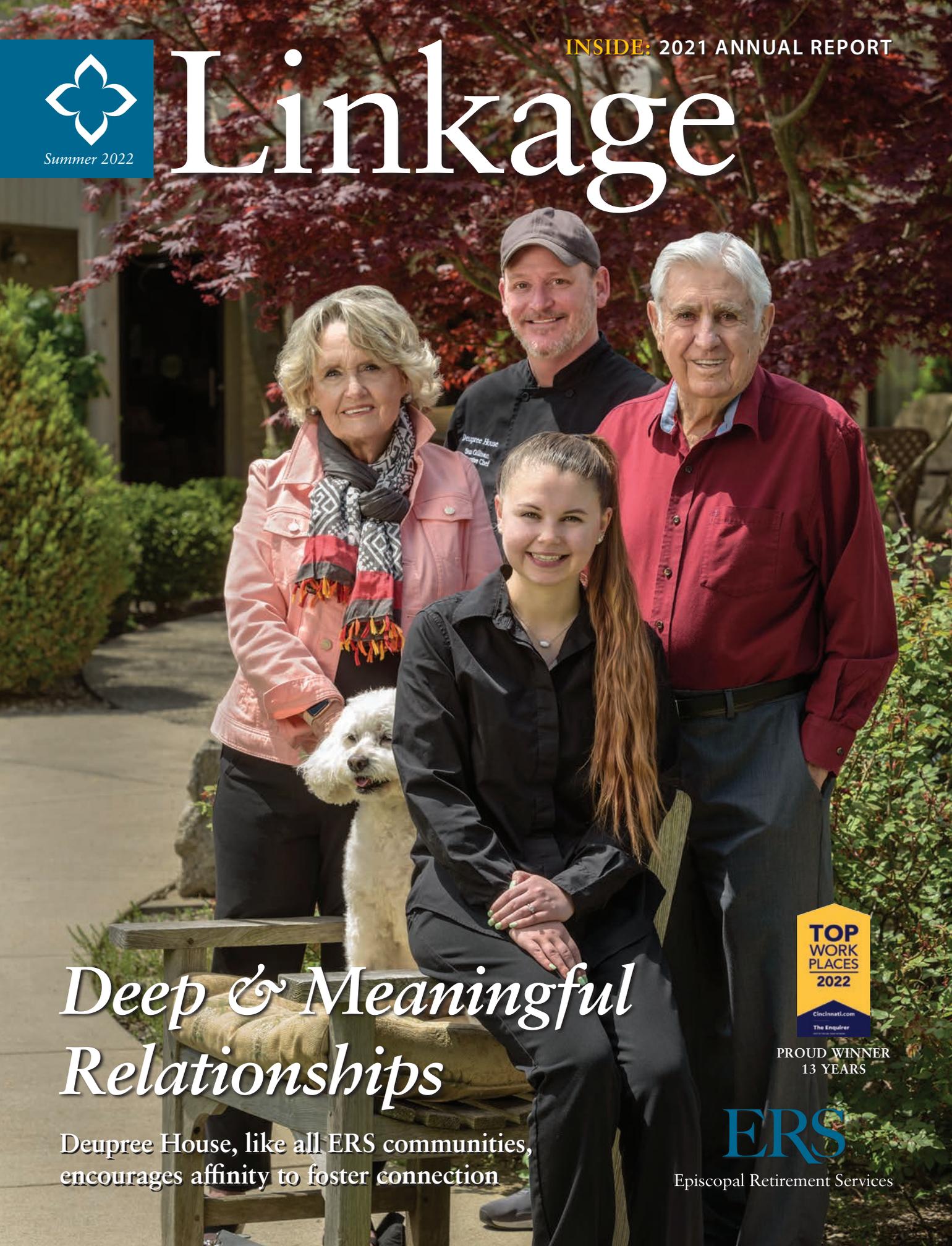




Summer 2022

INSIDE: 2021 ANNUAL REPORT

Linkage



Deep & Meaningful Relationships

Deupree House, like all ERS communities, encourages affinity to foster connection



PROUD WINNER
13 YEARS

ERS

Episcopal Retirement Services

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Thank You Donors 20-23

ON THE COVER

Resident Patti Gaines and her dog Henri, Chef Sam Gillivan, Hostess Madison Daly, and Resident Bob Nau in the Deupree House garden. Photograph by Gary Kessler

ERS Communities & Services

Premier Retirement Communities

Deupree House, Marjorie P. Lee, and Episcopal Church Home

Affordable Living Communities

31 locations in Ohio, Kentucky, and Indiana. For more information on these communities visit AffordableLivingbyERS.com.

Community Services

Deupree Meals On Wheels, Living Well Senior Solutions, Parish Health Ministry, The ERS Center for Memory Support & Inclusion



ERS Board of Directors

Thomas Regan, Chair

Dora Anim, W. Thomas Cooper, Virginia Cox, The Rev. Darren Elin, Trez Folger, The Rev. John Fritschner, JoAnn Hagopian, Gregory Hopkins, The Rev. John F. Koepke, III, Gerron McKnight, Jennifer Payne, Richard Setterberg, Albert Smitherman, Fran Turner, Anne Wilson, Chip Workman, Elizabeth A. Zwilling

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We Welcome Your Comments

The Linkage Editor

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Make A Donation Online

For your convenience, donations are accepted online at ersfoundation.org

Linkage is a resource to address issues and interests of older adults, providing a link between ERS programs and the community. Since 1951, Episcopal Retirement Services (ERS) has dedicated itself to improving the lives of older adults from all faiths through innovative, quality living environments and in-home and community-based services delivered by experienced and compassionate professionals.



