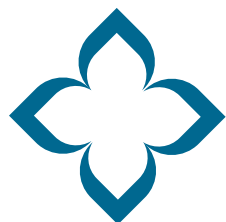




CINCINNATI'S TOP WORKPLACES  
Proud winner 10 years in a row.



# Interlink

## ERS

When you love  
what you do, it shows!



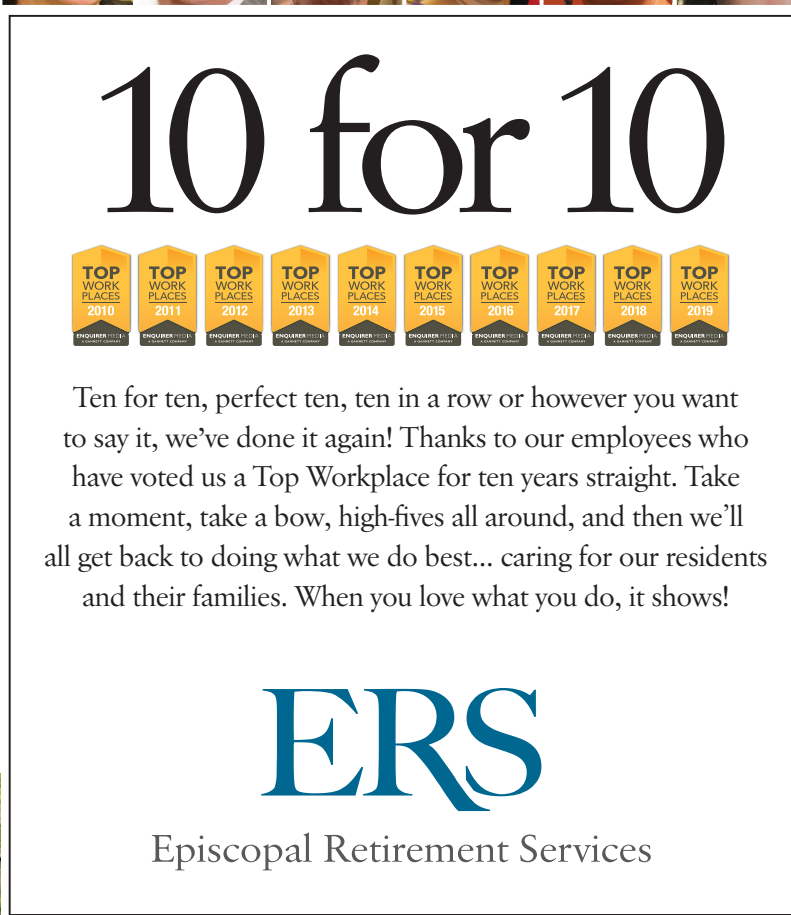
# 10 for 10



Ten for ten, perfect ten, ten in a row or however you want to say it, we've done it again! Thanks to our employees who have voted us a Top Workplace for ten years straight. Take a moment, take a bow, high-fives all around, and then we'll all get back to doing what we do best... caring for our residents and their families. When you love what you do, it shows!

## ERS

Episcopal Retirement Services







# Proud Top Workplace Winner 10 years in a row!



*Molly de Jesus, Joan Wetzal, Erica Carlson, Tracie Martella, and Sandy Bachman.*

