

Interlink



ERS

When you love
what you do, it shows!

Ginny Uehlin Retires, ERS Promotes Beverly Edwards

Servant Leadership Team Transition

After serving older adults for more than 30 years, Vice President of Residential Healthcare Ginny Uehlin is retiring. It is a bittersweet moment for the Episcopal Retirement Services (ERS) team as Ginny has helped guide the organization through many industry changes, most recently the tremendous challenges of the COVID-19 pandemic.

“She dedicated her entire career to older adults, and her caring and intelligent leadership has added to the culture of excellence within our residential healthcare,” says President and CEO Laura Lamb. “She is an amazing leader and has the heart to serve older adults.”

Ginny joined ERS in 2001 as Administrator of Health Services for Marjorie P. Lee Retirement Community, where she served until 2015. As Vice President for Residential Healthcare, she has provided strategic leadership and management oversight for the organization’s continuing care communities. Ginny was instrumental in the leadership team that designed the innovative Deupree Cottages. She provided critical leadership for the Episcopal Church Home (ECH) Master Plan and supported the implementation of the Marjorie P. Lee Master Plan.

Lamb says her unwavering leadership through the COVID-19 pandemic was essential in providing a



Ginny Uehlin

“ERS team members have been heroes in the last year. I’d just like to acknowledge the world we’re living in right now. It’s hard, but don’t give up hope. They should really take pride in everything they’ve accomplished. I don’t know of any other organization that has done what our staff has done.”

—Ginny Uehlin

high-quality safety record for ERS.

“She deserves a lot of credit for leading the organization through the difficult times of the pandemic. She kept residents and staff safe by following all CDC guidelines closely. We were able to come through the worst of the crisis without sacrificing our quality of care,” says Lamb.

Beverly Edwards, formerly Senior Executive Director of ERS, has accepted



Beverly Edwards

the role as Vice President of Residential Healthcare. Beverly has been with ERS since 2016 and was a member of the ERS Next Generation Leadership Program. Previously, she served as the Executive Director of the ECH community before her promotion to Senior Executive Director this year. Beverly has been instrumental in the financial turnaround and master planning of ECH. Recently, she worked with Marjorie P. Lee and Deupree House to expand her operational expertise.

Beverly will oversee the organization and direction of the three ERS residential healthcare retirement communities and serve as an ERS corporate risk manager. Beverly serves as a member of the Servant Leadership Team and reports directly to President and CEO Laura Lamb. Her promotion was effective on December 20, following Ginny Uehlin’s retirement after 20 years of service with ERS.

Visit <https://blog.episcopalretirement.com/ginny-uehlin-interview> for a Q&A with Ginny.

Milestone Anniversaries

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

Affordable Living by ERS

Katy Bair	5
Keith Frye	5
Ann Patterson.....	5

Deupree House

Amber Westrich	1
Grace Wetzel	1
Miranda MacLean	1
Tyler Jung	1
MinAsia Truong.....	1
Gwen Goldsby	1
Allison Scholz.....	1
Anna Davenport.....	1
Caroline Wetzel.....	1
Jacob Lamb	1
Julia Long	1
Katherine Lohr.....	5
Demico Cornist	5
Rodney Nixon	10
Pete Juszcyk	20

Episcopal Church Home

David Freeman	5
Cyndi Kerton	5
Beverly Edwards.....	5
Ciara Blackshear	10

ERS Support Services

Ann Miller	1
Joan Wetzel	25

Green Hills

Alyssa Poling	1
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Madison Villa

Denorr Howard	1
Robert Chilton.....	1

Meet Jomiya Coleman the New ECH Administrator

Please join us in congratulating Jomiya Coleman, she was promoted to Administrator during the recent leadership transition at Episcopal Church Home.



We recently sat down with Jomiya to learn about her role as Administrator and her career in senior care.

Q: What is your role at ECH?

Jomiya: As Administrator, I work very closely with different department leaders and staff members, as well as the residents, to maintain the community’s daily operations. I’m often walking the floor to check in with everyone.

Q: What inspired you to pursue this career path?

Jomiya: I originally went to Bellarmine University for nursing. However, while I was there, my grandmother was in a nursing home. The level of care she was provided – we just knew she deserved better.