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From the Publishers of

Cincinnati MAGAZINE

Linkage is published by *Cincinnati Magazine* on behalf of Episcopal Retirement Services.

How the ERS Servant Leadership Team Has Evolved *By Mike Rutledge*



From left, Beverly Edwards, Bryan Reynolds, Megan Bradford, Joan Wetzel, Jimmy Wilson, Laura Lamb, and Dan Steward are the ERS SLT.

In the five years since Episcopal Retirement Services (ERS) promoted Laura Lamb to be President and CEO, what then was called the ERS Executive Team has been renamed the Servant Leadership Team (SLT). It is now also much more diverse. Lamb and others felt the term Executive Team seemed unintentionally exclusive, as in, some are executives, and others are not.

Along with adding the words ‘Relationships’ and ‘Inclusion’ to its list of core values, the name change emphasizes the SLT is working alongside employees and giving support to help them do their best work.

“Candidly, I would hope that all of our team members approach their work as servant leaders,” Lamb says. “Based on that Christian model, we’re all leaders.”

The executive team she inherited was completely homogeneous and mostly of a white-collar upbringing. Not now.

In 2020, Lamb launched the We Can Do Better initiative to be more inclusive among all races and under-represented groups, emphasizing collaboration and diversity of thought, experiences, and perspectives.

“I’m particularly proud of the fact that we were able to talk about that as a team, and in a non-threatening way, but really say, ‘We’re better if we have a diversity of thoughts, opinions, and experiences,’ ” she says. Members of the SLT offer new perspectives to team discussions, and the team, which features six new members since Lamb’s tenure began, quickly created friendships that could be described as a “brotherhood” or “sisterhood.”

ERS’s complete Core Values are Relationships; Integrity; Engagement; Inclusion; Person-Centeredness; and Progressive Thinking. Information about ERS Core Values can be found at www.episcopalarretirement.com/corporate/mission. ■

Meet the Board

ERS board members bring a wide range of skills and experience to the organization, helping ERS excel in its mission to create communities and programs for older adults that are the gold standard in the industry. The individuals who make this generous commitment to serve offer unique backgrounds that help enhance the quality of life for ERS residents and clients. “The range of perspectives and experience we have on our board means we can truly touch the lives of older adults and make a difference in our community,” says Board Chair Tom Regan.

By Val Prevish | Photographs by Gary Kessler and Brian Steege



Rob King

*Chair, Board of Directors,
Episcopal Church Home*

What is your professional background? I am currently retired, but I was in banking in Louisville, Ky., for 45 years. For 39 of those years, I was in corporate banking.

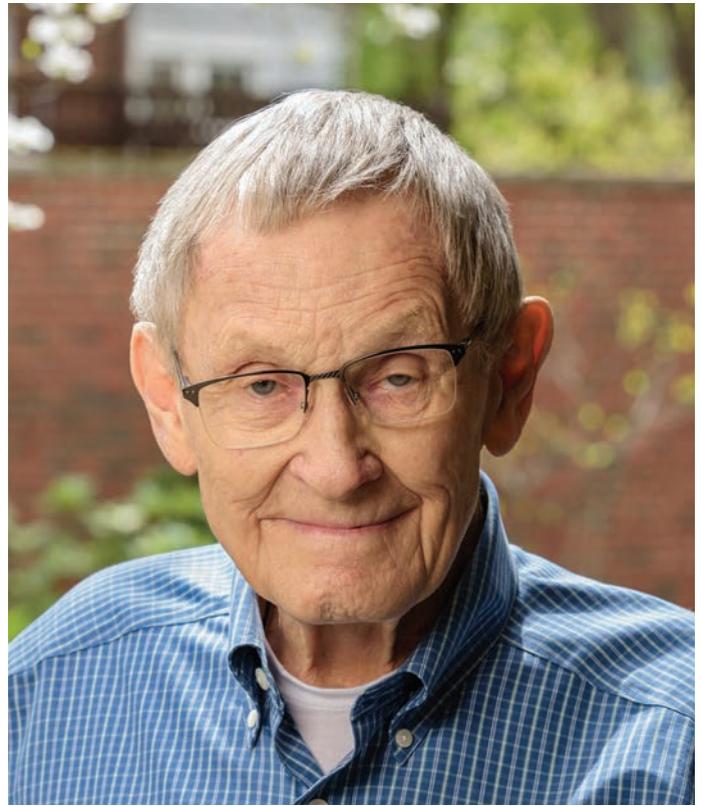
What are your areas of expertise? Although I provided credit and non-credit banking services to corporations, my primary focus was on lending.

Why do you volunteer with the ECH board? I volunteer on the board because health care for seniors has become such a major need in America today, and the industry is changing so rapidly. I am constantly learning.

What is something people don't know about you?

I also volunteer on the phones at the Suicide and Crisis Center in Louisville. During COVID, volunteers have not been working, but I am waiting to be called back.

What do you like to do in your free time? I enjoy spending time with my family, travel, exercise, working on a boat that I own with a couple of guys, and playing a little golf.