## Top 10 Reasons ERS is a Top Workplace!

- #10 Because our team members are innovative and work to create breakthrough thinking, systems and practices!
- #9 Because our team members work to restore freedom, choice, and purpose in the lives of those we serve and the team members with whom we work.
- #8 Because our team members value and celebrate collaboration and diversity of thought, experiences and perspective, and appreciate that we are better together leveraging our strengths and differences.
- #7 Because our team members are dedicated and work to have meaningful relationships with those we serve. Together we work to improve elders' lives, our work environment and the services we offer.
- #6 Because our team members act under the highest ethical standards with honesty, trustworthiness, transparency, and sincerity.
- #5 Because of great team members who recognize and encourage deep and meaningful relationships among all we serve, and who believe that all individuals have infinite worth and deserve respect.
- #4 Because of the amazing care and services offered by our team members in our CCRC communities, Deupree House & Deupree Cottages, Episcopal Church Home and Marjorie P. Lee, where person-centered care, team work and excellence in care giving thrives.
- #3 Because of the hard work, creativity and passion to serve elders consistently demonstrated by the team members in Deupree Meals on Wheels, Living Well Senior Solutions, Parish Health Ministry and ERS Support Services.
- #2 Because of the dedication by our Affordable Living team members to provide beautiful, safe, nurturing and engaging senior living communities for our residents.
- #1 YOU! Our employees make ERS a Top Workplace! Your unwavering commitment to serve our mission to enrich the lives of older adults makes ERS a truly special place to work each and every day! And of course, as we each know, we are also a Top Workplace because of the residents, clients and patients who bring joy to our lives! Thank you for all that you do!





*Bethany Heckel, Chris Just, Beverly Edwards, Joanie Gillis, Chad Ballard, Tracy Graham, and Bryan Berman.*



*Joanne Lacey, Michelle Diers, Caroline Rapier, John Mumphrey, Melanie Ruhe, Portia Ventus, Ruthie Daniel, Walquiria Sanchez-De Leon, Ann Patterson, Brandy Reitter, Josue Galvez Laparra, and Marty Barney.*



*At the Top Workplace event, Gerron McKnight, Erica Carlson, JoAnn Hagopian, Laura Lamb, Joan Wetzel, Molly de Jesus, and Bryan Reynolds. And, Laura, Bryan, and Joan were happy to show-off the ad designed by Arlan Grham.*





# Engagement as the Secret to Success



## Only five companies won this award all 10 years

Episcopal Retirement Services is one of only five companies to receive the award all 10 years, and we couldn't be more proud of the hard-working staff members, volunteers, and board members who made this achievement possible.

"It's no secret, at least not to us or the thousands of terrific older adults and their families whom we take care of every day," said Laura Lamb, president and CEO of ERS. "We never tire of telling the ERS story: person-centered care is at the core of everything we do."

ERS started with a purpose: to do good for older Ohio, Kentucky and Indiana residents; for their families and caregivers; and for the community as a whole. We don't do it because it's easy—we do it because it's our calling.

For 68 years now, we have worked tirelessly to provide expert, dignified and person-centered senior care to all of our residents and community-based service beneficiaries.

To ensure that we maintain the highest standards of care, we hire people who not only demonstrate a passion for looking after seniors but also show genuine compassion and joy in their work and understand that effective care is personalized.

We also recognize that, to fulfill our mission, we have to take care of our own. When our team members are happy, it shows. They spread that happiness to not only their co-workers but also our senior residents.

Investing in our team members' happiness is, therefore, an investment in our senior residents' wellbeing. Moreover, it's the right thing to do. Person-centered care thrives in such a positive environment. We see the results in our residents' faces, the way they act and how they talk. They feel content and express a more positive outlook on life.

Another reason, we believe, that we're once again a Top Workplace is that we focus on engagement over recruitment.

"We take the time to get to know our candidates," explained Molly de Jesus, director of organizational development and learning at ERS. "Our biggest differentiator is our culture, and we're very intentional about it. We invest a lot of time selecting the very best candidates who are going to be the best cultural fit—someone compassionate, innovative, and devoted to working in service to others."



From left to right: Jack Sanborn, Lauren Brown, Ginny Uehlin, and Pete Juszczuk.





From left to right: Val Kirieli, Lindsey Miller, Jerry Maco, and Tsippy Gottlieb.



From left to right: Katrina Traylor, Sonya Housley, Betsy Sorensen, LaShawna Jones, Emerson Stambaugh, Jennifer Cook, Vanessa Chapman, and Sarah Brown.



