

# Interlink



**ERH**  
When you love  
what you do, it shows

## ERH is a Top Workplace, AGAIN!

Each year, the *Cincinnati Enquirer* looks for the city's best places to work. When the results were tallied for 2015, Episcopal Retirement Homes (ERH) emerged as one of Cincinnati's Top Workplaces for the sixth year in a row.

"We believe our greatest asset is our staff," says Joan Wetzel, Director of Organizational Development and Human Resources for ERH. "When we take really good care of them, in return they take exceptional care of our customers."

Our employees cited many reasons for valuing the workplace, including strong leadership, congenial and committed coworkers, and a corporate commitment to employee health. But one reason rose above all others, resonating in virtually every response: the ability to make a difference in other people's lives.

MIDSIZE COMPANIES — 150-499 employees						
RANK	COMPANY	FOUNDED	OWNERSHIP	SECTOR	LOCATIONS	EMPLOYEES
1	Account Control Technology	1990	Private	Call centers	1	225
2	Crossroads Community Church	1996	Nonprofit	Religious	5	158
3	Dewey's Pizza	1998	Private	Restaurants	7	300
4	The Gorilla Glue Co.	1983	Private	Manufacturer/consumer goods	1	236
5	Northwestern Mutual Financial	1865	Private	Financial services	4	220
6	Episcopal Retirement Homes	1951	Nonprofit	Nonprofit/human services	8	418
7	UBS Financial Services	1862	Public	Financial services	2	239
8	Keating Muehling & Klekamp PLL	1954	Partnership	Law	1	230
9	Atkins & Pearce Inc.	1817	Private	Manufacturing	1	234
10	Meadowbrook Care Center	1978	Private	Healthcare	1	174
11	Madeira City Schools	1808	Nonprofit	Public education	3	190
12	FRCH Design Worldwide	1968	Private	Architecture	1	203
13	Answers In Genesis/Creation Museum	1993	Nonprofit	Religious	2	277
14	Wyoming City Schools	1807	Government	Public education	1	393
15	HGC Construction Co.	1931	Private	Construction	1	219
16	Cincinnati Zoo & Botanical Garden	1875	Nonprofit	Nonprofit	1	248
17	Planes Moving & Storage Inc.	1921	Private	Moving and warehousing	1	173
18	Indian Hill Exempted Village School District	1954	Government	Public education	6	295
19	Valued Relationships Inc.	1989	Private	Home healthcare services	1	250
20	Phototype	1919	Private	Creative media	1	189
21	Alliance Data Retail Services	1997	Public	Customer care Center	1	228
22	St. Joseph Infant & Maternity Home	1873	Nonprofit	Intermediate care facility	3	220
23	Signature Hardware	1999	Private	Retail/Internet and catalog	1	177
24	Butler County Educational Service Center	1914	Government	Public education	24	463
25	Mike Albert Fleet Solutions	1957	Private	Vehicle fleet leasing and management	2	203
26	Staffmark	1970	Private	Personnel services	11	233
27	Security National Automotive Acceptance Co. LLC	1986	Private	Financial services	1	184
28	Michelman	1949	Private	Chemical specialties	2	169
29	AtriCure Inc.	2000	Public	Cardiac medical devices and procedures	1	186
30	The Urology Group	1996	Private	Medical practice	8	232



*"The people who work here are here because they truly want to make a difference in people's lives. It's why they do what they do."*



— Tracie Martella, Clinical Nurse Manager

Tracie Martella, Clinical Nurse Manager, Amstein House, Marjorie P. Lee and SAIDO Memory Support Therapy Leader notes, "Our employees

want to work in a mission-based organization.

The people who work here are here because they truly want to make a difference in people's lives.

It's why they do what they do."

"We have very low turnover, which is rare in our industry, due to our unique and collaborative culture," Martella adds. "The staff loves it here and wants to stay. In the end, it benefits our residents greatly. There is a keen understanding that we work in our residents' homes; residents do not live in the building where we work."