At the time, I didn’t know any of the regulations or the long-term care ombudsman. I didn’t know anything. And the Administrator was nowhere to be found. We couldn’t contact a social worker, either.

I promised her and myself that I would not allow something like that to happen if I were an Administrator. So, that experience really ignited my passion for taking care of the older adult population.

Q: You became ECH Administrator in July 2021. What are you most looking forward to learning about in your new role at ECH?

Jomiya: How to become a strong leader. I’m still learning how to balance my daily tasks while also leading. I know that I have mentors here that will help me grow into a leader. I’m looking forward to continuing to grow and lead my team.

Q: What advice do you have for other aspiring administrators or those exploring a career in senior care?

Jomiya: Connect with a community of mentors. I worked with each department in order to understand what their day-to-day was like. With this career, you really have to put yourself in other people’s shoes to fully understand how it all works. There are many different roles in a nursing home, but each role is a different piece to a puzzle that makes the community.

Marjorie P. Lee

Pamela Johnson.....	1
Nia Whatley	1
Aja Scott	1
Larry Yates.....	1
Janeth Abel.....	1
Alix Scruggs.....	1
Babby Chatman	1
Matthew Freeborn	1

Alicia Gibbs.....	1
Kenya Davis.....	1
Rachel Casey.....	1
Renee Harkins	1
Awa Sy	1
David Stephens.....	1
Erin England	5
Jewel Porter	5
Charmain Lee	5
Maura Muenchen.....	5

Gaynelle Pittman.....	10
Gloria Person	10

Thomaston Woods

Susan Schindler	1
Sherri Bowling.....	1
Sheila Hicks	1

Walnut Court

Cathi Lowry	1
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New Faces

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

Deupree House

Ava Hansen
Eliza Kite
Monique Lamb
Griffin Shepard
Pinnapha Hall
Sofia Aveyard
Tonya Underwood
Taylor Biehl
Megan Greator
Alyssa Harman
Mike Morehead
Karen Stephenson
Tim Williams

Episcopal Church Home

Becky Burns
Corey Dunbar
Ann Sim
Jill Benham
Stephanie Bradford
Gry Seymour
Beverly Pettiquoi
Patrick Pugh

ERS Support Services

Analisa Condon
Jenna Reformina
Sonia Wilson
Alexis Ryles
Stanley Smith

Knowlton Place

Krystal Lomax

Maple Knoll Meadows

Josue Galvez Laparra

Marjorie P. Lee

Chrystal Jackson
Clyde Bishop
Douglas Planck
Keneedra Barker
Kristina Williams
Mariah Phelan
Patricia Adams
Reana Goodwin
Tamara Robinson
Vicki Stacey
Winter Turner
Christine Cooper
Gita Dhungel
Ashante Harris
Chianti Lumpkin
Patti Marshall
Kelly Ney
Jermeisha Perry
Jawana Russell
Jennifer Schlotbom

Parkview Place

Elias Cabello

Prairie Oaks Village

Jordan Groves

St. Paul Village

Karen Caldwell
Monica Coleman

Team Members Go Above and Beyond!

During the Good Samaritan Mission (GSM) Fund Staff Campaign, we shared stories of ERS team members going ABOVE AND BEYOND! Here are two of those stories.



Art Moran is a Marjorie P. Lee resident and utilizes the Living Well Senior Solutions team for his care. Art had a doctor's appointment and scheduled a transport with the MPL Drivers; it seems routine, but the LWSS Team and Drivers knew it was also Art's Birthday and went ABOVE AND BEYOND to plan a special surprise for him after the appointment. Instead of returning to MPL, they took Art to his favorite restaurant, Padrino. The Padrino staff had not seen him in a while and had a birthday cake for him. Thank you, Betsy Babb, Mike Gabbenesch, and Hayden Willhite for planning such a great day!

Deupree Meals On Wheels combats food insecurity for homebound, low-income seniors. Every week we deliver meal kits to more than 600 grateful seniors. Many clients have significant mobility issues and chronic health conditions.

Getting food to seniors could be enough, but Director Tsippy Gottlieb and her team go ABOVE AND BEYOND! They deliver personal hygiene products, pet food, cleaning supplies, and even small appliances to help our clients.