From left to right: Kathy Finley, Janet Westrich, Kathy Ison-Lind, Jenni Miller-Francis, Kim Stallworth, Kristen Dilley, and Lora Henderson.



## Milestone Anniversaries

*Congratulations to the following individuals who have celebrated a "milestone" anniversary with ERS*

### Blanchester Friends

Gayle Porter .....5

### Deupree House

Jerry Maco.....15

Judy Meranda.....10

Sherry Bryant.....5

Adelyn Smith.....1

### Deupree Meals On Wheels

Tsippy Gottlieb .....1

### Episcopal Church Home

Noemi Ramirez.....15

Momodou Bojang.....5

Leslie Woosley .....5

Melissa Harris.....1

Deonna Washington .....1

Narkita Huff.....1

Tara Strong.....1

### ERS Support Services

Kristin Davenport .....5

Annie Roettker.....1

Judy Bertsch .....1

Feoshia Davis .....1

### Marjorie P. Lee

Diana Kutz .....40

Brenda McEntyre .....30

Alisa Ferguson.....15

Doug England .....10

LaShawna Jones .....10

Bella Proietti.....5

Kia Austin .....5

Mindy Sims .....5

Ethan Leidig.....1

Mike Gabennesch.....1

Monitria Madaris.....1

Tamika Smith .....1

Amy Dean .....1

Jessica Bonner .....1

Susannah Jonas .....1

Kenicha Scott .....1

Amaryah Hanley .....1

Brian Rozumny .....1

Edith Holloway.....1

### Shawnee Place

Rita Jones .....1

### St. Paul Village

John Mulvaney .....1

Maddie Triska.....1

### Sunrise Terrace

Christine Krimm .....1

## New Faces

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

### Central Parkway Place

Jamey Schuh

### Deupree House

Brian Carter

Zephon Price

### Deupree Meals On Wheels

Megan Bair

### Episcopal Church Home

April Richards

Jasmine White

Tyesia Thornton

Earlisha Stone

Djenne McKinney

Patience Sesay

Veronica Murphy

Kenneth Griten

Cheryl Belcher

Eric Forney

Kimberly Rush

Tami Ruckle

Yeneris Velazquez-Hernandez

Yorline Pierre

Asia Pollard

## Quit & Stay Quit Program Now Enrolling for August

ERS is providing to all employees the Quit and Stay Quit program again this fall (starting in August).

This personalized program, which is a 14 week coaching program, moves at your pace, provides the resources you need and uncovers what really motivates you to make lasting lifestyle changes.



Completion of all 12 sessions of the Quit and Stay Quit Program is required for current tobacco users who wish to avoid the tobacco surcharge starting January 2020.

Since this is an annual program, even if you participated in the Quit and Stay Quit program in the past, but continue to use tobacco, you are required to participate again in order to avoid the tobacco surcharge. If you use tobacco and are interested in this program, please contact any Human Resources team member.

Anne Mutune  
Annia Lao Marrero  
Josephine Gordon

### ERS Support Services

Paul Scheper

### Marjorie P. Lee

LaShawnda Roberts

Sarah Lund

Jasmine Douglas

Stephanie Biros

Delisa Craig

Tierra Harris

Megan Helderbrand

Brittany Laster

Sharnee Franklin

Allie Satterfield  
Autumn McCann  
Malachi Brown  
Trenae Colvin  
Nieka McKnight  
Delores Spence Shamel  
Rashina Bowden  
Rennae Croom  
Giselle Schipper  
Kim Shaw

### Prairie Oaks Village

Gary Rose

### Trent Village

Dennis Albetski



# UPDATE: Payroll System for ERS

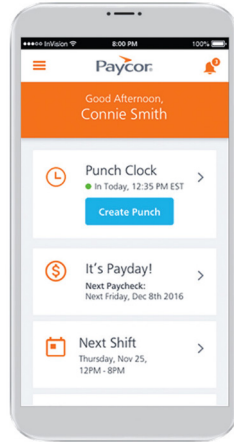
**T**he Human Resources Team is so excited that our new HRIS and Payroll system, Paycor, is close to full implementation.

