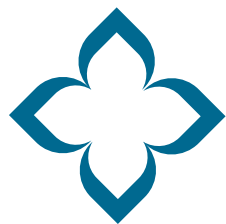




CINCINNATI'S TOP WORKPLACES
Proud winner 14 years in a row.



Interlink

ERS

When you love
what you do, it shows!

The 2023 Martindell Award



From left: Jimmy Wilson, JoAnne Lacey and Kim Martindell – “JoAnne, with 11 years of service, stood out for her kindness, respect, and sincere concern for residents!” JoAnne celebrates with co-workers Jenni Miller-Francis and Sue Koch.

And the WINNER is ... JoAnne Lacey!

The Martindell Award, established to honor outstanding caregiving within the Episcopal Retirement Services (ERS) community, has been presented to JoAnne Lacey, Affordable Living Activities Coordinator at St. Paul Village in



Cincinnati, Ohio. Instituted by a family grateful for their loved one's positive experience in an ERS community, the award recognizes unsung heroes providing exceptional care to older adults. Nominations

poured in from both coworkers and family members, highlighting the dedication of ERS staff. JoAnne, with 11 years of service, stood out for her kindness, respect, and sincere concern for residents. Described as tirelessly dedicated, she goes above and beyond

expectations, embodying person-centered values. Kim Martindell personally awarded JoAnne with the accolade and a \$1,000 check, thanking her for her commitment to ERS's mission of providing compassionate care that allows residents to live life on their own terms.

Milestone Anniversaries

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

AL Management

Tammy Stewart 1

Canterbury Court

Devosta Hart 1

Jerry Eubank 15

Sheila Isbel 25

Deupree House & Cottages

Ainsley Poland 1

Eunique Gooch 1

Isabella Hausfeld 1

Janet Murray 1

Kara Tsuleff 1

Kathleen Fitzpatrick 1

Kayla Lovins 1

Kris Burson 1

Sara Elliott 1

Robin Harris 5

Denise Flores 5

Madison Daly 5

Tierra Williams 5

Anna Honerlaw 15

Episcopal Church Home

Keith DeCosta 1

Michelle Glass 1

Lilian Igwe 1

Cathy Crask 1

Stephanie Holcomb 1

Nicole Thompson 5

Elizabeth Pace 10

Blessing Nwaogu 15

Dorothy Holt 40

ERS Support Services

Laura Lamb 30

Amber Wilken 1

Sarah Meyer 1

Elise Hyder 1

Andy Fariello 1

Bonnie Fraser 1

Mary Goldsberry 1

Living Well Senior Solutions

Melinda Horgan 1

Sarah Shaffer 1

Maple Knoll Meadows

Brandy Hastings 20

Marjorie P. Lee

Judi Dean 35

Anna Lyle 30

Dorothy Peoples 1

Lendell Speed 1

Nina Tayoro 1

Lance Gordon 1

Heavenly Patterson 1

Christina Watkins 1

Joel Erisman 1

Jessica Mills 1

Terri Simpson 1

Brynn Halbeisen 1

Baffour Afriyie 1

Charity Garnes 1

Timothy Heaberlin 1

Maxine Glodd 1

Ebony McBurrows 1

Marcelino Poplis 1

Edna Orso 1

Melvina Andrews 1

Vernise Nuckols 1

Sean Kennedy 1

Ebony Ingram 1

Adrienne Coggins 1

Fatima Bahar 1

Teresa Isaacs 5

Amber Young 5

Tonisha Wright 5

Marquita Kinkade 5

Maria Jamason 5

Gloria Swann 5

Darlene Lang 5

Kenroy Scott 5

Cordell Boyd 10

Tracie Martella 10

Jon Spencer 10

Angelo Puopolo 10

Gary Oeters 10

Gregory Wright 10

Tequila Herring 10

Gertrude Pearson 10

Ronald Donaldson 15

Holly Jordon 15

Asia Miller 15

Elizabeth Vilski 25

Shauna Gaines 40

Meals on Wheels

Paul Krekeler 1

Prairie Oaks Village

Regina McCammon 1

Quaker Apartments

Susan Wood 5

Shawnee Place

Derek Daniels 1

St. Paul Village

Michelle Diers 10

The Manse

Kenya Greer 1

Cathy Jackson Williams 1

New Faces

Welcome to the following people who have joined the ERS team.

