



# Linkage

*ERH Community Outreach:*

## *Parish Health Ministry*



*PLUS:  
High Marks  
for ERH  
Communities!*

*New Fountain  
Makes a Splash*

# ERH

Episcopal Retirement Homes

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## On the Cover

From left: Jeanne Palcic, R.N., Program Manager of Parish Health Ministry at ERH with Program Coordinators: Mary Ellyn Pusz, R.N.; Rose Lindeman, L.P.N.; and Ellen Schneider, R.N. Read more about Parish Health Ministry on page 8.

## ERH Communities & Services

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Linkage is a resource to address issues and interests of older adults, providing a link between ERH's programs and the community. For 60 years, Episcopal Retirement Homes has been a not-for-profit, financially sound organization dedicated to improving the lives of older adults from all faiths through innovative, quality services based upon their values and delivered by highly experienced, deeply committed professionals.



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# Celebration of Song

*World Choir Games Friendship Concert Comes to MPL*

*By Kara Hagerman*

During one hot summer evening, the Victoria Courtyard at Marjorie P. Lee came alive as a crowd of about 500 experienced a once-in-a-lifetime concert performance of music from across the globe.

Cincinnati was hosting nearly 400 choirs for the seventh World Choir Games, the olympics of choral music. It was the first time this inspiring event, which unites cultures through the power of song, had been held in North America. Marjorie P. Lee was selected to host one of only 60 Friendship Concerts, free perfor-

mances held around the region during the Games.

Residents, along with family and community members, were captivated by the vocal sounds of four choral groups: the Little Miami Women's Chorale of Morrow, Ohio; the Lafayette Madrigal Singers of Lexington, Kentucky; Rapsodia Coro de Cámara of Maturín, Venezuela; and Voria Music Group of Tehran, Iran.

"The choruses from the different countries really struck people," says Debbie MacLean, Director of Life Enrichment at Marjorie P. Lee. "The Iranian and

Venezuelan choirs were singing in their own languages and did a lot of dance as well as song."

Resident Robert Clark, a concert organist who taught music at both the University of Michigan and Arizona State University, was among the attendees. "The choirs performed amazingly," he says. "The Venezuelan choir performed Venezuelan folk and dance music, and they did it with such panache. It was a hot night, but I was transfixed by the whole thing."

Before the performance, the staff at Marjorie P. Lee transformed apartments into hospital-ity suites to welcome each choir. Volunteers escorted choir members to the suites and then down to the courtyard for the concert, and each singer was given a box of Aglamesis Brothers chocolates.

"We have about 200 residents living here," MacLean says. "Only a handful of our residents would be able to go out and attend a community event like the Games. The best way for us to let them experience this event was to have a concert here, so it was open to everyone, and they felt like they could be a part of it."

*Post Script: All of the choirs that performed at Marjorie P. Lee were successful during Games competition. Each took home at least one medal, with Rapsodia Coro de Cámara winning two gold medals in the Champions Competition and Voria Music Group earning a gold medal in the Open Competition.*

