



Cincinnati's Top Workplace
Proud winner 17 years straight.



Interlink

ERS

When you love
what you do, it shows!










Seventeen Strong



Celebrating 17 years in a row!

ERS

Episcopal Retirement Services

-  Deupree Cottages
-  Deupree House
-  Episcopal Church Home
-  Marjorie P. Lee
-  Affordable Living
-  Deupree Meals On Wheels
-  Living Well Senior Solutions
- 
- 

Milestone Anniversaries

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

AL Management

Ashley Wagner5
Katy McAtee1
Afton Palmer1

Deupree House & Cottages

Marta Vennemann30
Karen Immell15
Nichole Reyes10
Briana Thomas.....5
Sofia Aveyard.....5
Tonya Underwood.....5
Ryan Dorr1
Sarah Turner.....1
Zella Kissing.....1
Lamia Chambers.....1
Kate Kattman1
Cooper Molony1
Marcus Whiting1

Elberon

Aquashia Peterson.....1

Episcopal Church Home

Angela Ferman35
Teran Herthel.....1
Starr Nevitt.....1

ERS Support Services

Paige Davis1

Marjorie P. Lee

Gloria Oglesby25
Kathleen Curran20
Sandra Stross.....15
Keneedra Barker5
Mariah Phelan.....5
Amelia Brockman.....1

Ramona Craig5
Delora Thornton.....1
Kelsey Berling.....1
Karl Vilski.....1
Leslie Greene1
Jane Schlaudecker1
Shanda Bird.....1
Azariah Beatty.....1
Alice Carmicle.....1

Meals On Wheels

Kris Gardner1

Thomaston Woods

Chris Bellomo1

Westminster Court

Don Sleppy.....1

New Faces

Welcome to the following people who have joined the ERS team in 2026.

AL Management

Teaunna Calloway
Wesley Hamby

Canterbury Court

Gayla Clark

Deupree House & Cottages

Dornetta Arnold
Charlie Arthur
Lilly Busse
Kaylyn Hicks
Retta Holland
Jacob Kamp
Kayla Laboy
Adam Schloemer
Marquis Whiting

Episcopal Church Home

Sophia Ditch
Jacquaya Hardin

Shronn Hayes
Maya Manning
Marsha Murphy
Shreya Patel
Hunter Vinson
Dejahane Washington

ERS Support Services

Elizabeth Rhoads

Marjorie P. Lee

Vanessa Bass
Krystal Bostic
Jordan Britton
Stephanie Calhoun
Cinda Cummings
Asia Davis
Tina Grayson
Tawanna Hickman
Oteema Hinkston
Keyasa James
James Johnson
Ryan Johnson
Diamond Knox
Amanda Moore
Charlotte Nieman
Jacquetta Render
Alexus Richardson
Miranda Schierloh
Ellissa Thomas
Essence Thomas
Ce'Miah Trimble
Brittanie Witzel

Pedretti Place

Donna Walz

Prairie Oaks Village

Rodney Thomas

Shawnee Place

Kelly Bond

Thomaston Woods

Patricia Hoagland

Class of 2026 Graduates

The adventure ahead of you is the journey to fulfill your purpose and potential. Hats off to all our ERS graduates!

Anderson High School
Cooper Molony

McNicholas High School
Regan Dorr
Charlie Miller

Mt. Notre Dame High School
Lily Larsen

Purcell Marian High School
Riyah Campbell
Jaslene Rice

Roger Bacon High School
Gabby Greer

St. Ursula Academy
Gabby Arthur
Ava Cosgray
Catherine Collins
Mica Kissing
Zella Kissing
Kate Kattman
Stella Penker

University of Cincinnati
Will Bragg

Walnut Hills High School
Alice Carmicle
Ayana Kim
Eniola Olakanmi
Karl Vilski

Western Hills University
High School
Ashanti Booker



It is with heavy hearts that we share the passing of beloved Cambridge Heights driver Bob Mackley. Bob was a cherished member of the Affordable Living family, where he was known for his kindness and humor. Driving wasn't just his job—it was his lifelong passion. After a career as a truck driver, Bob continued serving his community in retirement by transporting older adults at the Guernsey County Senior Center and Cambridge Heights Apartments. Known for his quick wit and endless supply of dad jokes, Bob brought laughter wherever he went. He will be deeply missed.

Celebrating Success

2026 Outstanding Alumni Award



ERS is proud to announce that President and CEO Laura Lamb has been named a 2026 Outstanding Alumni Award recipient by the University of Cincinnati College of Arts and Sciences.