Fran Turner

*Representative Board Member,
Marjorie P. Lee Resident*

What is your professional background? I was a Certified Alcoholism Counselor, working in the field of addiction services as a counselor and eventually an administrator.

What are your areas of expertise? I spent most of my career helping to start up programs. I only had one job for which I had adequate experience. I found it pretty dull!

Why do you volunteer with the ERS board? I am grateful to give back to the organization that offers such good care to me.

What is something people don't know about you? I was in a nude calendar a few years ago! It was a fundraiser for the Civic Garden Center, and the idea was taken from a movie with Helen Mirren about a fundraiser for a British garden club. We were all members of the CGC and were modestly covered.

What do you like to do in your free time? Reading, knitting, and oddly enough, exercising.

Trez Folger

*Alternate Representative Board Member,
Marjorie P. Lee Resident*

What is your professional background? I was a human resources manager at a small manufacturing firm for 30 years.

What are your areas of expertise? I worked in personnel, recruitment, and hiring. I also worked with government agencies as a liaison for the company. So I was an expert in working with regulations regarding OSHA, the EPA, etc.

Why do you volunteer with the ERS board? I like to be informed and understand what's happening. I have a lot of interest in the structure of the organization, and I'm a curious person.

What is something people don't know about you? My wife and I rescued animals. We wound up with all kinds of animals in our yard. Once, we had a chimpanzee. Two chimps were left at a truck stop. We ended up with one, and it stayed with us for a year and a half before we found it a new home.

What do you like to do in your free time? I like to walk, to be outside, and be active. I also like to read.

Deep & Meaningful Relationships

Deupree House, like all ERS communities, encourages affinity to foster connection *By Mike Rutledge*

Many people who live at Deupree House have created strong friendships with fellow residents and ERS team members, enriching their lives and helping them appreciate their neighbors' lifetime accomplishments.

Bob Nau and Jay Magee...

Two World War II Vets Walk and Talk Daily

World War II veterans and family men Bob Nau and Jay Magee share an enjoyable mission: They walk together almost every day, talking about life.

Their walks started not long after the two moved into Deupree House with their wives in 2014—Jay and Edna Magee in June; Bob and Joan Nau in October. They met not long afterward.

“I ran into him one day when he was down, he was beat,” says Nau, 96. “I said something to him about what was wrong, and he told me then that his wife had passed away.”

They talked about golf. Even though Magee had

played it for Withrow High School and Nau was an average golfer, Nau kidded him, “I’m going to show you how a good golfer plays.”

Nau soon learned Magee loved to walk, and frequently did so throughout his life: He had walked to school, in the military, and even walked to work as a foreman at Cincinnati Milacron, where he worked 36 years. He had walked on golf courses as a player and caddy at Hyde Park Country Club.

One day, Nau asked Magee, who now is 99, where he walked on Saturdays. Like Magee, Nau stayed fit by walking and ran three 10 kilometer races before he retired.

Magee said, “I go to Wendy’s to get a sandwich.”

Nau asked if he could join, and the answer was yes.

“So I started to walk with him to Wendy’s, and that’s where I started to find all this information out. We’d go up there and get a hamburger and sit there for probably an hour,” Nau says.

Magee, the father of three sons, had enlisted with



Deupree House neighbors Bob Nau and Jay Magee became close friends and take daily walks together.



Deupree House Nurse Amy O'Brien and Patti Gaines enjoy a close relationship. Amy took care of Patti's dog Henri in an emergency.

the Marines Dec. 8, 1941, the day after the surprise Japanese attack on Pearl Harbor. He fought in the battle of Guadalcanal for five months with the 1st Marine Division, 1st Battalion, C Company, where the diseases of Malaria and Jungle Rot also were enemies.

Magee received an award at the White House decades after the war for saving a pilot's life after they had an emergency ocean landing about a mile from a Pacific island. Magee gave the pilot, who couldn't swim, floating debris to hold onto. He swam ashore and sent an islander to rescue the pilot.

Nau fought with the Army from 1944 to 1946 with the America Division, the first infantry division to arrive in Japan—just four hours after the armistice was signed aboard the USS Missouri. He is a father of five. Nau's wife, Joan, died in 2018.

As a boy, Magee didn't have a car, "so I had to walk," he says, explaining his lifelong mode of exercise. He walks these days because, "It gives me a release of my energy," he says. "And I was very fortunate in meeting Bob, and we became friends, and we did things together."

Several years later, they still walk, with Magee now using a walker. The two exemplify enduring friendships that are created at Deupree House.

Nau still lives there, while Magee lives in Episcopal Retirement Services' nearby Deupree Cottages, where he receives more daily living assistance from team members.

Nau, a retired quality-control supervisor for the roofing division of Owens Corning, and an avid conversationalist, also chats with several other friends at Deupree Cottages while there.

When Nau isn't doing that, he participates in many activities, and leads the Rosary.

"That man is a beautiful man," Magee says.

Patti Gaines, Amy O'Brien, and Henri... Friends You Can Depend On

Deupree House resident Patti Gaines, wellness nurse Amy O'Brien, and Gaines' dog, Henri, share a strong friendship.

O'Brien enjoys the two so much, she jokingly told Gaines, "If you ever need a dog sitter when you're going out of town, I wouldn't mind watching Henri."

"I said, 'Oh, yes, thank you. That's so nice,' Because that wasn't even a consideration," Gaines says.

