

Interlink

ERS

When you love
what you do, it shows!

Your 2017 Wellbeing Scorecard

Scorecard designed for our best health

We are kicking off the third year of ERS's scorecard program.

We want everyone to be aware of a couple of changes and enhancements for 2017. This scorecard is designed to help us stay on top of our health to be the very best versions of ourselves that we can be. The chart shown here is our existing annual scorecard to be completed January 2017 through December 2017.

We have two employee paid premium rates for our Health Insurance; one with the wellness credit as an incentive for completing your 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 all of 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.
- If the scorecard is not

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.

completed, the HSA contribution will be reduced by \$700 for each adult participating in our health insurance plan (employee and employee spouse).

New for 2018

Beginning in 2018, our 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 covered by our health insurance are encouraged to participate in the Scorecard as well and will be rewarded with a \$100 gift card with the completion of their scorecard. Please tell HR if you want to participate.

Coming Soon! Be on the

Wellbeing Consultation Schedule

Wednesday, March 29 8:30 to 11:30 a.m. Canterbury Court	Thursday, March 30 2-3:30 p.m. Marjorie P. Lee Library	Thursday, April 6 2-3:30 p.m. St. Paul Village
Thursday, March 30 7:30 to 10 a.m. Deupree House PDR	Thursday, April 6 8:30 to 11:30 a.m. ERS Huddle Up Room	To schedule your session, contact Lisa Sturgil at x4214

lookout for our ERS Staff Wellbeing survey. We hope you will consider participating in this short survey to give us feedback about programs and events that you would like to participate in for 2017. The ERS Wellness team will use this data to create programs, challenges, and events for you to enjoy this year. Those who participate in the survey will

be entered into a drawing for a variety of wellness products.

If you have questions or need assistance, please contact Lindsey Pratt (our TriHealth wellness partner), Ann Beighle x4287 or Lisa Sturgil x4214.

For questions on ERS's scorecard, please contact any member of Human Resources.



Please Welcome DAngelo Capell to ERS

*Please join us in welcoming
DAngelo Capell to ERS!
DAngelo serves as a Driver and
Kitchen Aide for Deupree Meals
On Wheels.*

Milestone Anniversaries

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

January

Affordable Living by ERS

Tammy Herlihy
Operations..... 10

Cambridge Heights

Ron Caton
Maintenance..... 10

Deupree House

Dyami Davis-Spence
Dining Services..... 1
Jonica Felts
Cottages 1

Episcopal Church Home

Arthur Lovitz
Memory Support..... 10
Bethany Heckel
Fund Development 1

ERS Support Office

Diane Decker
Fund Development..... 5
Erica Carlson
Human Resources..... 1

Marjorie P. Lee

Janice Willis
Morris 20
Adela Badescu.....
Housekeeping..... 15
Annie Novak
Case Management 5
Jay Kasmer
Lee Garden 1
Tiernan McKinney.....
Dining Services..... 1
Deztani Randle
Dining Services..... 1

Prairie Oaks Village

Abbie Singleton
Social Services..... 1

St. Paul Village

Ron Foster
Security 10

February

Affordable Living by ERS

Jay Kittenbrink
Development..... 35

Deupree House

Susan Vossler
Security 25
Tiff Dixon
Cottages 1
Corinne Fanta
Dining Services..... 1
Mario Roberts
Dining Services..... 1

Episcopal Church Home

Brooke Craig
Morton 5
Sheila Taylor
Clingman 10
Michelle Crain
Morton 5
Jamie Flynn
Security 1
Julie White
Morton 1
Patty Hansel
Community Relations..... 1

Marjorie P. Lee

Zoe Clark
Dining Services..... 1
Joyce Jackson
Amstein House 1
Demico Jones
Dining Services..... 1
Debbie Katsetos
Nursing Administration ... 1

New Faces

*Welcome to the following
individuals who have re-
cently joined the ERS team*

Deupree House

Lea Beasley
Nursing Administration
12/22/2016
LeeAnn Clarke
Colonial Cottage
01/12/2017
Ahlyia Howard
Craftsman Cottage
01/04/2017
Rachelle Kuebel
Dining Services
12/07/2016
Kat Lohr
Security
12/09/2016
Nicole Njenga
Colonial Cottage
01/17/2017
Loren Powell
Cottages Nursing
12/08/2016
Danielle Sparrow
Cottages Nursing
01/19/2017
Donald Pinkston
Security
12/13/2016

Deupree Meals On Wheels

DAngelo Capell
Transportation
12/19/2016

Episcopal Church Home

Jessica Hicks
Marmion
01/09/2017
Heather Marcum
Clingman
01/09/2017
David Freeman
Morton
12/25/2016

Madison Villa

Keith Frye
Maintenance
12/02/2016

Lora Johnson
Social Services
12/01/2016

Maple Knoll Meadows

Wanda Smith
Administration
01/26/2017

Marjorie P. Lee

Crystal Gallagher
Amstein House
12/16/2016
Marie Williams
Nursing
12/23/2016
Rone Harris
Nursing
01/11/2017
Tracey Howard
Nursing
01/05/2017
Erica Huddleston
Nursing
12/16/2016
Nicole Jones
Nursing
12/22/2016
Kelly Zawadzki
Lee Garden
12/19/2016

St. Paul Village

John Mumphy
Transportation
01/24/2017

Sunrise Village

Hoagie Hoagland
Maintenance
01/01/2017
John Pearson
Maintenance
01/01/2017
Barb Piccone
Administration
01/01/2017
Mike Shy
Maintenance
01/01/2017

Thomaston Woods

Erin Purcell
Life Enrichment
01/27/2017

Fun at Annual Ed Day!