We have had excellent attendance at our staff and manager training sessions. We hope that you have found these sessions have helped to give you what you will need on day one to be successful.

We are planning additional training and training resources in the coming weeks to present more in-depth information for you to get the most out of this system.

Additionally, a huge thank you to our IT partners, Katie Coughlin, and Joe Walker, for getting all of our new timeclocks (Chromebooks) installed in each community for staff to clock in and out.

We look forward to our updated launch date at the beginning of October. Complete details for the implementation of the new system will be shared via



*Ann Beighle leads payroll system training for Sonya Housley, and Betsy Sorensen at Marjorie P. Lee. Thank you to all staff who have attended training.*

email and in the next edition of Interlink.

We appreciate your patience and your participation.

Please reach out to Ann Beighle or Joan Wetzel anytime if you have questions or need anything regarding this implementation.

## Employees are our best source of recruiting talent

Each year our referral program provides our greatest source for talent. 35% to 40% of our new hires are referred to us by current ERS team members.

Our employees have such high standards, that they only refer the very best applicants for positions in our organization. We're consistently impressed by our team members and their commitment to find great talent to serve our residents and patients throughout our region. The Earn More program adds such great value to our culture and our ability to provide excellence in care, service and hospitality.

To learn more about referring an applicant, please reach out to any member of the Human Resources team. HR Talent acquisition team members Ariel Howell at ECH and Erica Carlson in Cincinnati are happy to assist you.



*Ariel Howell and Erica Carlson*



# Annual Learning Requirement for all ERS Team Members

All team members are required to complete 8 hours of training each year. Those who are STNA/CNA are required to complete 12 hours of training each year. You can do this in a number of ways!

- Attend an Annual Education Day offered at Marjorie P. Lee or Deupree House.
- Attend live offerings at the Episcopal Church Home campus such as a Skills Day.
- Complete clinical topics in the Relias Learning Management System.
- Attend other programs and in-service training sessions at your location and in your department.

## ERS Annual Education Day 2019 Learning, Caring & Growing Together

To register for one of the following dates contact Judy Bertsch in HR Staff Development, x4289, or any HR team member.

**Aug. 7 @ Marjorie P. Lee Event Center**

**Nov. 20 @ Marjorie P. Lee Event Center**

Each session is 8:30 – 5:00 and lunch is provided. Join us for an engaging and fun day!

*Please contact Human Resources if you need assistance to access your training records.  
As we grow our skills, we continue to develop our ability to provide the very best care and service to our residents.*

## Apply Now for Tuition Assistance for 2020!

ERS is a learning organization that is committed to the development of team members. Applications for Tuition Assistance are currently being accepted for 2020.

For an application and information about the program, please contact Molly deJesus, x7133 or Judy Bertsch, x4289 in Human Resources.

**Applications are due to Human Resources by September 1, 2019 for the 2020 academic year.**



*"The Tuition Assistance Program helped me to achieve my academic goals, and now I am a UC graduate!"*

– Tarrah Pickard,  
Life Enrichment and Activities  
Director for Deupree House

## 2019 Nominations Are Now Open

The Martindell Award is granted each year to a deserving ERS team member who exemplifies excellence in caregiving and strives to care for our residents in meaningful ways, allowing them to live life on their own terms.

This award is made possible by a generous gift from Trish Martindell, who served two terms on ERS's Board of Directors (2003-2014 and 2016). Trish served as Chair from 2010 to 2012. A life cut far too short, Trish has left an indelible legacy on ERS through her staunch commitment to person-centered care, strategic leadership development, and the establishment of this



Award. Her husband Jack and step-daughter Kim continue to be highly involved in the annual program.