But this autumn, O'Brien had that opportunity—for 10 days—when Gaines was about to undergo knee surgery and would be in the hospital, followed

by rehabilitation at Marjorie P. Lee.

Gaines had plans with a dog-sitter, but the day before surgery, the sitter had an emergency and canceled. Gaines feared she'd have to call off her operation.

"So I went into her office, and I said, 'Amy, did you really mean it when you said you would help me out with Henri if I ever needed you?' And she said, 'Oh, yes, of course, of course,'" Gaines says.

O'Brien watched Henri the entire period, except for a couple days when she was out of town and Resident Assistant Carri Cole did the watching.

O'Brien also took Henri for visits with Gaines while she rehabbed at Marjorie P. Lee.

"It was fun," O'Brien says. "It was something different to take care of a dog. That's the first time I'd really done anything like that."

Gaines calls that help "amazing."

"I think they realized the real emergency and stepped up," she says.

Another emergency—a winter storm in Cincinnati—happened months later, while Gaines was in Florida. Episcopal Retirement Services team members were trying to guarantee they would be there the next morning, by sleeping overnight where they work.

O'Brien contacted Gaines and asked, "Would it be OK if I just slept on your couch?"

Gaines says she told O'Brien: "Absolutely. Are you kidding? I would love for you to do that. Don't stay on the couch. The sheets are clean. Get in bed and have a good night's sleep. And I said, 'Also, have a party. It's after hours, you've clocked out.'"

"I ended up spending the night in her apartment, so I got to see what it was like," O'Brien says. "A day in the life of a Deupree resident."

That experience "was very nice," O'Brien says. "Her apartment is on the third floor, and it overlooks the front of the building. The snow was coming down. There wasn't much traffic—just the snowplows going by. So it was just a very peaceful, nice evening to enjoy."

At Gaines' suggestion, O'Brien and others after finishing work that evening had a small party with wine and pizzas provided by ERS Executive Director of Hospitality Services Emerson Stambaugh.

Gaines praised the employees not only for their friendliness, but their commitment to be at work the next day: "That's true commitment, isn't it?" ■

Deupree House and Deupree Cottages Welcome New Executive Director



Nichole McCaughey

Nichole McCaughey is the new executive director of Deupree House and Deupree Cottages.

McCaughey, whose name is pronounced mah-KY, has been a Licensed Nursing Home Administrator about 19 years. She joined ERS in a move from Florentine Gardens in Loveland.

Earlier in her career, McCaughey spent 13 years as the administrator for two H&G Nursing Homes communities in Ohio: Adams County Manor in West Union, and Morris Nursing Home in Bethel.

"The opportunity to be the executive director and work with such an outstanding team is a once-in-a-lifetime opportunity," McCaughey says.

She was attracted to ERS because it is a values-based, mission-driven organization.

While she was an administrator in training during 2002–2003, McCaughey spent a memorable week in that program at Deupree House.

"Deupree House seems the same as it did back then," she says. "They hold true to their mission statement. It's a place for residents to come and age in place, have the comforts of staying at home and have services in their home, as well as the comfort of having that continuum of care, should it be needed.

"It's just a wonderful place to work," she says. "The staff has been amazing and supportive, not only of me, but I see the support they give to the residents who live here, every day. I'm just proud and excited to be a part of it."

She and her son Aidan attend sports locally and nationally. She rides her horse Luka alongside her mother at their family farm next to East Fork State Park.

—Mike Rutledge

Five Times the Fun!

New ways to support the ERS mission, at three intimate fundraising events. *By Michelle Sikorski*



Field of Dreams: ERS team members, residents, and sponsors got the thrill of being on the field before the Reds game.

Throughout the pandemic, ERS staff and residents alike have been flexible and adaptable, finding ways to keep connected while staying safe. To that end, ERS is taking a new approach to fundraising this year with the Gatherings for Good Gala Series.

“The annual gala, the last being the Mad Hatter Ball in 2019, was a significant source of revenue for our annual fund,” says Executive Director of Philanthropy Joy Blang. “It was a great event with a huge turnout, but then came COVID.”

ERS took on the challenge and held two successful virtual galas in 2020 and 2021. With the world returning to in-person gatherings again, however, Blang and her team felt it was time to start finding ways to meet face-to-face as safely as possible. That’s where Gatherings for Good comes in.

ERS has crafted a series of five events, each designed to meet the varied needs of our community. The series kicked off in late March with a luncheon for ERS business partners at the Hyde Park Country

Club. On May 25, ERS held Sponsor Appreciation Night at The Ballpark, honoring top sponsors joined by residents with a pre-game, on-field ceremony.

On Aug. 19, residents, families, friends, and staff of our CCRCs can enjoy Timeless Traditions, an elegant event at the Hyde Park Country Club. The following month, Sept. 23, An Evening of Grandeur will take place at Peterloon, a 1,200-acre wooded property that transports you from the city to the countryside. Finally, come to Jazzin’ at The Manse on Nov. 4 to see the historic space’s ballroom transform into a one-night jazz club.