AL Management

Tammy Herlihy

Blanchester Friends

Lisa Rowe

Canterbury Court

Aliesha Winsett-Flaute

Mailee Patterson

Central Parkway Place

Joycelyn Leathers

Rebecca Moats

Deupree House & Cottages

Ashley Johnson

Brittney Wills

Cassandra Phelia

Charles Graham

Enchantra Sims

Eugene Gaines

Jillian Chen

Kimberly Crawford

Leslie Palmer

Lynn Sumerel

Marion Williams

Mark Lamb

Mike Molloy

Myleania Johnson

Nikia Bennett

Patti Marshall

Sarah Madden

Shane Myers

Silas Kelley

Terry Frost

Tonya Johnson

Warren Douglas

Episcopal Church Home

Brittany Johnson

Kimberly Cottingham

Latesha Carradine

Maclaine Bazar

Robert Mitchell

Ryan Minter-Forbes

Symone Carradine

ERS Support Services

Annie Klayer

Jonathan Fissel

Marjorie P. Lee

Aemy Goode

Amanda White

Amanda Hatten

Angela Laine

Antonette Williams

Brandyn Johnson

Brian Burns

Briel Howard

Brookelyn Casey

Chanel Yancey

Cherise Hinton

Christie Croley
Christina Wynn
Daijah Blankumsee
Dana Jordan
Darius Henderson
Deidre McCall
Demetrius Smith
Denise Coman
Ebony McCray
Ebony Wade
Erica Proud
George Adams
Hannah Glines
Jasmine Barnes
Jenny McNamee
Jessica Stross
Joyce Byndon
Ka'Nyah Donald
Kali Cavanaugh
Kamryn Holman
Keira Lee
Kendra Hughes
Kenneth Waites
Keyona Taylor
Kimberly Carter
Laarni Lynne Barro
Lanasia Bullock
LaShawnda Roach
Lashawndra Hicks
Latasha Grissom
Latoya Johnson
Lea Russ
Lionell Coleman
Lorenzo Hines
Marvinia Craig
Matthew Brown
Melanie Craig
Merika Walker
Michael Walker
Michelle French
Mina Lewis
Mye'shia Alexander
Myesha Moore
Nadia Dudley
Nichelle Bonner
Nicole Smith
Nikki Hunter
Pasha Wright
Precious James
Rikita Everett
Shaderek Johnson
Shawna Morgan
Surprise Gray
Tenier Stanton
Tinia Coles
Tonnie Boggan
Trinity Tankersley
Wendy Spears
Wisdom Eziukwu

Meals on Wheels

Charles Glass

Jessica Peaks

Scheper Ridge

Jessica Hennessy

Lydia Barrett



EARN MORE

ERS TALENT REFERRAL PROGRAM

Earn More is the talent referral program at Episcopal Retirement Services. Referrals from our team members are our best source of meeting and recruiting top talent. For team members who refer a candidate who is hired, a monetary incentive is available as a gesture of appreciation.



\$1,500

- Registered Nurse, full and part-time
- Chef
- Room Assistant

\$1,000

- Driver
- LPN, full and part-time

\$ 500

- Security
- Dining Services,
- Community Manager

\$ 250

- Registered Nurse, PRN
- All other positions, full and part-time

\$ 100

- All other PRN positions

GREATEST SHOW ON EARTH

ERS 2024 Annual Education Days

TOPICS FOR: ECH, MPL, DH & DC AND AL

WELCOME TO THE GREATEST SHOW ON EARTH
(INTRODUCTION/ICEBREAKER)

SEALED INFORMATION
(HIPAA & CORPORATE COMPLIANCE)

SANITARIUM SPECTACLE:
A GRAND ILLUSION OF
GERM-FREE WONDERS
(INFECTION CONTROL)

DARING ACTS OF SAFETY
(SAFETY & HAZARDOUS COMMUNICATION)

THE CENTER RING
(RESIDENT RIGHTS, ABUSE & NEGLECT)

SERVICE SPECTACULAR
(CUSTOMER SERVICE)

MEMORIES UNDER THE BIG TOP
(DEMENTIA)

STRONGMAN,
THE WELLNESS POWERHOUSE
(WELLNESS)

BENE-FUN EXTRAVAGANZA-
UNVEILING THE PERK PARADE
(HR UPDATE)

ANNUAL EDUCATION IN-PERSON EVENTS

ECH – Morton West
3/14/2024 • 9 AM - 4 PM

DH – Event Center
5/29/2024 • 9 AM - 4 PM

MPL – Krug Event Center
7/31/2024 • 9 AM - 4 PM

AL – Canterbury Court
Activities Room
9/17/2024 • 9 AM - 4 PM

AL – St. Paul Village
Activities Room
9/26/2024 • 9 AM - 4 PM

ECH – Morton West
10/9/2024 • 9 AM - 4 PM

MPL – Krug Event Center
12/4/2024 • 9 AM - 4 PM



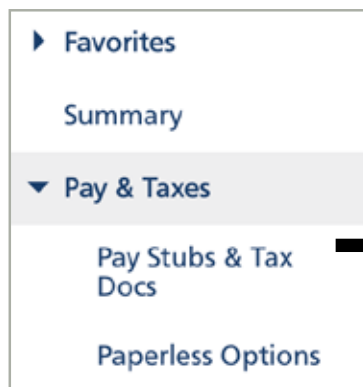
For more information, contact Alexis Ryles, Director of Talent Development at aryles@erslife.org, or a member of your HR Team.