## Please Welcome Kathy J. Finley to ERH

*Please join us in welcoming  
Kathy Finley to ERH! Kathy  
will serve as administrative  
assistant for Affordable  
Living.*

### Milestone Anniversaries

*Congratulations to the  
following individuals who  
have celebrated a "mile-  
stone" anniversary with  
ERH*

#### May

#### Deupree House

Emerson Stambaugh  
Health Services  
Admin.....15

DeeDee Farmer  
Colonial Cottage.....5

Janet Shotwell  
Colonial Cottage.....1

Sherry Bryant  
Cottages.....1

#### ERH - Corporate Office

Christina Butts  
Human Resources.....1

#### Marjorie P. Lee

Keanna Brooks  
Amstein House.....10

Angela Bolan  
Life Enrichment.....5

#### Meals on Wheels

Doug Craig  
Dining Services.....1

#### June

#### Affordable Housing Management

Glenn Scott  
AL Operations .....1

#### ERH - Corporate Office

Kristin Davenport  
Marketing.....1

#### Deupree House

Jule Hawkins  
Security .....15

#### Marjorie P. Lee

David Binkley  
Housekeeping.....30

Roger Maddy  
Maintenance .....10

Bella Proietti  
Dining Services.....1

#### Parish Health Ministry

Rhonda Johnson  
Parish Nurse Program1

*We apologize that the  
following milestone  
anniversaries were  
omitted in the last issue  
of Interlink.*

**Stephanie King, LPN**  
in Marjorie P. Lee  
Assisted Living  
(5 years in March)

**Willie Brooks,**  
Meals on Wheels  
(5 years in April)

## Shopping Offers Rewards For ERH

Do you spend time shopping at Kroger or Amazon.com? Did you know that you can support a cause that you are passionate about just by shopping?

Did you know that supporting ERH through shopping at Kroger 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, etc. 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 ERH with Kroger Community Rewards, organization number 83341 online at Kroger.com/communityrewards or in the store at the customer service kiosk. Sign in or register at Smile.Amazon.com and choose Episcopal Retirement Homes as your charitable organization. If you have questions, call Rick Wilson in development at ext. 4271. Thanks for supporting the Good Samaritan Mission!

### New Faces

*Welcome to the follow-  
ing individuals who have  
recently joined the ERH  
team*

#### Deupree House

Julia Dolle  
Dining Services  
(04/27/2015)

Alec Utz  
Grounds  
(05/29/2015)

#### ERH Corporate

Rhonda Owen  
Accounting  
(04/21/2015)

Brandon Parker  
Marketing  
(05/20/2015)

#### Marjorie P. Lee

Knice Bonner  
Amstein House  
(05/04/2015)

Jacqueline Hicks  
Lee Gardens  
(04/04/2015)

Brianna Harris  
Amstein House  
(05/04/2015)

Kevin Lawrence  
Dining Services  
(04/10/2015)

Teri Spears  
Dining Services  
(05/18/2015)

Zinnia Stewart  
Amstein House  
(05/08/2015)

Ashley Walker  
Housekeeping  
(05/01/2015)

Jakob Watson  
Dining Services  
(05/07/2015)

**Meals on Wheels**  
Donald Washington  
Transportation  
(05/05/2015)

**Walnut Court**  
Mary Krysztofak  
Social Services  
(04/27/2015)

# Management Transition Announcements

If you ask Robin Smith, the ERH Board Chair, what's on her mind these days, the answer is very clear: "The transition of ERH's leadership management is the number one top priority for the Board for 2015, with the primary responsibility of selecting and hiring a new CEO to replace Doug Spitler who will retire in early 2017." She continues, "The Board will be conducting a national search for Doug's replacement and will be vetting our internal candidate, Laura Lamb."

The next steps in this process are to put a leadership framework in place for the future.

To accomplish this we are excited to announce the following promotions and changes in responsibilities have been announced:

- Laura Lamb is appointed Executive Vice President of ERH. In her new role, Laura will provide leadership and oversight in the areas of Strategy, Finance, Technology, Business Development, and Residential Housing and Healthcare operations. She will be relocating her office to Virginia Avenue in the near future.

- Paul Scheper, CFO, will report to Laura and will continue with his responsibilities which include evaluation of ERH growth opportunities and business analytics.



Laura Lamb



Ginny Uehlin



Emerson Stambaugh



Megan Kron

***"The transition of ERH's leadership management is the number one top priority for the Board for 2015."***

**— Robin Smith, the ERH Board Chair**

- Ginny Uehlin is appointed Vice President of Residential Housing and Healthcare reporting to Laura, and will become a member of the Excel Team. Ginny will remain at MPL until a replacement is found and then relocate her office to Deupree House.

- Emerson Stambaugh is appointed Executive Director of the newly created Hospitality Services Team and will report directly to Ginny. Emerson will be re-

sponsible for the non-healthcare services we provide to our residents such as dining services, housekeeping, maintenance, transportation, life enrichment at DH and move in coordination at MPL.