The award recognizes alumni who have made exceptional contributions to their professions and communities. A 1991 graduate of UC's College of Arts and Sciences, Laura has dedicated her career to advancing the well-being of older adults and strengthening the communities ERS serves.

As part of this recognition, Laura's portrait is featured in a public mural overlooking Over-the-Rhine alongside fellow 2026 award recipients. The installation celebrates graduates whose leadership, service, and accomplishments have left a lasting impact on their professions and the communities they serve.

Please join us in congratulating Laura on this well-deserved recognition and thanking her for the vision, compassion, and leadership she brings to the ERS mission every day.



LeadingAge[®]
Ohio

★ ST★RS ★ 2026 ★

Southwest Ohio Award Winners



L-R: Robyn Allen, Bekah Williams, and Brandy Hastings

Episcopal Retirement Services is proud to recognize Robyn Allen, Wesley Bogard, Brandy Hastings, Tami White and Bekah Williams as recipients of 2026 LeadingAge Ohio STARS Awards.

The STARS Awards honor frontline, non-management employees who make a meaningful difference each day through their compassion, professionalism and dedication to those they serve. Recipients are nominated by their organizations and recognized for exemplifying the values of mission-driven aging services.

ERS' nominations were inspired by ministry stories shared throughout the year—examples of team members going above and beyond to support residents, clients and colleagues.

Congratulations to Robyn, Wesley, Brandy, Tami and Bekah on this well-deserved recognition. Thank you for bringing the ERS mission to life every day through your service and commitment to those we are privileged to serve.

The 2027 Well-being Scorecard

Caring for your health before caring for others is not selfish - it is absolutely critical for sustainable and effective caregiving. You cannot give what you do not have. When you neglect your own physical, mental and emotional needs, you risk burnout, and have reduced empathy and a diminished ability to support others. We should each ask ourselves, have you prioritized your own health so far this year?

It is halfway through the year already, so let's take a timeout and focus on you. And don't forget, you

can earn money for this!

It has been proven that we all have better outcomes and improved quality of life when medical issues are caught early and then managed. ERS supports the importance of a relationship with your Primary Care Physician (PCP).

Earn 5 points by November 30 to win your 2027 incentive! And if you are on our medical insurance, your spouse can participate and help you earn even more!

It is as easy as **1 - 2 - 3**.

STEP 1

Step 1: Register your information on the WellRight website at ers.wellright.com. Select a password and designate whether you are an employee or spouse.

STEP 2

Complete the 5 activities and submit your forms that will award you 1 point each. If you have a spouse on your medical insurance plan encourage your spouse to do it to.

STEP 3

Lock in your Physical Wellness Incentive for 2027.

WELLNESS PROGRAM CHECKLIST

Wellness Challenges– achieve 5 points	Activity Dates	Points	✓
Annual Physical	10/1/2025-11/30/2026	1	
Normal Range	1/1/2026-11/30/2026	1	
Dental Cleaning	1/1/2026-11/30/2026	1	
Flu Vaccine	8/15/2026-11/30/2026	1	
Self-Focus	1/1/2026-11/30-2026	1	
PROGRAM GOAL		5	