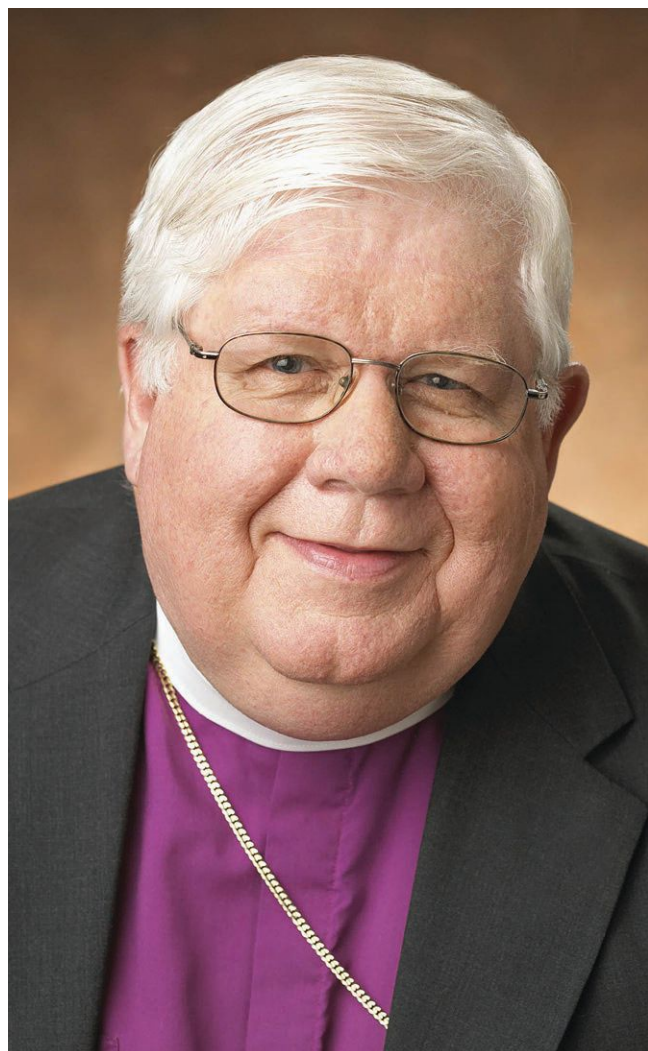
# Meet the Board

**T**he Episcopal Retirement Homes (ERH) Board of Directors makes it a priority to serve the ERH mission: enriching the lives of older adults in a person-centered, innovative and spiritually based way.

“ERH has struck a perfect balance between being mission-driven and having a very well-thought-out business strategy,” says Trish Martindell, Chair of the board and former Procter & Gamble executive.

In this issue—and upcoming issues—of Linkage, you’ll meet the dynamic and passionate volunteer board members who help drive ERH.

By Whitney Harrod // Photographs by Gary Kessler



## The Rt. Rev. Kenneth L. Price Jr.

*Member of the Board of Directors*

**Former occupation:** Bishop Suffragan in Southern Ohio and Bishop of the Diocese of Pittsburgh.

**Current volunteer position:** Bishop representative to the ERH Board from the Episcopal Diocese of Southern Ohio.

**Area of expertise:** Pastoral ministry. I presided at dedications of facilities and visited residents. For years, I served on the Central Ohio Committee working with the affordable housing committee.

**How long have you been with ERH?** 16 years.

**Why do you volunteer on the Board?** ERH is a premier institution and is run with the highest of standards. With the growing elderly population remaining active longer, communities like ERH are critical. Now, with their movement into affordable living for seniors, their mission is enhanced.

**Most rewarding part:** The benefits I receive from my participation far outweigh my contributions.

**What do you like to do in your free time?** After 44 years in the active ministry, I am looking forward to reading, traveling and becoming more involved with ERH, particularly in the area of affordable living in Columbus.





## Robin Smith

*Vice Chair of Financial Resources,  
Next Generation Leadership  
Development Committee Chair,  
Member of the ERH Foundation Board &  
Board of Directors*

**Former occupation:** Procter & Gamble IT professional with more than 29 years of experience.

**Areas of expertise:** Finance, program & project management, leadership & organization development.

**How long have you been with ERH?** Five years.

**Why do you volunteer on the Board?** I am a true believer of ERH's mission. And I am giving my time and talents to spread that mission to as many older adults in our communities as possible.

**Most rewarding part:** I enjoy working on ERH strategic initiatives, especially when they are brought to life through our residents. I assisted St. Paul residents in their move while their apartments were being renovated. The process gave me a deeper understanding of the power of person-centered care.

**What do you like to do in your free time?** My running hobby finds me outdoors almost every day. I've competed in 12 marathons, including six Boston Marathons.