- Megan Kron is appointed Administrator for Deupree House and Deupree Cottages and will also be responsible for the overall operations of Deupree Cottages. She will also report directly to Ginny.

- The MPL Administrator, Wellness team, Community

Relations Directors, and the Event Coordinator will also report to Ginny.

- Ken Paley, Vice President of Marketing and Public Relations, and Kathy Ison-Lind, Vice President of Affordable Living and In-Home Services will continue to report to Doug Spitler.

Full details of the new organization structure along with organization charts are available to all staff. If you would like a copy please inquire with Human Resources.

Please join us in congratulating Laura, Ginny, Emerson, and Megan and wish them well in their new assignments!



# Volunteers Went Above and Beyond!

On Friday June 12, more than 350 people packed the tent for “Celebrate” and watched as eleven Edgers rappelled ten stories (including Vice Mayor David Mann; former Vice Mayor, Jim Tarbell; ERH Board president, Robin Smith; Celebrate & OTE4Elders Chair and ERH Board member Susie Lane; and US Bank representative, Carl Adkins (dressed as Spiderman!).

The most anticipated rappel of the evening was by 94-year-old St. Paul Village resident, Astar Daniels.

On Saturday, 59 Edgers successfully rappelled the building including ERH staffers: Doug Spitler, Janet Pettit, Laura Lamb, Betsy Babb, Joy Blang, Glenn Scott, Ken Barker, Tina Funk, Jay Kittenbrink, Doug Chambers, Kristin Davenport, Ken Paley and Paul Scheper!

Maureen Gregory and the OTE committee led an army of volunteers from MPL, Deupree House, ERH and our Affordable Living communities on both days and everyone went above and beyond. Besides 47 staff members, many staff family members, board members and their families also pitched in and helped at the events. It was truly a team effort! Special thanks to the Celebrate and Over the Edge for Elders committee members: chair, Susie Lane, Diane Decker, Missy



**over the EDGE ELDERS**  
Affordable Senior Living by ERH  
Episcopal Retirement Homes



Hanzel, Spring Young, Janet Pettit, Marc Stout, Bryan Reynolds, Ken Paley, Diana Collins, Chris Lemmon, Kristin Davenport, Jay Kittenbrink, Kit Duval and Bryan Reynolds. An amazing job was done by the Excel Team, Diana Collins, Diane

Decker, Glenn Scott, Kathy Noe and Doug Chambers as they raised more than \$77,000 in corporate sponsorships.

The events were covered by all 4 TV stations, many newspapers and received a lot of social media attention!



The two events combined have raised over \$210,000 (gifts-in-kind included) and money is still coming in! All the funds raised will benefit the supportive services we provide in our Affordable Senior Living communities!

Donations are still coming in to support the Edgers on the website, [ote4elders.org](http://ote4elders.org). Thank you all! We are truly grateful for the teamwork and the extra hours so generously given by our employees.





The wind was no match for Rachel Arney and Patrice Stargell.



Rick Wilson and Debbie MacLean were on the ropes.

## Thank You Staff Volunteers!

Rachel Arney	Emily Moore
Adela Badescu	Kathy Noe*
Ann Beighle	Jeanne Palcic
Jodi Bell	Ken Paley*
Denise Bowen	Brandon Parker
Lauren Brown	Janet Pettit*
Doug Chambers*	Tarrah Pickard
Karen Christopher	Bryan Reynolds*
Diana Collins*	Marian Riestenberg
Katie Coughlin	Paul Scheper
Kristin Davenport*	Rebecca Schroer
Diane Decker*	Glenn Scott*
Kathy J. Finley	Sierra Sherman
Tina Funk	Traci Sippel
Maureen Gregory*	Peggy Slade-Sowders
Arlan Graham	Betsy Sorensen
Missy Hanzel*	Patrice Stargell
Tammy Herlihy	Sue Susskind
Carolyn Hershner	Ginny Uehlin
Jay Kittenbrink*	Jan Velkoff
Kathy Ison-Lind*	Anthony Williams
Joanne Lacey	Rick Wilson*
Chris Lemmon*	Spring Young*
Debbie MacLean	
Jackie Meder-Ruzsa	