INCENTIVE

*Spouse incentive is for those enrolled in the medical insurance program

** You must be employed at the time of the payouts to receive the incentive

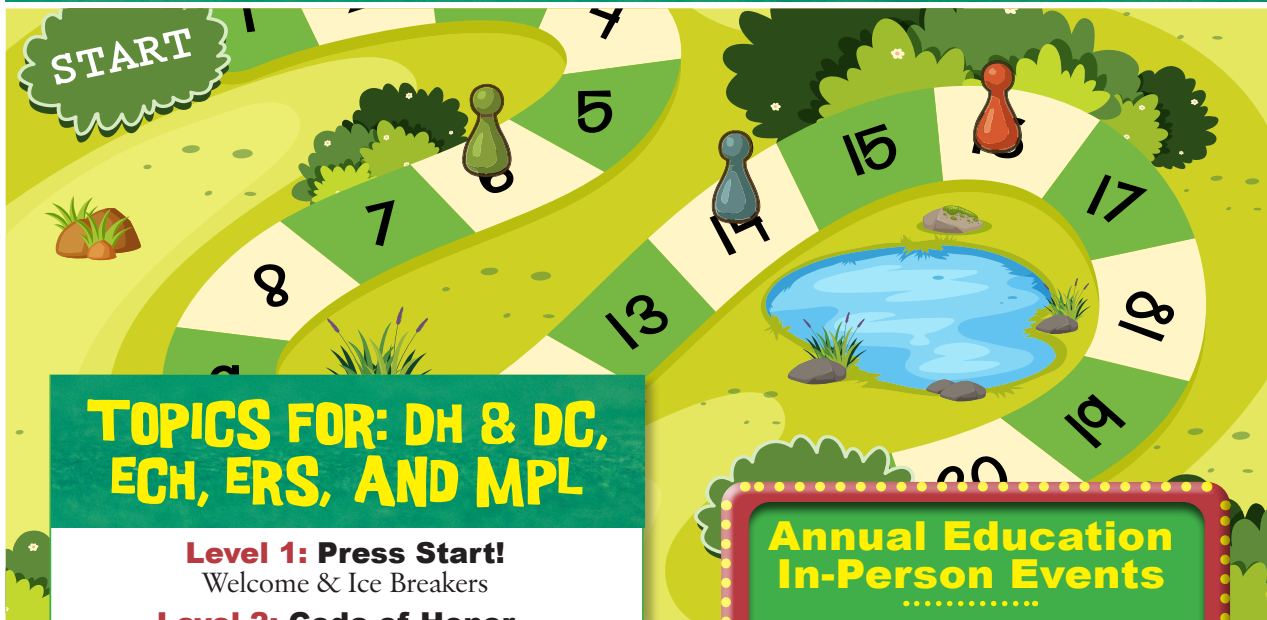
Coverage Tier	Plan Option	Annual Wellness Incentive Deposit (50% deposited in January and 50% in July)**
Employee Only	Buy Up Plan	\$1,700
	Base Plan	\$1,000
Employee/Spouse	Buy Up Plan	\$2,700/\$3,400*
	Base Plan	\$1,300/\$2,000*
Employee/Child(ren)	Buy Up Plan	\$3,400
	Base Plan	\$2,000
Employee/Family	Buy Up Plan	\$2,700/\$3,400*
	Base Plan	\$1,300/\$2,000*

If you have any trouble with the WellRight website registration or process, please reach out to WorkforceWellness@TheChristHospital.com.

Your incentive will be deposited into your Health Savings Account starting in January of 2027.
if you don't have medical insurance through ERS, you will receive a \$100 gift card.

If you are a new hire in 2026, please reach out to your HR department to learn how you can still earn your wellness incentive for this year.

GAME ON: LEVEL UP FOR SUCCESS!



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

Level 1: Press Start!
Welcome & Ice Breakers

Level 2: Code of Honor - Stay in the Game, Play by the Rules
HIPAA & Compliance

Level 3: Pac Clean - Power-Up Against Germs!
Infection Control

Level 4: Hungry for Safety - Don't Get Caught Off Guard!
Safety & Incident Command

Level 5: Monopoly - Protect Every Player's Rights
Resident Rights

Level 6: Candyland - Sweetening Every Experience
Customer Service

Level 7: Memory Lane - The Ultimate Mind Game
Dementia

Level 8: Boost Your Health
Wellness

Level 9: Unlock Your Power-Ups!
Human Resources: Perks & Benefits

**BONUS ROUND:
RAFFLES & GIVEAWAYS!**

Annual Education In-Person Events

August 5 at MPL
November 12 at DH

All Events
8:30 AM–4:30 PM

ERS team members are responsible for completing required annual training hours. Ohio and Kentucky Nursing Home Regulations require that our ERS direct care team members such as STNA/SRNA, Resident Assistants and Versatile Workers attend at least twelve (12) hours of in-service training per year. All other team members of ERS are required to attend at least eight (8) hours per year. A year is anniversary date to anniversary date (not a calendar year).

Contact Juliana Burgos at jburos@erslife.org, Abby Strittmatter at astrittmatter@erslife.org, or a member of the HR team to learn more!

Growing Our People, Strengthening Our Mission

ERS is committed to fostering a culture of learning, opportunity, and inclusion. Through our Tuition Assistance Program and the Lauren Brown Empowerment Fund, we invest in team members who are working to further their education and grow their careers in aging services.

Tuition assistance helps eligible team members pursue accredited degrees and certifications aligned with ERS' strategic needs. The Lauren Brown Empowerment Fund provides additional support to underrepresented team members addressing barriers beyond tuition and honoring a legacy rooted in

resilience, learning, and leadership.