If you haven't yet, please make a pledge to the GSM Fund Staff Campaign. Your gift can be deducted from your 2022 payroll. Contact Susan Cleverly at 513.979.2309 or scleverly@erslife.org with questions.

Love what you do? Tell us about it for a chance to be featured in future ERS publications. Send your story to HRteam@erslife.org

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ERS 2022 Benefit Plan Updates

We had many benefits changes for the 2022 plan year. Please see important reminders and updates below for benefits effective 1/1/2022.

The Third Party Administrator for the medical plan will be Allied with Pharmacy coverage through CVS Caremark administered by RxBenefits.

- Insurance cards have been mailed to participating members. Please reach out to HR if you have not received your card.
- Present your new insurance card anytime you go to a provider. If they have questions, direct them to call Allied at the number on your insurance card.
- Present the same card at your Pharmacy when picking up prescriptions. Remember to check out the CVS Caremark network at www.Caremark.com for potential savings.
- Remember to register your account in the Allied member portal to access important benefit information. Directions were provided with your new card or contact HR.

Effective 1/1/2022 the HSA account is administered by PNC

Look for communication from PNC via mail or email on how to set up your account. Please complete this process promptly to ensure first quarter deposits can be made to your PNC HSA account. The first deposit is scheduled the week of 1/13/2022.

Employee Assistance Program Administrator Changing effective 1/1/2022

The Employee Assistance Program has transitioned from HDC (Louisville) or TriHealth to Empathia LifeMatters. Contact Empathia for a wide variety for assistance and/or resources. 1-800-634-6433 or mylifematters.com

2022 Wellbeing Scorecard administered by Wellworks

Look for details on the 2023 Wellbeing Scorecard in early 2022.

Urgent Mandatory Training: HIPAA Security

Episcopal Retirement Services has been working on system improvements after the recent cyber event. ERS has updated our training program for all team members.

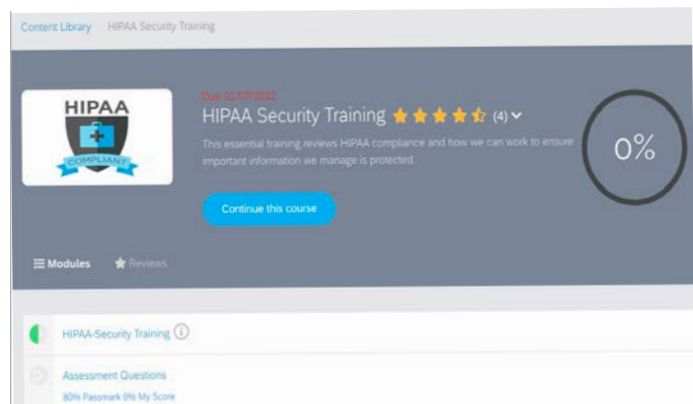
The HIPAA Security Training is ready to complete along with a post-test in our Paycor learning system.

Because we are all busy, we created a PowerPoint which is narrated so that you can attend the session at your convenience.



Each ERS staff member must complete the training program and post-test before Friday, January 7, 2022.

- Log into Paycor
- Select the “Me” tab on your home page of Paycor



- From the “Me” drop down, select “Learning”
- You will see the training waiting for you on the LMS home screen. The training is called HIPAA Security Training.

If you are a non-exempt team member completing the required training off the clock, please share with your manager so that they can update your time clock record for payment.

Please let your manager or the HR team know if you have any questions.

When You Love What You Do, It Shows!

Effective: JANUARY 19, 2021



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

<h1>\$2,500</h1> <ul style="list-style-type: none">• Registered Nurse*, full-time and part-time	<h1>\$1,000</h1> <ul style="list-style-type: none">• Maintenance, general & tech• Cooks• Dining Services, full-time (Hostesses, Dish room Attendants, and Servers)• Housekeepers• LPN* full-time and part-time hired	
<h1>\$500</h1> <ul style="list-style-type: none">• Drivers• Community Managers (AL)• Resident Assistants• Versatile Workers• Registered Nurse* PRN	<h1>\$250</h1> <ul style="list-style-type: none">• Security• Medication Aides• Dining Services, part-time• All Other Positions	<h1>\$125</h1> <ul style="list-style-type: none">• All other PRN positions

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 \$125 in the form of a direct deposit.