In addition to serving as a significant fundraiser for the Good Samaritan Mission Fund, Blang hopes the Gatherings for Good series helps the ERS community reconnect and unwind. “It’s been a heavy go of it, all the things we’ve been focusing on and worried about for the past few years,” she says. “This is a gift to everyone: a way to create fun and meaningful experiences and reflect on the relationships with those we care for.” ■

Master Plan Makes Major Strides

As part of the Episcopal Church Home 10-year Master Plan, a new personal care building and new Dudley Square patio homes are under construction. *By Elizabeth Miller Wood*



The current timeline for the Lyndon House construction allows for new personal care residents to move in later in 2022. The renderings depict the exterior with amenity garden, and the great room.

Episcopal Church Home (ECH) in Louisville has always strived to deliver a full continuum of care to support residents as their needs change. Now, with the addition of a building offering dedicated personal care services, that continuum is more comprehensive than ever.

The personal care building broke ground in November 2021 and is projected for completion later this year. The freestanding residence will feature 11 one-bedroom apartments and 11 studios/alcoves, each equipped with kitchenettes, large closets, accessible private bathrooms, mini blinds, individually controlled air conditioning, and picturesque views of the manicured grounds.

Personal care residents will have access to an on-site recreational space and a dedicated dining room, as well as easy access to the ECH community's restaurant-style Grille 75. The building will also connect directly via breezeway to Morton House and St. Luke Chapel, with walking paths nearby.

“We’ve always offered the service of personal care, but having an apartment-style offering is something I believe has been missing. We’re very pleased to now offer this opportunity on our campus. It’s a natural progression for those living independently to move to a smaller space with more care, should that need arise,” says VP of Residential Healthcare Beverly Edwards.

Each resident will be served by a caregiver trained to deliver four components of comprehensive care: nursing, housekeeping, dining, and life-enrichment services.

“Our goal is to take the institution out of health care,” says Edwards. “We consider ourselves guests within our residents’ homes, and we strive to honor their preferences in the way we care for them. They decide when they want to wake, when and where they’d like to dine, and which activities they’d like to partake in. We are here to ensure they are living a fulfilling life on their own terms.”



Turning the gold shovels at the May groundbreaking celebration: Philip S. Poindexter, President of Stock Yards Bank & Trust; Rob King, Board Chair, Episcopal Church Home; ERS President and CEO Laura Lamb; The Rt. Rev. Terry Allen White, Bishop, Diocese of Kentucky; and Brian Gruber of Ridge Stone Builders & Developers.

Independent Living Residents Move In to Dudley Square III

The 62 patio homes of Dudley Square I and II have been a thriving aspect of the ECH independent-living community for several years. Within the Master Plan, a third phase of patio homes (known as Dudley Square III) has been underway since last winter.

Twenty-five new patio homes are being built for this new neighborhood, with two available floorplans: The Herrington (1,600 square feet) and The Cumberland (2,100 square feet). Both models will feature two bedrooms, two bathrooms, a two-car garage, master baths with a stand-up shower, upscale kitchens, and open floorplans. The Cumberland will offer an additional sunroom.

Three model homes were completed as of August 2021, with one home (a Herrington model) already occupied. An additional 14 homes have been committed. “We have a true sense of community among our Dudley Square residences,” says Edwards. “Many of our residents were friends before moving here, and many also remain active participants in the community at large.”

With the completion of the Master Plan’s new clubhouse in October 2021, Dudley Square residents have

enjoyed regular gatherings for happy hours, games, and other events. Off-site excursions include visits to the botanical gardens, museums, concerts, and other cultural activities around the city.

During the May 18, 2022, groundbreaking celebration, President and CEO Laura Lamb shared, “We are excited to share all of the progress that was made over the past few years. We saw the development of our Master Plan as an opportunity to transform the campus to meet the lifestyle and healthcare needs of our current and future residents. The transformation is incredible.” ■



Many Dudley Square residents attended the groundbreaking event, pictured are Anne and Jack Vanderburgh.

Dear Friends,

In 2021, we focused on a short list of priorities, none of which will surprise you. We continue to stabilize, sustain, and grow our organization as we live through a challenging time for all.

What may surprise you is that just as many companies across the region and country have observed staffing shortages, it has impacted ERS as well. We have decided to focus on who is staying, make them a priority, and ensure they understand this isn't a job or a career; it's a calling to serve the older adults in our care.

Last year we encountered equal amounts of sunshine and dark clouds, but the changes in our industry and across the region have led us to watch for a rainbow to signal more hopeful days ahead.

ERS will hold firmly to its mission and look to our core values — Relationships, Integrity, Engagement, Inclusion, Person-Centeredness, and Progressive Thinking — to guide us.

The annual report on the following pages highlights our financial position and success stories from a remarkable year.

- Episcopal Church Home (ECH): The Master Plan has revitalized the campus and added depth and dimension to our role in Louisville. ECH completed models for the new patio homes and broke ground for the Personal Care building to be named Lyndon House.
- Affordable Living by ERS celebrated The Manse's Grand Opening in September. The ribbon-cutting celebrated \$13.3 million in renovations and expansion of the former Manse Hotel, with 60 apartments for seniors. The jewel of the hotel, its ballroom, was transformed into a community gathering space for residents. Meanwhile, a colorful ArtWorks mural, *From Enslavement to Emancipation: Sky's The Limit*, by artist Cedric Michael Cox, adorns the Lincoln Avenue side of the new building. Scheper Ridge is a new affordable living community named after retired ERS CFO Paul Scheper. The 48-apartment community in Florence, Ky., was built during the pandemic and had its grand opening in November.
- We Can Do Better (WCDB), the Episcopal Retirement Services anti-racism initiative, continued to develop in its second year. The Servant Leadership Team (SLT) formed the WCDB initiative in the wake of the murder of George Floyd and the summer of Black Lives Matter protests that followed. The SLT and managers continued to give team members the tools to learn about being an ally to underrepresented communities through panel discussions. ERS also is taking steps to benchmark our diversity numbers and create new affinity groups to support success of underrepresented staff at ERS. ERS defines underrepresented as Black, brown, Hispanic, Asian, and LGBTQ persons. ERS identified two new affinity groups led by staff: Women In Leadership and Multicultural. The existing Young Professionals group now is encouraging people of any age to support YP growth.