\*Committee members



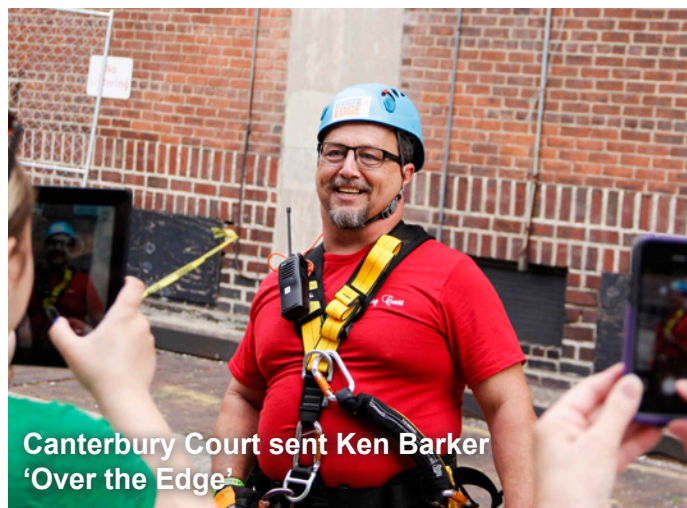
Glenn Scott goes 'Over the Edge'



Janet Pettit did it!



Ready for the balloon parade!



Canterbury Court sent Ken Barker 'Over the Edge'

Photography by Ronny Salerno





# WELL-BEING

## ERH STAFF WELLNESS PROGRAM

### Your Wellbeing Scorecard

We are half way through the year. It's time for a Scorecard Check Up! 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.

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. As a reminder,

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

the health insurance credit for 2016 will be given only to those who complete the required items on the Wellbeing Scorecard by December 31, 2015. 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.

Please feel free to call Molly Copenbaker

or Alexis Roark from TriHealth at 513.977.0027 or 513.977.0008, or call Christina Butts, ERH Payroll and Benefits Specialist, x4214 to review the scorecard program.

#### Wellbeing Goals

### Join the Fun On Wednesday For Lunchtime Yoga at MPL

Yoga is proven to provide a variety of physical benefits, such as increased flexibility, improved strength, greater muscle tone, better balance, pain prevention, mindful breathing and reduced stress. Join us on Wednesdays

from Noon to 12:45 as Patty Braasch, Certified Yoga instructor and ERH Wellness Coordinator leads us through this class.

This is for beginner and intermediate yoga students. Mats and blocks are provided. This class is completely

FREE to you and rotates between MPL and DH Event Centers. Look for an email each Wednesday to remind you of the correct location. For questions or more information, please see a member of the Wellness team or HR team.



# Expanding Affordable Living Mission

The latest phase of expansion within the ERH Affordable Living Communities is well underway, with five communities under development in Southwest Ohio and one in Lexington, Ky.

This remarkable growth will mean at least 258 new apartments of affordable senior housing available within the next 18 to 24 months.

“Ten years ago we had one retirement community for limited-income seniors,” says Kathy Ison-Lind, Vice President of Affordable Housing and In-Home Services at ERH. “We have grown dramatically since then.” Ison-Lind stresses that our mission is to serve even more seniors. “We would like to have three communities per year under development and eventually expand farther into the Midwest,” she notes.

A thoughtful approach goes into every community that ERH develops, says Doug Chambers, Director of Real Estate and Facilities Management. Each property is designed with energy-efficient standards and several are LEED-certified. “We are different,” Chambers says. “We don’t just house seniors. We build communities.”