All referral payments are considered taxable income and the appropriate withholding 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.

"Great employees make a huge difference at ERS, which is why I chose to refer a person that would make an impact!"

— Jennifer McFarland, Accounts Payable Specialist—Support Services

"ERS is a wonderful company with a strong history of caring for older adults. I recommend ERS as a place to work for people because I believe in the mission, and I know others who will find the same sense of calling, commitment and compassion to serve within our communities."

— Jimmy Wilson, VP of Affordable Living

"Since my first day, I have felt welcomed by everyone. The company's culture is inclusive, passionate, and diverse which has made coming to work a joy. I love the work environment."

I refer because I want my friends and family to have that same experience!"

—Alison Williams, Talent Acquisition Partner

*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. Please refer to Human Resources for the Earn More program for the ECH campus.

The Dudley Square Clubhouse is Open for Events



The brand-new clubhouse provides a gathering space for residents to participate in activities and events to keep them engaged and active. Gry Seymour joined the ECH team to be Dudley Square's Move-in and Life Enrichment Coordinator.

New Carlisle Village Welcomes Residents

New Carlisle Village opened 48 fully-renovated one-bedroom apartments at Sunrise Terrace in February 2021. Phase II renovations of 48 one-bedroom apartments at Rachel Court were completed in July 2021. A highlight for New Carlisle Village residents is their community raised-bed garden. The carefully-tended vegetables are shared among all neighbors. It is just one way the community fosters relationships and a sense of purpose among the residents.



The Affordable Living by ERS staff and residents look forward to the New Carlisle Village ribbon cutting celebration in 2022.

Construction Progress at the Wilmington and Blanchester Communities

Renovations to **Prairie Oaks Village** began in 2020 and continued into 2021. Construction is nearly complete on 74 apartments, as well as the common spaces in the **Prairie View** building. Included in the improvements are many structural elements, like plumbing, new flooring, and installing kitchens into many apartments for the first time. Affordable Living by ERS secured \$14 million in tax credits to invest into reviving the **Wilmington** campus.



*Rick Sandlin, Jordan Groves, Jackie Meder Ruzsa, Jason Vance, Jennifer Gaskalla, and resident Donna Kerns (seated) enjoy the newly-renovated spaces at **Prairie Oaks Village**.*



Prairie Oaks Village, Wilmington



Esther Tuke, Blanchester

Work is well underway at **Westminster Court**, despite a long process to secure the final funding for the development. An \$8.5 million renovation of 64 one-bedroom apartments for low-income seniors involves renovating the community space and adding a kitchenette and fitness center with equipment customized for the needs of older adults. Senior-friendly fixtures, flooring, and lighting will be added to enhance the residents' ability to age in place, and the renovated community will meet Enterprise Green Communities criteria.



Westminster Court, Blanchester

Scheper Ridge Opens in Florence

The Affordable Living by ERS community is the second built in Kentucky

Scheper Ridge is a new affordable living community named after retired ERS CFO Paul Scheper. The community was built during the pandemic and is located in Florence, Kentucky.

Affordable Living by ERS celebrated the completion of Scheper Ridge at its grand opening with a ribbon cutting ceremony in November 2021. The 48 apartments (29 one-bedroom and 19 two-bedroom), are fully leased and a waiting list has now been started. The residents are moved in, and they have begun enjoying activities in their community space and recreational areas.

The project received a \$1 million grant from the Federal Home Loan Bank of Cincinnati. The building was developed by The Model Group, which is a long-standing partner of ERS. They work tirelessly to transform communities by developing high impact affordable housing, and ERS is grateful to work alongside them.

Scheper Ridge is the second affordable living community that ERS owns and operates in Kentucky, along with Trent Village in Lexington. ERS has a mission to serve older adults and will expand its reach and provide more and more access to seniors in the Tri-State who need safe, comfortable, and affordable living environments.



Affordable Living by ERS celebrated the completion of Scheper Ridge at the grand opening with a ribbon-cutting ceremony.

There's always room at the ERS Table!