## Mike Schueler

*Member of the Board of Directors*

**Occupation:** President of The Schueler Group of Companies: a Real Estate, Development and Construction business.

**Area of Expertise:** Broad business management; financial, real estate & project management.

**Something people might not know about you:** I serve as president of Little Miami Inc., an organization dedicated to preserving the Little Miami River. We have 60 percent of the river preserved. For 18 years, I chaired the Development Committee at the College of Mount St. Joseph, where I received an honorary Ph.D.

**How long have you been on the Board?** Five years.

**Most rewarding part:** It is thrilling to be a part of this vibrant and diversified growing organization, which is run by a skilled group of management. ERH has grown by providing care and housing to a greater population. We continue to add residential communities and have expanded our Meals on Wheels program.

**What do you do in your free time?** My favorite places in Cincinnati include Tony's Restaurant, Trio Bistro and Playhouse in the Park. We also enjoy traveling to our home near Charleston, S.C. and attending an annual family reunion on Sanibel Island, Fla.









# Fountain of Faith

by Coleen Armstrong // photography by Gary Kessler

“It needs a little something,” Ellen Berghamer remarked to Laura Lamb as she surveyed the newly completed courtyard outside the community dining room. “Is there anything we can do?”

Lamb grinned. As ERH’s Vice President of Residential Housing and Healthcare, she could relate to Berghamer’s pride in the general appearance of the Hyde Park community. It stemmed partly from Ellen’s lifelong love of gardening, partly from her passion for staying active—and partly from the fact that her mother and father were among Marjorie P. Lee’s earliest residents when it first opened in 1973. Today, at age 88, Berghamer lives in the very same apartment that her parents once occupied, thereby making her a cherished part of Marjorie P. Lee’s folklore.

Lamb recounted the courtyard’s chronology: a water feature had been planned to complete the landscape plan, but the budget was earmarked for the main phase of construction. Still, electrical and plumbing groundwork were laid anyway in anticipation of Phase Two. “All we’re missing now,” she said, “is a generous donor.”

Ellen Berghamer’s eyes twinkled. “We need to talk,” she told Lamb.

That talk led to some online research where Lamb located a Colorado artist named David Perlman. His company, Fountains By Design, offered commissioned fabrications. Perlman created a unique foliage pattern—

and Berghamer fell in love. A large base allowed water to recycle to the top and then to cascade downward over the leaves. All in gorgeous, gleaming copper.

The two never met, but discussed details through Lamb via email. On a snowy day in late November, the fountain arrived, and Berghamer walked out to the delivery dock to watch workmen uncrate it.

But then, within a couple of weeks, misfortune struck as Berghamer sustained a serious leg injury that kept her hospitalized for two months and in rehabilitation for 10 additional weeks. Although serene and sunny by nature, she found the sluggish recovery period maddening. “I was eager to get back to my pretty apartment,” she says now, “and also to get that fountain underway.”

Faith in her purpose eventually escalated the healing process, which is how the fountain got its name: The Fountain of Faith. By the time of its unveiling and dedication in May 2012, Berghamer was fully present and had moved back to her apartment.

Now she and fellow residents can see and admire it during every meal. And Berghamer, witnessing the cheery reactions of her breakfast, lunch and dinner companions, is more aware than ever of how water’s soothing, trickling sounds induce calmness and comfort. “If I ever start feeling nervous about anything,” she says, “I just go outside to sit and watch it. I always find it so inspiring.”

# Parish Health Ministry

## Growing Ministry Supports Health and Wellness Through Partnerships with 78 Area Churches

*By Judi Ketteler*

**O**ne action, one conversation or one referral can change the course of someone's life. That was the case for an elderly parishioner at Sts.