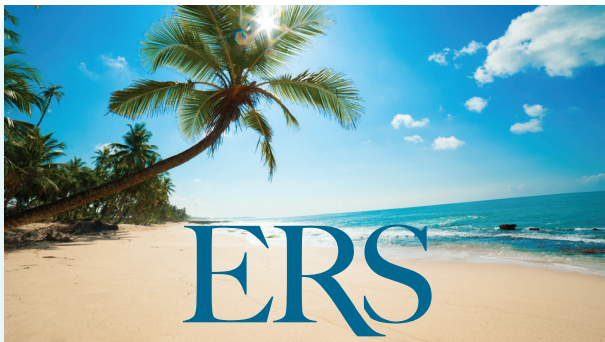
From left: Lashawna Jones, Cathy Reynolds, and Jada Lowe



Father Angelo Puopolo

ANNUAL EDUCATION DAY 2017

Let's Go to the Beach



Let's Go to the Beach 2017 Sessions

Wednesday, April 26

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

Wednesday, May 24 – Affordable Living

10 a.m.-3 p.m. ● Cornerstone Church of God in Lebanon, OH

Tuesday, June 27

8:30 a.m.-5 p.m. ● Deupree House Event Center

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

**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

Session Topics

- 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.

Staff, Residents, And Families Say Cheese!

Every couple of years we refresh our gallery of images and add to the library of photos and videos we use in our advertising, social media, and marketing materials.

We know that using our residents, staff, and family members in our ad campaigns and marketing pieces truly represents our core values and culture.

In February, the Marketing Team traveled to Louisville to host a resident, family, and staff photo session.

All involved enjoyed the experience and had fun making memorable photos. So, thank you to all the good sports in Louisville for your time, talent, and smiles — you've helped us out with this important project.

Next up, marketing will be concentrating on our Affordable Living by ERS Communities and looking forward to having a great time with their photo sessions. Special thanks to Creative Director Arlan Graham who leads these fun events.



Thanks to all the Episcopal Church Home staff, residents, and family members for a fun-filled photo session! Pictured clockwise from top: Shauntae Gill, Joe Ann Fenley, and Tamara Berry; Charlotte Raith and Matt Schneider; Kathryn Mc Roberts and daughter Rebecca Edwards; Christy Wilson and Burton Harris; and Chuck Reed.





EARN MORE

ERS TALENT REFERRAL PROGRAM

Earn A Bonus When We Hire An Employee You Referred

Earn More is the talent referral program at Episcopal Retirement Services.*

Referrals from our ERS employees are our best source of meeting and recruiting talent to join our organization and to serve our residents. As gratitude to employees who refer a candidate who is hired, a monetary incentive is available as a gesture of appreciation.

You can get information about Earn More from Molly de Jesus at ext 7133 or Erica Carlson at ext. 5396.

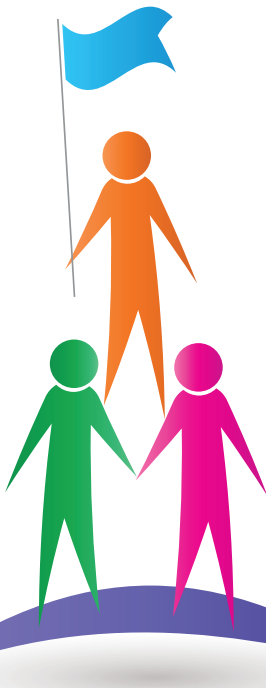
* Not available for Episcopal Church Home referrals.



What is a Wellbeing Champion?

ERS Staff Wellbeing Team is looking for a few good people

Wellbeing Champion Roles & Responsibilities:



A wellbeing champion is an employee with a commitment to health that serves as an

ambassador for the worksite wellness program. They volunteer to assist in the implementation and coordination of wellness initiatives. They share information, engage fellow co-workers to participate in the wellbeing program and create excitement around leading a healthy lifestyle.



What will I do?

- Serve as a liaison between the wellbeing program and the staff to promote and communicate wellness & benefit programs.
- Have an interest and commitment to wellness by promoting the program through leadership, enthusiasm and guidance.
- Provide feedback from the employees to the wellbeing committee about programs, policies, frustrations, etc.
- Attend at least 80% of the scheduled wellbeing meetings.
- Become knowledgeable of company policies related to wellness.
- Promote monthly health topics and encourage participation in company sponsored wellness programs and screenings.
- Assist in coordinating wellness activities at the worksite.
- Have fun!