We have never been more grateful for our volunteer board's steadfast leadership and inspiration. To every resident, family member, donor, and partner, thank you for your staunch support of ERS and our mission. You helped us sustain our commitment to excellence in aging services and senior living communities.



Sincerely,

A handwritten signature in blue ink that reads "Laura R. P. Lamb".

Laura R. P. Lamb,
President & CEO

Episcopal Retirement Services is expanding its mission to improve the lives of older adults through quality senior living communities and community-based services throughout Ohio, Kentucky, and Indiana.

32,863 Individuals served through ongoing services & support or contacts by people seeking information/education

ERS Ministry Reaches Across the Tri-State in 2021



The Affordable Living by ERS communities

- | | | |
|--|--|--|
| <ul style="list-style-type: none"> A Canterbury Court B Cambridge Heights C St. Paul Village (2)
St. Paul Village I & II D St. Pius Place E Shawnee Place F The Elberon G Forest Square H Parkview Place | <ul style="list-style-type: none"> I Thomaston Woods J Thomaston Meadows K Green Hills Affordable Living L Trent Village M Walnut Court N Central Parkway Place O Knowlton Place P Prairie Oaks Village (4)
Prairie View, Friendly Center,
Quaker & Mulberry Place | <ul style="list-style-type: none"> Q Westminster Court (3)
Westminster Court I & II,
Esther Tuke R Marlowe Court S Maple Knoll Meadows T Madison Villa U New Carlisle Village (2)
Rachel Court, Sunrise Terrace W The Manse X Scheper Ridge |
|--|--|--|

*Parish Health Ministry is on temporary hiatus.

2021 Overview and Financial Report

The financial information below is for the year ending December 31, 2021. This financial information is based on audited financial data compiled by the staff of Episcopal Retirement Services. Additionally, this information was subjected to independent external audits with final reports for both 2021 and 2020 available upon request.

Condensed Balance Sheet As of December 31, 2021

Assets	2021	2020
Current Assets	\$26,680,738	\$27,449,208
Investments and Reserves	\$43,250,176	\$40,110,004
Fixed Assets	\$195,999,542	\$190,034,559
Beneficial Interest in Endowments	\$40,834,784	\$36,776,884
Other Assets	\$5,397,488	\$4,677,729
Total Assets	\$312,162,728	\$299,048,384

Liabilities	2021	2020
Current Liabilities	\$18,360,626	\$17,900,674
Unamortized Entrance Fees	\$25,543,224	\$24,760,659
Long-Term Debt	\$83,766,135	\$81,367,949
Other Liabilities	\$8,176,965	\$9,743,024
Total Liabilities	\$135,846,950	\$133,772,306

Net Assets	2021	2020
Total Net Assets	\$176,315,778	\$165,276,078
Total Liabilities & Net Assets	\$312,162,728	\$299,048,384

Condensed Statement of Revenue and Expenses For the year ending December 31, 2021

	2021	2020
Operating Revenue	\$52,079,306	\$59,200,455
Operating Expense	\$(64,789,487)	\$(71,213,465)
Net from Operations	\$(12,710,181)	\$(12,013,010)

	2021	2020
Non-Operating Revenue (Expense)	\$10,465,381	\$8,822,076
Total Net Loss	\$(2,244,800)	\$(3,190,934)

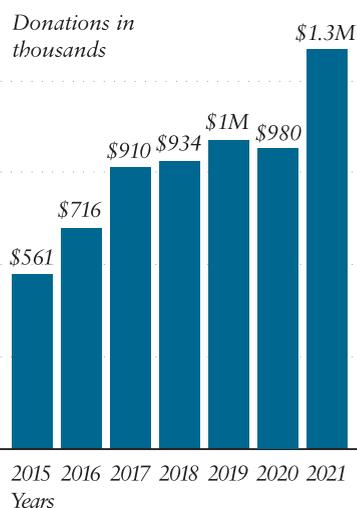
2021 Contributions and Commitments

\$858,021
*Good Samaritan Mission
Gifts and Grants*

\$24,725
*Realized Planned Gifts
in 2021*

\$419,381
*Capital Gifts and
New Programs*

Growth in Giving to
Good Samaritan Mission



The Good Samaritan Mission Fund

\$2.62 Million

Total Ministry Costs

\$1.88M

Residential Financial Aid

\$332,615

Affordable Living by ERS

\$273,781

Spiritual Care

\$37,141

Parish Health Ministry

\$39,267

The Staff Assistance Fund

\$26,364

Volunteer Coordinators

\$23,588

Community Outreach programs

\$2,966

Partners In Care Fund

\$0*

Deupree Meals On Wheels

**The Meals On Wheels program experienced growth in meals, growth in clients, costs and staff levels were maintained while reimbursement increased. Therefore, 2021 ministry costs were \$0.*

