellbeing Consultation sessions will be offered in the fall, but if you haven't had the chance to make it to an in person session, you are able to complete this over the phone. To schedule a consultation, contact your TriHealth Wellness



A Wellbeing Consultation is a requirement of the 2017 Scorecard Program.

Coordinator, Valerie Sprouse at: 513-977-0027 or ERSwellbeing@trihealth.com.

*Additional coaching (up to 5 sessions) is available at no cost to you if you would like to continue the process. Additional sessions are not a requirement for your Scorecard.

Free Informational Session

Quit & Stay Quit Program – Tobacco Cessation

Would you like to reduce your current tobacco use, become tobacco free or simply learn more? If so, please join us for Tobacco Cessation Training.

Staff and spouses interested in learning more are invited to attend an one hour training with Judi Gissy, PCC, LICDC, NCAC II, SAP Treatment Coordinator, with TriHealth EAP.

This training will cover information on:

- The effects of nicotine & why tobacco is so addicting
- Withdrawal symptoms & how to minimize effects
- Basic information on the medication available to quit smoking

- Cravings management skills
- An introduction to the FREE Quit & Stay Quit coaching program

Trainings will be offered:

Live Webinar on Friday, Aug. 4 at 11:30 a.m.

This option is available for staff unable to attend the in person sessions and a great option for interested spouses. To register, please contact Lisa Sturgil at lsturgil@erslife.org or x4214 or 513-979-2256.

In Person on Monday, Aug. 7 at 2:30 p.m. in the Marjorie P. Lee Conference Room
ERS has partnered with

TriHealth to offer coaching services that support your efforts to live a healthier lifestyle.

And, best of all, you can take advantage of this program for FREE!

Quit & Stay Quit Wellness Coaching

Anyone who is ready and willing to work toward living a tobacco-free lifestyle is eligible to participate in this FREE 12-session program with a health and wellness coach. This personalized program moves at your pace, provides the resources you need, and uncovers what really motivates you to make lasting lifestyle-changes.

The Quit & Stay Quit Coaching program has achieved great success in helping people who are ready to make a change. It can help you too!

Completion of all 12 sessions of the Quit & Stay Quit Program is required for current tobacco users who wish to avoid the tobacco surcharge starting in January 2018. This is an annual program.

Program Deadlines:

- Submit packet by Monday, Aug. 14
- Begin program by Monday, Aug. 28
- Complete Program by Monday, Dec. 18

Refresh Your Soul Conference Was “On Fire”



The Refresh Your Soul Conference, hosted by Parish Health Ministry was held on March 13, 2017 at Xavier University. A big thank you to all who made the day refreshing for more than 500 professionals and care partners of those living with Alzheimer's and dementia. Clockwise from top left: Jeanne Palcic, Keynote John O'Leary, Bryan Reynolds, and Laura Lamb; Peggy Slade-Sowers at the LWSS booth; Speaker Loretta Woodward Veney with Kathy Ison-Lind; Erica Carlson, Jim Fisk, and Molly de Jesus shared wellbeing tips at the trade show; Patty Hansel had her book signed by John O'Leary; Liz Frederick and Elizabeth Vlski.



Parish Health Ministry Announces 2018 Conference Lineup

As for Refresh Your Soul 2018, the planning has already begun. “Our conference has always been about offering inspiration, education, and resources for PHM volunteers, health care professionals, caregivers and the general public with a focus on treating the whole person in body, mind and spirit,” says Jeanne Palcic, MGS,

RN, Parish Health Ministry Director. “We will focus our next conference theme on positive aging.”

Save the Date: March 12, 2018

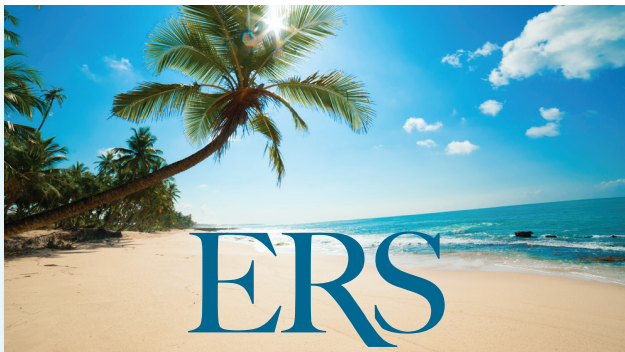
Our keynote speaker for Refresh Your Soul 2018 is Dr. Gary Chapman, best-selling author of “Five Love Languages.” His presentation will give conference-goers insights into

how the five love languages will improve their aging experience and add to their skills as health professionals, ministry volunteers and caregivers.

Speakers will include: Kay Van Norman, Liz Tassone, and Wendy Rogers, PhD. For more info, email Rebecca Schroer at rschroer@erslife.org or x4285 or 513-979-2246.

ANNUAL EDUCATION DAY 2017

Let's Go to the Beach



Let's Go to the Beach 2017 Sessions

Wednesday, September 13

8:30 a.m.-5 p.m. • Marjorie P. Lee Event Center

Wednesday, November 8

8:30 a.m.-5 p.m. • Marjorie P. Lee Event Center

Session topics include: Dementia, Person First & Critical Incidents; Infection Control; Resident Rights, Abuse & Neglect, Elder Justice Act; Customer Service; Social Media; Wellness/Scorecard; Safety & Hazardous Communication; HIPAA/Corporate Compliance; Diversity & Cultural Competence; Spiritual Wellness

Team members may complete 2 hours toward the annual education requirement through the online learning system or a self-study workbook.

**Kick back, relax &
get ready to have a ball
at Annual Ed**



Register with Tara Fisher-Dill
Talent Development Specialist
Human Resources
tfisherdill@erslife.org,
x4289 or 513-527-6542



*ERS team members enjoy learning and celebrating at
Annual Ed - Let's Go to the Beach days.*

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.

Amstein House Picnic In Sharon Woods



If a picture is worth a thousand words then we can write a book about the Amstein House picnic to Sharon Woods. Debbie Maclean and Mary Sheldon did it! Count the wheelchairs and note the smiles, and joy on their faces. We laughed, sang, and ate to our hearts content. Thanks Debbie & Mary!

Wellbeing Champions



Meet a few of the ERS Wellbeing Champions! Erica Carlson, Chris Lemmon, Jim Fisk, Jen Rapien, and Janet Westrich. We are planning a fitness challenge for staff to improve our wellbeing. Winners will get prizes and we all get the support we need to reach our individual fitness goals. Stay tuned!

Deupree Cottages Spend A Night In Paris!



The residents of Deupree Cottages and their guests spent a wonderful 'Night In Paris' this summer. The trip was full of wonderful food, sights, and sounds of Paris. The fun was complete with photos taken at the Eiffel Tower! From left: Beth Andrews, Mary Sheldon, DD Farmer, and Katrina Pearson, helped to make the evening a big success.

ERS

Episcopal Retirement Services



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Joan Wetzel

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.