The results are in, and the ERS 'A Taste For Giving Gala' was a sweet success! To date, ERS has raised more than \$275,000 for the Good Samaritan Mission (GSM) Fund. The virtual gala was a multimedia production that showcased the many ways food has impacted us, particularly the older adults served by ERS. Executive Director of Philanthropy Joy Blang hosted the live broadcast along with President and CEO Laura R.P. Lamb, VP of Affordable Living Dr. James "Jimmy" Wilson, and The Very Reverend Owen C. Thompson, Dean of Christ Church Cathedral.

The broadcast included the premiere of the Great Gala Cook-off with an All-Star ERS Cast—ERS Board Member and COO of the Greater Cincinnati Foundation Dora Anim, ERS Board Member and Retired Canon to the Ordinary, The Rev. Jack F. Koepke, III, and Laura Lamb. Emcees—Director of Talent Acquisition Alicia Lee, and Executive Director of Hospitality Emerson Stambaugh, engaged with Celebrity Judge and Founder of La Soupe Suzy De Young and the chef contestants as they vied for top chef honors. Chefs created a dish inspired by the older adults served through the GSM. Watch the Cook-off at erslife.info/cook-off or the full gala at erslife.info/tasteforgiving.



Cook-off Emcees, Emerson and Alishia



Unveiling The Manse Makeover

Walnut Hills's newest affordable living community for seniors celebrated its grand opening on Tuesday, September 28, 2021. The ribbon cutting marked the \$13.3 million renovation and expansion of the former Manse Hotel. The historic hotel, one of the finest to welcome African Americans during segregation, has been reimagined through a partnership between The Model Group and Affordable Living by ERS.

The Manse includes 60 one-bedroom and efficiency apartments. The jewel of the hotel, its ballroom, has been transformed into a community gathering space. Meanwhile, a colorful ArtWorks mural From Enslavement to Emancipation: Sky's the Limit by artist Cedric Michael Cox adorns the Lincoln Avenue side of the building.



Celebrating the Holiday Season!



MPL teams recorded videos greetings for the residents. From left: Angela Bolan, Jennifer Cook, Timeisha Porter, and Asia Miller.



The MPL Housekeeping Team sang their greeting! From left: Tina Hoskins; Edith Holloway; Sheri Schwartz; Cordell Boyd; Teresa Isaacs; Kristina Williams; Brandi White and Mariann Crooks.



The Transition Care Team, from left: Jewel Porter, Annie Novak, Alison Nimitz, Erica Proud, and Mindy Sims.

Celebrating the Holiday Season!



They're celebrating the holiday season at Canterbury Court. The team back row from left: Ted Eubank, Ray Williams Jan Velkoff, Sheila Isbel, Sherri Zander, Ken Barker, and front row Paula Beck and Terry Ramirez.



Deupree Wellness Team from left: Frank Uehlin, St. Nick Trotta, Chloe Hough, and Monique Lamb. Deupree Maintenance Team from left: Tim Williams, Steve Jones, Nick Trotta, Bryan Lusane, Jerry Maco, and Don Dalley.



Beverly Edwards, St. Nick, and Ginny Uehlin, and Ginny and Nick with Michelle Cole and Emerson Stambaugh.

The Manse Welcomes Residents, Honors History



The Manse Affordable Living Community in Walnut Hills has been fully leased thanks to Community Manager Kristen Dilley (center) and showcases a historic display that beautifully tells the story of Black celebrities and dignitaries who stayed at the hotel in its heyday. The display is a collaboration of Creative Director Arlan Graham and Executive Director of Philanthropy Joy Blang. The original artwork was painted by Latausha Cox.

Scheper Ridge Celebrated in November



Many ERS team members attended the Scheper Ridge Grand Opening celebration. From left: Elizabeth Ison, Denise Howell, Jenni Miller-Francis, Kathy Finley, Kristen Dilley, Gianna and Gloria Seay, Sandra Cobb, Stan Smith, Kristin Davenport, and Bryan Reynolds.

Deupree Cottages is Ready for Prime Time



This fall, the Deupree Cottage residents and staff hosted a production team to help create a new video that will highlight the impact that donors have on our campuses. DD Farmer, Alyssa Harmann, and Michelle Cole will be seen in the new video that will debut in 2022.

ERS

Episcopal Retirement Services



Published quarterly by:
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For more than seventy 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
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