The intent of the Martindell Award is to recognize non-management team members who go above and beyond the call of duty and exemplify person-centered values and actions. Last year ERS received more than 250 nominations from residents and family members for 70 of our team members.

Nominations for this prestigious award will be accepted from August 1, 2019 until September 14, 2019. The winner will be announced in the fall, and presented with the award along with a \$1000 check.





# WELLBEING

## ERS STAFF WELLNESS PROGRAM

## MID-YEAR REMINDER!

### 2019 Wellbeing Program Deadlines

**A** reminder that all required items for this year's scorecard must be completed between 1/1/19 and 12/31/19. In order to earn the incentive, proof of completion must be submitted by 1/14/20.

Staff and spouses on the ERS insurance plan who complete the scorecard will each receive a \$700 HSA contribution. Staff not on the ERS insurance plan will receive a \$100 gift card.

Please log-in to the wellbeing portal and check your scorecard at: [www.trihealthcorporatewelness.com](http://www.trihealthcorporatewelness.com)

Submit proof of all required items by submitting a copy of the Explanation of Benefits (EOB),

My Chart documentation or letter from your physician in one of the following ways:

- Email: [ERSwellbeing@trihealth.com](mailto:ERSwellbeing@trihealth.com)
- Fax: (513) 487-5637
- Mail: TriHealth Corporate Health  
Attn. ERS Wellbeing Team  
4665 Cornell Rd. Suite 350  
Cincinnati, OH 45241



- Place in a sealed envelope labeled "Wellbeing Scorecard Proof" and give to Ann Beighle or the HR office at ECH

Please allow up to 30 days for items to be verified on your scorecard.

If you have questions about the program please contact your TriHealth ERS Wellness Coordinator, Mike Getz, Email: [ERSwellbeing@trihealth.com](mailto:ERSwellbeing@trihealth.com) Phone: (513) 977-2169, Fax: (513) 487-5637.

## Biometric Screenings with Your Annual Physical

**A** biometric screening is an assessment of your overall health by measuring and evaluating your physical attributes such as blood pressure, blood glucose level, blood cholesterol level, height, weight, body mass index, and aerobic fitness.

A biometric screening establishes a health baseline that can be used to evaluate risk for a variety of health issues, many of which can be prevented through early detection and lifestyle changes.

**Please complete this crucial screening as part of your annual physical with your primary care physician (PCP) so that your physician is involved in**

managing any conditions that the biometric screening may identify.

A wellness consultation (another item on the Wellbeing Scorecard required for all team members) can help you to improve your biometric numbers. These 30-minute individual phone consultations provide guidance on setting and achieving personal SMART goals for lifestyle changes to decrease health risks.

If you have questions about the program please contact your TriHealth ERS Wellness Coordinator, Mike Getz, Email: [ERSwellbeing@trihealth.com](mailto:ERSwellbeing@trihealth.com) Phone: (513) 977-2169, Fax: (513) 487-5637.

# Living Well with Purpose!



Mother Teresa once said, “Not all of us can do great things. But we can do small things with great love.”

This sentiment shaped the heart of the Refresh Your Soul conference, themed “Living Well with Purpose,” which brought together nationally recognized speakers, medical professionals, and authors to talk about how to pursue a life of meaning, health, and joy.

Keynoting the event was Kathryn Spink, whose New York Times–best-selling biography of Mother Teresa was born out of a 17-year involvement with the modern saint and her philanthropic work. Spink talked about doing “small things with great love,” particularly those in caretaking roles.

The March conference attracted 700 care partners, seniors, and healthcare professionals for a day of inspirational presentations.

Thank you to all the volunteers from ERS staff. Your willingness to share your gifts of welcoming and hospitality with guests makes our conference even more memorable.