Ministry for residents or through ongoing support

3,939

People served as residents or through ongoing support

2,370

Affordable Living Residents

762

Deupree Meals On Wheels Clients

389

Skilled Nursing Care Residents

264

Independent Living Residents

91

Personal Care Residents

49

Living Well Senior Solutions Clients

13

Pete's Eats Clients

1

Student Educational Experience

Ministry through community outreach

28,924

Number of contacts by people seeking information/education

26,132

Linkage Online Blog Views

1,900

Linkage Online Podcast Listens

413

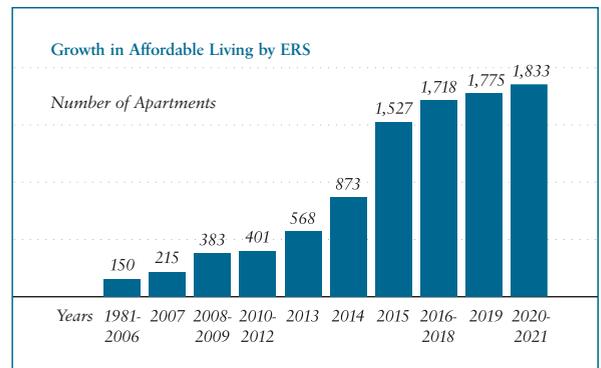
Episcopalretirement.com Downloads

329

ERS Center for Memory Support & Inclusion Contacts

150

Community Outreach Education Contacts



Supportive Connection

The ERS Center for Memory Support & Inclusion assists Affordable Living by ERS team members, residents living with dementia, and their families.

By Michelle Sikorski and Mike Rutledge

ERS prides itself on being a supportive community. It recently increased such support by training team members in its Affordable Living by ERS communities about better ways to communicate with residents who are living with dementia.

Director of Resident & Health Services Jenni Miller-Francis last summer asked Shannon Braun, director of the ERS Center for Memory Support & Inclusion, to provide dementia training to service coordinators who work at Affordable Living campuses.

Braun provided training about dementia, as well as communication strategies, during a retreat for the service coordinators.

Equally important, Braun asked them to call or email her if situations arose and they could use her expertise.

“And quite a few of them have,” Braun says. “I offer some recommendations, or act as a sounding board. I’m a resource to them in their work.”

After Braun spoke to the service coordinators, VP of Affordable Living James “Jimmy” Wilson asked her to provide a similar presentation for community managers at ERS’s 30 Affordable Living communities in Ohio, Kentucky, and Indiana. And she did.

“Having someone with Shannon’s expertise is helpful,” Miller-Francis says. “She’s our go-to person for coordinators working with specific residents facing an issue.”

Braun has worked alongside Miller-Francis to educate staff, residents, family members, and the community at large on the challenges of memory loss.

Braun is committed to a holistic approach that addresses the big picture of memory support in a person’s life.

She provides programming for Creative Connections, a project of the Giving Voice Collaborative that offers interactive opportunities for

individuals and families facing any stage of dementia. Each week, participants take a class—music, art, ballroom dancing—while their care partners participate in a support group in the next room.

“Creative care is the focus,” says Braun. “It’s invaluable for people living with dementia and their care partners to connect with others while expressing themselves.” ■



Shannon Braun and Jenni Miller-Francis collaborate to offer dementia training.

Photograph by Gary Kessler

Madison Villa and Redeemer Build Friendships

By Mike Rutledge



The Rev. Melanie Slane (second from right) and Church of the Redeemer members have formed friendships with residents of Madison Villa (pictured).

The Episcopal Church of the Redeemer in Hyde Park has been building connections with residents of Madison Villa, ERS’s affordable living community in the nearby Madisonville neighborhood, and amicable friendships are budding.

The Rev. Melanie Slane, who works on missions to the outer community, wanted to create a relationship with Madison Villa that would genuinely be comfortable for the residents, so she asked what they would like to do.

“They said, ‘Well, we don’t want to have a Bible study,’” Slane recalls with a laugh. She thought that response “was awesome,” because although she loves the Bible, “I know it’s not actually the best place to start when you’re just beginning a relationship with someone, and also, a lot of the residents at Madison Villa are extremely faithful practitioners of several different faiths.”

Instead, during periods of isolation because of the COVID-19 pandemic, some church members and residents became pen pals. They combined their talents to sing Christmas carols together for residents of ERS’ Deupree House and Marjorie P. Lee retirement communities. They held a “garden party”

to enjoy the gardens Madison Villa residents had planted, and have met other times.

“It’s a great thing,” says resident Veverly Greene, who enjoys her pen-pal relationship, and took pleasure in the caroling. The garden party “was nice,” she says. “That’s when I actually got to meet my pen pal.”

“Real growth in Christian life comes from the relationship,” Slane says. “It comes from understanding, listening, and knowing one another. So that’s what we set out to do at Madison Villa, is just to be good friends, and fellow Christians. I think there are a lot of residents who hopefully would say the same thing of us, that we’re friends, and we care for one another.”

ERS Director of Resident and Health Services for Affordable Living, Jenni Miller-Francis, says the relationship benefits Madison Villa residents and the church’s parishioners alike. Rev. Slane “has been very intentional about recognizing the gifts our residents bring,” she says.