A great time to review your Paycor info and go paperless people

Each year, ERS receives numerous W2s returned due to incorrect address information. Better yet, TAKE ADVANTAGE OF GOING PAPERLESS.

Paycor allows us to elect to not receive a hard copy of the W2, but to download the information from Paycor. Other advantages of the paperless option include earlier access to the W2 information and reduction in the possibility of identity theft.

To select the paperless form W2 and the paperless form 1095 (health coverage reporting),



Pat Donaldson, Deupree House resident, and just about everybody else says "go paperless".

- > Sign on to Paycor
- > Under the Profile menu on the left hand side of the page, click on Pay & Taxes



For the document W-2s, change the paperless Election to On by clicking on the word Off. A Consent to Electronic W-2s will appear. Click the Sign & Continue button at the bottom of the page.

If you would also like to have the health care forms electronically, complete the same process for the Form 1095.

If you have not completed this previously, you'll get paper forms this year, but you can elect the paperless options and go green in 2024!

Document	Description	Current Year Delivery	Paperless Elections
W-2s	These yearly documents are needed to file your taxes with the IRS.	Paper Copies	<input type="checkbox"/> OFF
1099s	These yearly documents are needed to file your taxes with the IRS.	Paper Copies	<input type="checkbox"/> OFF
1095s	These yearly documents are needed to file your taxes with the IRS.	Paper Copies	<input type="checkbox"/> OFF



New Security Officer Appointment

Megan Bradford, Vice President of Middle Market and Ministries, will serve as our ERS Security Officer.

ERS's Security Officer is responsible for developing and implementing ERS's policies relating to security and the Security Rule, as well as ERS's maintenance of and adherence to those policies. The Security Officer works closely with ERS's Privacy and Compliance Officer to oversee our Compliance Plan.

In 2021, Megan was promoted to our Vice President of Middle Market and Outreach Ministries. Megan's love for learning and curiosity about technology will serve her well in this role.

Empowering Dreams: Lauren Brown Empowerment Fund's Progress and Impact in 2024

As we bid farewell to 2023, the Lauren Brown Empowerment Fund stands proud, marking significant strides toward its goal of raising a \$500,000 endowment. With over \$405,000 pledged so far, the fund is actively transforming the lives of deserving individuals, leaving a lasting impact on those it aims to assist.



Lauren Brown, a cherished member of the ERS family, embodied the spirit of lifelong learner. From joining ERS during high school and working in dining services at Marjorie P. Lee to later becoming an Affordable Living manager, Lauren's journey was cut short when she unexpectedly passed away at the age of 33 in April 2021. The Lauren Brown Empowerment Fund emerged as a result of the ERS We Can Do Better initiative, dedicated to improving the lives of people of color.

The 2024 recipient, known by the pseudonym "Ashley" to protect her privacy, reflects the fund's commitment to helping Black, Indigenous, and Persons of Color



The Lauren Brown Empowerment Fund is actively transforming the lives of deserving individuals, leaving a lasting impact.

(BIPOC) team members overcome career advancement barriers. Ashley, a versatile worker at one of our Continuing Care Retirement Communities (CCRCs), is on the verge of completing her journey to become a Registered Nurse.

Balancing work, school, and parenting four children, Ashley faces the common challenges of time and financial constraints. However, driven by the desire for her children to witness goal-setting and achievement, Ashley has persevered. Unfortunately, she fell behind on utility bills while prioritizing her education and family.

The Lauren Brown Empowerment Fund helps to break

down barriers hindering team members' career and educational progression. The fund's assistance has made a meaningful impact on Ashley's life, helping with her utility bills and enabling her to focus on her education without the additional burden of financial stress.

The Lauren Brown Empowerment Fund continues to honor Lauren's legacy by empowering individuals like Ashley to overcome challenges and pursue their dreams. As we celebrate this year's recipient, we look forward to the continued positive impact the fund will have on the lives of many more in the future.

— *Episcopal Church Home ready for what's next* —

Episcopal Church Home Master Plan has been completed.



Episcopal Church Home's two memory care neighborhoods offer common living rooms, family style kitchens, and dining rooms. Dudley Square expanded with 25 new patio homes. Chef Tim's "Grille 75" is open for business.