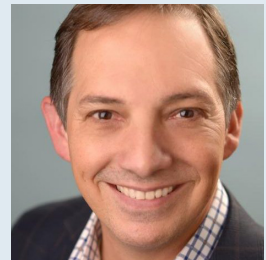
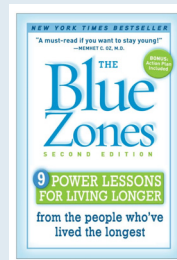


Top from left to right: The RYS Event Team – Jeanne Palcic, Rev. Rhonda Johnson, Rebecca Shroer, Cindy Hamad, Rose Lindeman, Marianne Riestenberg, Kristin Davenport and Kathy Finley. Staffing our trade show booths – Erica Carlson, Molly de Jesus, Peggy Slade-Sowders, Annie Novak, and Emerson Stambaugh.

## Save the Date: Refresh Your Soul 2020!

Refresh Your Soul 2020 – Positive Aging will be held on Monday, March 16, 2020, at the Cintas Center on the campus of Xavier University. The keynote speaker for the conference is Nick Buettner, who played a key role in the research for the best-selling book *Blue Zones Solution*.

Visit [refreshyoursoulconference.com](http://refreshyoursoulconference.com) for more details and a complete line-up of topics and speakers.





I'M LATE, I'M LATE FOR A VERY IMPORTANT DATE. SAVE THE

EPISCOPAL RETIREMENT SERVICES  
GOOD SAMARITAN MISSION



## THE MAD HATTER BALL

**ALL NEW 2019 special event to support the  
Good Samaritan Mission Fund!**

Friday, October 4th  
Hilton Cincinnati Netherland Plaza Hall of Mirrors,  
Downtown Cincinnati

We have a limited number roles for staff volunteers.  
Please contact Kim Harrison for information (513) 979-2306



## THE MAD HATTER BALL

### Curiouser and curiouser...

We are seeking  
donations of china  
teacups and teapots to  
be used as decorations  
at the event. Contact  
Kim Harrison at 513-  
979-2306 or [kharrison@ERSLIFE.org](mailto:kharrison@ERSLIFE.org)  
for more  
information.



Greet, Brag & Share

## Cambridge Community Wins Award



Civic center hosts health fair



Cambridge Heights exhibited at the Older Adult Extravaganza to provide information about their services. 500 people attended the marketing event. This year's theme was "Salute to Our Armed Forces." Cambridge Heights won 2nd place for Best Decorated Booth and was mentioned in the local newspaper. The Cambridge Heights team worked together creating the decorations and their hard work was rewarded! Congratulations!

## Congratulations Student Intern Graduate

Congratulations to De Paul Christo Rey student Jasmine who served this year at Deupree House and graduated this spring. Having support from high school interns has been a wonderful asset to the administrative teams at Deupree House, Marjorie P. Lee and the Support Services Office. Jasmine is pictured with Anna Honerlaw, and Sandy Bachman.



For over sixty-five 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](mailto:mdejesus@erslife.org).



## ECH Welcomes Assistant Administrator

This summer, Chris Just joined our Episcopal Church Home family as the Assistant Administrator. Chris began his career in senior living 29 years ago as a Nursing Assistant, becoming a Nurse and finally an Administrator. Most recently, Chris was Associate Executive Director at a Louisville senior living community. Please welcome Chris Just to our organization!

Share your workplace summer celebration photos with Interlink!  
Send them or other news to Molly de Jesus at [mdejesus@erslife.org](mailto:mdejesus@erslife.org).

# ERS

Episcopal Retirement Services



Published bimonthly by:  
Episcopal Retirement Services  
3870 Virginia Avenue  
Cincinnati, Ohio 45227  
513.271.9610

### Contributors

Ann Beighle  
Tammy Herlihy  
Kristin Davenport  
Molly de Jesus  
Doug Feldkamp  
Arlan Graham  
Ariel Howell  
Joan Wetzel