“Just building relationships has been the biggest part,” says Miller-Francis, who credits Madison Villa Service Coordinator Maddie Triska with making key arrangements between the church and resident community. ■

Giving in Action

Seeing the work of Deupree Meals On Wheels up close prompted volunteer Rob Winget to get even more involved. *By Val Prevish*



Deupree Meals On Wheels volunteer Rob Winget is delivering more than a meal to clients. He knows and values each one.

In early 2019, when Rob Winget began volunteering with Deupree Meals On Wheels (DMOW), he had no idea that the vital meal delivery service for seniors would be both an opportunity for him to help others and an important source of joy and purpose in his own life. As with many DMOW volunteers, Winget quickly realized that visiting with his clients each week was something he looked forward to. They were more than just DMOW clients; they became friends.

“When I’m done with my DMOW run, it’s a good day. I feel like I’ve done something important, and I’ve seen my friends. Because they become friends and you look forward to catching up with them every week.”

As the pandemic hit in early 2020, Winget saw even more clearly how the DMOW program provided a lifeline to seniors. “There are a lot of people you deliver to who can’t get out. It’s nice they can stay in their homes and stay safe.”

Director of Deupree Meals On Wheels Tsippy Gottlieb says volunteers like Winget are the heart

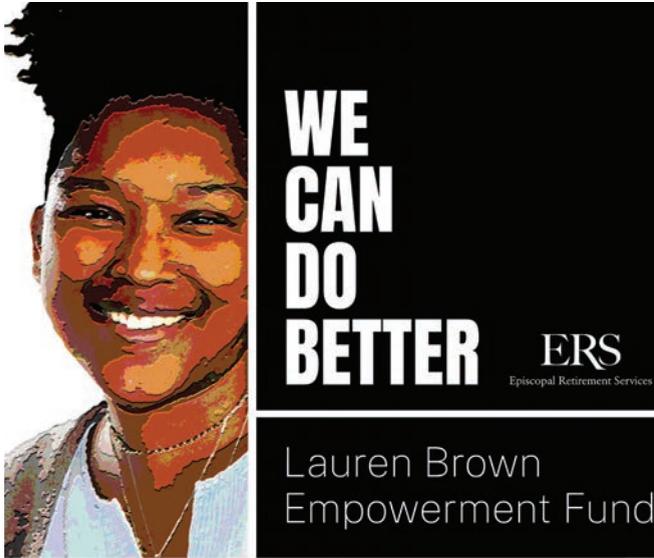
of the program, and their service gives seniors living alone a valuable touch point during their week. “The pandemic made those who were already living alone even more isolated,” says Gottlieb. “The personal support they get from their DMOW volunteers introduces a caring relationship that they can count on.”

In addition, volunteers such as Winget help identify special challenges seniors might face, such as the need for a new kitchen appliance like a microwave or freezer, which DMOW now provides. Without their work, many seniors might go without these essentials.

The gift of time is an important resource the program’s valuable volunteers share. Many go a step further and provide financial support to the program.

“I saw the benefits of the program firsthand,” said Winget. “I wanted to help as much as I could. I get so much enjoyment out of volunteering. It makes me feel a little more necessary.” ■

ERS Creates the Lauren Brown Empowerment Fund *By Mike Rutledge*



ERS honors the life of Lauren Zenobia Brown by empowering others to realize their full potential.

ERS has launched the Lauren Brown Empowerment Fund to boost the careers of Black, Indigenous, and Persons of Color (BIPOC) team members, who often face barriers to job advancement.

The fund is named for Lauren Brown, a beloved team member who strove to make life better for her family.

Brown, a single Black mother, joined ERS while in high school, working in dining services at Marjorie P. Lee. She worked hard to educate herself continuously.

She later worked in life enrichment and administration at ERS and then became an Affordable Living manager. She aspired to go through the rigorous process of becoming a licensed nursing home administrator.

ERS President and CEO Laura Lamb, in announcing the fund, noted that of the top 200 LeadingAge organizations in the field of aging services, there is only one Black male CEO, and 7 percent of the CEOs are women.

“Our job is to make sure that we’re doing what we can to empower historically disadvantaged individu-

als to realize their full potential,” Lamb says.

Brown “touched so many lives of our residents. They loved her,” Lamb says.

When Brown applied for an ERS position but wasn’t chosen, Lamb knew her dear friend was disappointed. So she offered to help prepare her for the next opportunity, and Brown was enrolled in a next-generation leadership program.

In their final conversation, Brown told Lamb, “You have changed the trajectory of my life. I see a new future for my sons and myself because of this opportunity.”

Tragically, Lauren Zenobia Brown passed away a few weeks later, in April 2021, at age 33. Awards from the fund extend beyond tuition assistance and can help with childcare, housing, and other expenses.

People interested in donating to the Lauren Brown Empowerment Fund can do so by sending a check to ERS. Checks should be made to “ERS – Lauren Brown Empowerment Fund,” and can be mailed to ERS Foundation, 3870 Virginia Ave., Cincinnati, Ohio 45227.

The recipient of the first award will be announced later this year. ■

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The Samaritan Circle is comprised of individuals who generously support ERS' annual ministry needs through the Good Samaritan Mission Fund, Emergency Relief Fund and specific project requests with a donation of \$1,000 or more.

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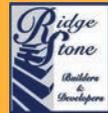
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