In 2023, Episcopal Church Home (ECH) completed its \$20 million Master Plan, enhancing its Louisville campus to provide more person-centered care for its residents. The 22-acre Graymoor-Devondale campus now boasts 25 modern Dudley Square III patio homes, adding to its 62 existing ones. The goal of this transformation was to meet the needs of older adults and their families.

ECH offers a full spectrum of care, including skilled nursing, long-term care, personal care, and memory-support services. Beverly Edwards, ERS's vice president of residential healthcare, emphasized the Master Plan's primary focus: holistic resident care. The introduction of 'versatile workers' has strengthened staff-resident relationships, allowing for more meaningful interactions and improved care quality.

Laura Lamb, ERS President and CEO, highlighted the significance of ECH's inaugural Master Plan, marking a pivotal moment for both ECH and ERS. Key advancements include a new clubhouse for Dudley square residents, state-of-the-art living spaces for various care levels including the brand-new Personal Care neighborhood, Lyndon House, and smaller yet more intimate skilled nursing neighborhoods.

Acknowledging the community's support, Edwards celebrated ECH's recognition as the Best Nursing Home in The Courier-Journal's "Official Community's Choice Awards." Both Beverly and Laura expressed gratitude to the dedicated teams and boards for envisioning and executing a plan ensuring ECH's sustainability and continued excellence for future generations.

— *Swipe 'N' Dine programs help get seniors out* —

Helping Valerie make new friends.

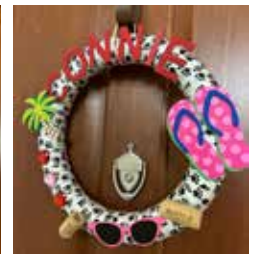


Valerie(left) shares that she and her husband love the opportunity to enjoy a great meal and make new friends. Serving Swipe 'n' Dine meals at St. Paul Village in the pilot stage of the program.

In August, Meals On Wheels (MOW) was awarded a one-year contract to pilot a congregate meal program called Swipe 'n' Dine. The program aims to give seniors 60 and older the opportunity to enjoy nutritious meals in local participating restaurants at a reduced cost. The MOW team has hit the ground running with creative and innovative ways to pilot the program. Various food providers have become partners in a catering

model to offer these meals including Millie's Place, Ali Baba Mediterranean Grill, Imperial Wok, and Frisch's. Meal rates have been negotiated and agreed upon in advance with each food vendor, and the program will be reimbursed by Council on Aging monthly. Participants are asked to make a voluntary donation for each meal, which are free of charge.

— *MPL Memory Care is making a difference* —



Alix Scruggs, Anthony Williams, Hannah McCarren, and Katrina Traylor celebrate completion of the research project with Alzheimer's Association staff. Hand-made wreaths reflect the residents' personalities.

Marjorie P. Lee Helps With Alzheimer's Association Memory-Care Research

Marjorie P. Lee recently concluded a nine-month research project in collaboration with the Alzheimer's Association and the University of Washington. The project aimed to enhance dementia care practices at a national level. Out of 1,700 Ohio retirement communities, the goal is to involve 80 campuses specializing in Alzheimer's and dementia care.

During the project, Marjorie P. Lee's team developed innovative methods to enhance engagement among memory-care residents and residents from other living levels, including independent living. The

techniques employed will be shared with retirement communities nationwide to improve the care provided to residents.

Participation in the research not only benefited the residents but also allowed Marjorie P. Lee's staff to reflect on and improve their caregiving practices. As a premier continuing care retirement community, Marjorie P. Lee offers various living options, including independent living, assisted living, memory care, and skilled nursing, ensuring a comprehensive continuum of care for its residents.

Greet, Brag & Share

Holiday traditions took place at all of our communities.....starting with ECH and the parade of ugly sweaters



Cyndi Kerton, Marlene Coleman and other ECH team members parade through the rotunda to the delight of the residents and staff. Winners: Gry Seymour and Becky Burns.



Prairie Oaks Village celebrates with a hot lunch, Sue Wood, Hazel Blomer and Regina McCammon



Kristin Gray, Service Coordinator at Cambridge Heights with some fun residents



Deupree House & Cottage residents are treated to a Holiday concert by members of the CSO.



At St. Paul Village, JoAnne Lacey helps residents at the annual Holiday luncheon



Marjorie P. Lee Housekeeping team, Angela White, Supervisor Christina Moore, Matt Brown, Babby Chatman, Heavenly Patterson, and Patty Adams. MPL resident Katie Smith and Pat Merrick(seated) with Angela Bolan, Teresa Isaacs and Kristina Williams. Elise Hyder with MPL resident Joyce Wine enjoying the Holiday festivities and goodies.

ERS

Episcopal Retirement Services



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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 Joan Wetzel at jwetzel@erslife.org or share@erslife.org.

Share your photos with Interlink! Send them to Share@erslife.org