These programs reflect our core values of **inclusion, person-centeredness, and relationships**, as well as our Ways of Working that call us to listen, invest in one another, and empower our people to succeed. When we support each other's growth, we strengthen our organization, our mission, and the communities we serve.

Interested in learning more or applying? Keep an eye out for upcoming application details and reach out to Juliana Burgos, Director of Talent Relations & Development at jburgos@erslife.org with questions.



Human Resources

Martindell Award Nominations Opens Soon



Voting for the 2026 Martindell Award will open soon, offering the ERS community an opportunity to recognize a non-management team member who exemplifies excellence in caregiving and person-centered service.

Presented annually, the Martindell Award honors a team member who goes above and beyond to support residents in meaningful ways, helping them live life on their own terms. The award celebrates those who bring compassion, dignity, and exceptional care to every interaction.

The award was established through a generous gift from the late Trish Martindell, a dedicated ERS Board member and former Board Chair whose leadership helped shape the organization for years to come. Trish's commitment to person-centered care, leadership development, and the ERS mission, continues through this lasting legacy.

Watch for additional details about nomination information in the coming weeks, and help us celebrate the remarkable non-management team members who bring our mission to life every day.



Previous recipients

The Kind of Care You Notice



“Caring, giving, friendly, responsive, warm, and inviting” are words that come to Brad Tieke’s mind, when asked to describe the staff at Deupree House where his mother, Sally, lives.

To Brad, these aren’t just words—they’re reflected in every interaction. “I can feel the compassion and support, not only from those I talk with, but also how Mom talks about them. She genuinely feels taken care of.”

Brad reflects, “ERS is not only an organization, it’s a community striving to help people live their best lives, with amazing staff, activities that allow residents to continue learning and engaging, and the care I love to see when I visit Mom.”

This—and you—inspire Brad and his wife Sara to give to the Good Samaritan Mission Fund and support Sally’s decision to include ERS in her own estate plans. They hope this ensures the programs and staff that have meant so much to her will continue to benefit others for years to come.

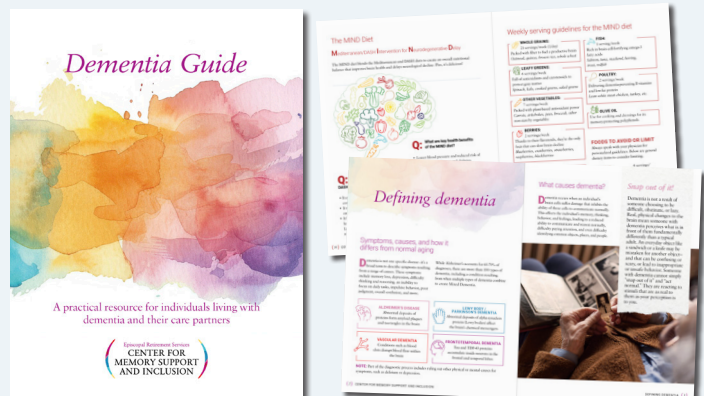
Updated Dementia Guide Offers Answers, Hope, and Connection

The Center for Memory Support and Inclusion (CMSI), an outreach ministry of ERS, launched its updated Dementia Guide in late 2025. Initially created in 2013, the Dementia Guide serves as a key part of CMSI’s mission—connecting individuals, families, friends, and care partners with the information they need to make informed decisions and continue living well in the face of dementia.

Recognizing its profound impact over the years, the CMSI team made it a top priority to redesign the guide including adding up-to-date and empowering topics for individuals living with dementia and their care partners. From general information about dementia—including symptoms, diagnoses, what to expect, communication tips, and brain health strategies—to practical tools for navigating day-to-day challenges, the new and

improved Dementia Guide serves as a vital resource for anyone impacted by memory loss.

To learn more about the Center for Memory Support and Inclusion and to download the free updated Dementia Guide, visit TheERSCenter.org.



Seventeen Strong



Team members celebrating our win: from top left. Photo 1: Holly Jordan, Gabriella Fairbanks Photo 2: Lotte Holland, Autumn Hay Photo 3: Marie Adams Photo 4: Karen Caldwell, Craig Kaiser, Garrett Wells, Manndy Miller, Shante Delton, Kristen Dilley, Katie McAtee Photo 5: Mary Goldsberry, Mohammad Touahria, Kathy Alsept, Jen Rapien, Stacy Jarvis, Jen McFarland, Bonnie Fraser; Photo 6: Regina Kittles, Tina Grayson



ERS

Episcopal Retirement Services



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For over seventy years, 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