For questions or more information, please contact Jim Fisk x6669, Lisa Sturgil x4214, or Ann Beighle, x4287.

3rd Annual Health & Safety Fair

In February, the Risk Management Team invited everyone to our 3rd Annual Health & Safety Fair. This was an opportunity for all to learn and brush up on many topics to help us serve our residents even better! At the fair there were interactive

displays and games to remind us of the important information we all need to know about Infection Control, Active Shooter Procedures, Ergonomics, Critical Incidents, Diversity, Missing Residents, and Preventing Falls.



Left: Acadia Carson with Cynthia Mathias demonstrate a UV hand inspection cabinet to visualize the areas missed during hand washing; Bryan Reynolds, Peggy Slade-Sowers, Sherry McGonegle, Carol Tilford learn about diversity and inclusion with Laura Lamb and Megan Bradford.

Get Help Funding Your Advanced Education

Two Scholarships For Staff And Families

2017 Horan Associates Scholarship

Dependents of ERS team members or to ERS team members who are full-time students can earn a scholarship through Horan Associates, a benefits partner of ERS. We are proud that a dependent of an ERS team member has been awarded this scholarship in the past.

Scholarships are offered for students attending Xavier University, the University of Cincinnati, the University of Dayton, Miami University and Wright State University.

Enrollment forms are available from Ann Beighle, abeighle@erslife.org or x4287. All scholarship recipients are chosen by the universities and are based on academic merit and financial need. All of the requirements are listed on the attached applications. The deadline for the application is **April 3, 2017**.

2017 LeadingAge Ohio Foundation Scholarship

The LeadingAge Ohio Foundation is a not-for-profit sub-

sidary of LeadingAge Ohio and supports member employees through a scholarship program helping individuals to further their careers within senior services. Scholarships available are:

Clark R. Law Executive Management Scholarship provides assistance for administrators-in-training or others furthering their career in senior services management;

General Scholarship Fund provides assistance for individuals wishing to pursue nursing (i.e. nursing school or LPN's wishing to become an RN); or other service lines, such as housing, maintenance, activities, dietary, etc.

LeadingAge Ohio Scholarship applications can be submitted at any time during the year. The Scholarship committee reviews applications each year at their July meeting so applications should be submitted no later than June 15th.

For general inquiries on the Foundation or assistance with scholarships, please contact Kathryn Brod, LeadingAge Ohio President/CEO, at 614-545-9014 or kbrod@leadingageohio.org

Give Your Wellbeing A Boost!

Half-way through our first Weight Watchers at Work program at the ERS Support Services office, participants have already lost over 75 pounds collectively. The next session, sponsored by your ERS Staff Wellbeing Team, begins April 20th and runs through July 13th. ERS is committed to helping you Live Well into the Future and will kick in \$40 of your cost.

NEXT SESSION BEGINS APRIL 20:
Thursdays from 1:15 p.m.-2 p.m. at the ERS Support Offices.

ERS will pay \$40 of the total cost and payroll deduction is offered. This session requires a minimum of 15 participants.

For more information or questions on Weight Watchers at Work program, please contact any member of Human Resources.



ERS

Episcopal Retirement Services

— Proudly Presents —

The First Annual Samaritan Awards Celebration



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



SAVE THE DATE

Friday, September 22, 2017
Cooper Creek Event Center,
Blue Ash

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

Please join us for our only fund-raising event of the year to celebrate the life-changing work of the Good Samaritan Mission, and the people who make it possible, with an evening filled with fine dining, cocktails, entertainment, and great company.

Presenting Sponsor:

modelgroup
DEVELOPMENT • CONSTRUCTION • MANAGEMENT

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.

Staff & Residents Had A Ball!

On January 20th, Deupree Cottages hosted a Winter Ball. Staff, residents, and family members dressed up in evening gowns and tuxedos, enjoyed live entertainment, and refreshments! A big thank you goes out to all the willing volunteers and their spouses who dressed up and ‘cut the rug’ with residents.



Above: Joy Blang with Jean Kerr; Erica Carlson, Janet Pettit, Tim Westrich and Lydell Carter. Below: Ken Paley danced with all the ladies, including Juanita Landes; Jim Lewis with Beth Andrews.



ERS

Episcopal Retirement Services



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Rick Wilson

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.

Annual ERS Staff Campaign — 150 Reasons To Celebrate!

When Marjorie P. Lee held its ‘Apple of My Eye’ GSM Staff Campaign Kickoff Celebration, we had high hopes for a successful outcome. The Kickoff was organized by MPL’s Sierra Leaks and Karen Christopher. During the Campaign, nearly 150 ERS staff members gave over \$36,000 in support of the life changing work of the GSM. The other Ambassadors included: Emerson Stambaugh and Ronda Avant, Deupree; Erica Carlson and Kathy Finley, ERS Support Office; Tina Funk, Tammy Herlihy and Sandra Morrow, AL Communities.



Pictured from left: Rick Wilson, Karen Christopher, JoeAnn Lyle, Dimitrius Drew-French, Sierra Leaks, Morgan Wooton, and Diane Decker