## Successful Synergy

One of the first ERH projects outside Southwest Ohio is the recently opened



**A Canterbury Court**  
450 N. Elm Street  
West Carrollton, OH  
150 apartments



**B Cambridge Heights**  
1525 Elm Street  
Cambridge, OH  
65 apartments



**C St. Paul Village I & II**  
5515 Madison Road  
Cincinnati, OH  
168 apartments



**D St. Pius Place**  
3715 Borden Street  
Cincinnati, OH  
18 apartments



**E Shawnee Place**  
102 E. Main Street  
Springfield, OH  
85 apartments



**F The Elberon**  
3414 West 8th Street  
Cincinnati, OH  
37 apartments



**G Woodburn Pointe**  
3330 Woodburn Avenue  
Cincinnati, OH  
24 apartments



**H Forest Square**  
3511 Harvey Avenue  
Cincinnati, OH  
21 apartments



**I Parkview Place**  
28 W. 12th Street  
Anderson, IN  
30 apartments



**J Thomaston Woods**  
1460 Thomaston Drive  
Amelia, OH  
100 apartments



**K Thomaston Meadows**  
1401 Thomaston Drive  
Amelia, OH  
13 apartments



**L Green Hills**  
6555 US-68  
West Liberty, OH  
76 apartments



**M Trent Village**  
1393 Trent Boulevard  
Lexington, KY  
54 apartments



**N Walnut Court**  
1020 Chapel Street  
Cincinnati, OH  
30 apartments



**O Parkway Place**  
1105 Elm Street  
Cincinnati, OH  
65 apartments

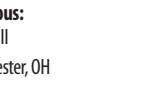


**P Knowlton Place**  
1435 Knowlton Street  
Cincinnati, OH  
56 apartments



**Q Wilmington Campus:** Prairie View, Quaker, Friendly Center and Mulberry Place  
360 Prairie Avenue, Wilmington, OH  
219 apartments

**R Blanchester Campus:** Friendship Acres I & II  
905 Cherry Street, Blanchester, OH  
114 apartments



**S Marlowe Court**  
1610 Marlowe Avenue  
Cincinnati, OH  
53 apartments



**T Maple Knoll Meadows**  
11050 Springfield Pike  
Cincinnati, OH  
149 apartments



**Currently open**

**Under development**

Parkview Place, a senior housing community in the Anderson YMCA, located in Anderson, Ind. This project added 30 apartments above the YMCA recreational space and provides a unique housing option to limited-income seniors—a YMCA membership is part of the package.

A second project with

Over-the-Rhine-based Central Parkway YMCA is ready to get underway with the development of 65 apartments. Jay Kittenbrink, Senior Development Manager, says the partnership between ERH and the YMCA has been a great success.

“We have lots of good synergy with the YMCA, both

physically and spiritually,” Kittenbrink says, describing the two organizations’ similar goals and philosophies.

“We’re both on the same page with overall health and wellness ideals, and both of our organizations want to give seniors a life that includes a sense of well-being, purpose and a faith component.”

# ERH Going Tobacco Free



TOBACCO  
FREE  
YOU

The introductory meetings for the **Quit and Stay Quit** program, which is offered through our staff well-being partner, TriHealth, are scheduled as follows:

- Should you have any questions or need assistance, please contact Ann Beighle at ext. 4287, or Christina Butts at ext. 4214.

## Episcopal Retirement Homes



published bimonthly by:  
Episcopal Retirement Homes  
3870 Virginia Avenue  
Cincinnati, Ohio 45227

513.271.9610

Ann Beighle  
Molly de Jesus  
Kristin Davenport  
Arlan Graham  
Maureen Gregory  
Joan Wetzel

If you have a story idea or news to share, contact Molly de Jesus at 272.5555 ext. 7133 or [mdejesus@erhinc.com](mailto:mdejesus@erhinc.com).

Take a nanosecond to meet with your manager and choose a session to attend.



Infection Control	Setting Realistic Expectations for Families
Safety and Hazardous Communication	Corporate Compliance / HIPAA
Dementia	Health and Well Being
Residents' Rights	HR Self-Service Portal
Abuse and Neglect	

**Wednesday, August 12**  
8:30 a.m. - 4:30 p.m.  
Marjorie P. Lee Event Center

**Wednesday, October 14**  
8:30 a.m. - 4:30 p.m.  
Marjorie P. Lee Event Center

**Thursday, November 12**  
2:00 p.m. - 4:00 p.m.  
\*Computer Lab for Online Annual Ec  
Marjorie P. Lee Event Center

**Wednesday, December 9**  
8:30 a.m. - 4:30 p.m.  
Marjorie P. Lee Event Center

**Register with Valerie Plis at ext. 5364 or [vplis@erhinc.com](mailto:vplis@erhinc.com).**

ERH has partnered with the Cincinnati Central Credit Union for many years to provide benefits to our staff. The Credit Union recently merged with the Communicating Arts Credit Union to form a new organization, TruPartner Credit Union, effective April 1, 2015. TruPartner Credit Union will continue to offer the many member-focused financial products and services that you have enjoyed with the Cincinnati Central Credit Union. If you have questions about this program, call Ann Beighle at ext. 4287.



July 22, 2015 • 2-3 p.m.  
MPL Event Center

## Hot Topics:

- Benefits Terminology
  - High Deductible Plan and HSA Overview
  - How to be a smart consumer
  - When to go to the ER, Urgent Care, or Primary Physician
- And much more ...

If you have questions about this program, call Christina Butts at ext. 4214.