Peter and Paul Church. The parishioner wanted desperately to stay in her home; this was her family's hope, too. But they needed some help to make the home safer. After a visit from Sts. Peter and Paul's parish nurse, both the parishioner and the family felt much more confident and empowered. Not only did the family now have a handful of resources at their disposal, such as Meals on Wheels and information from the Council on Aging, they also had peace of mind after learning some simple steps to take to make the home environment more safely accessible and manageable for their mother.

### **A Holistic Premise**

These kind of success stories happen thanks to Parish Health Ministry, a program of Episcopal Retirement Homes. Through partnerships with churches of all faith traditions in Cincinnati, Dayton, Columbus and Southeastern Ohio, Parish Health Ministry trains and empowers volunteers to carry out health ministries in their churches.

The program started with just a handful of



Blood pressure screenings are one of the many important programs offered by Parish Health Ministry.

churches. Today, participation has grown to a remarkable 78 partner churches. Each congregation determines what health ministry programs to implement, with quite a range to choose from:





The Parish Health Ministry team offers support and coordinates the necessary training to partner congregations. The team also offers continuing educational opportunities and workshops.

diabetes screenings, senior outreach, workshops on issues surrounding infant care, caring for aging parents, support and networking groups and walking groups. (For full program descriptions, visit [parish-healthministry.com/health-and-wellness-programs](http://parish-healthministry.com/health-and-wellness-programs).) As with everything that ERH does, the program is holistic. Parish Health Ministry is based on the idea that health is not just the absence of disease; rather, it's about the person as a whole—including physical, mental, emotional and spiritual health.

### Bridging the Gap

“Parish Health Ministry is a movement that asks churches to renew their role in health care,” says Jeanne Palcic, Program Manager of Parish Health Ministry at ERH. Palcic, a registered nurse, brought the program idea to ERH in 1998. She had been studying the parish nursing model created in the 1980s by Lutheran minister and hospital chaplain Rev. Granger Westberg. “He felt there was a separation between the faith community and the medical community,” she says. “He saw that a nurse from a church was a natural fit to be able to talk in both worlds, to connect the faith community with the medical community in caring for the whole person.”

Palcic shared the idea with the board members of ERH. Since the program complemented the ERH mission, the idea was given a green light, recalls Kathy Ison, Vice President of Affordable Living and

## Parish Health Ministry By The Numbers

- ERH starts program in 1998
- Six part-time staffers, including Palcic
- 100 percent donor funded (majority of funds raised through the annual fundraising event, “Refresh Your Soul”)
- 78 participating churches

## 2011 Stats

**33,702**

*Contacts made with parish members*

**664**

*Volunteers, giving 17,915 volunteer hours*

**264**

*People screened for diabetes*

**4,637**

*Blood pressure readings*

**367**

*People referred to physicians for abnormal readings*

**190**

*Referrals made to physicians*

**29**

*Referrals made to ERH communities and services*

**108**

*Referrals made to community agencies*

**377**

*Referrals made to parish nurse*

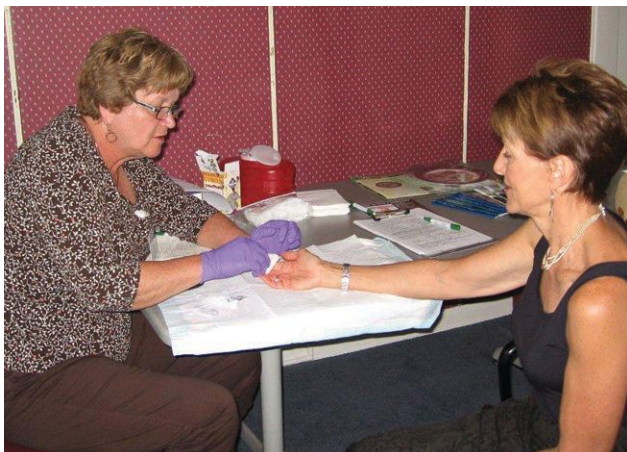
**52**

*Referrals made to clergy*

In-Home Services. “It was really Jeanne’s passion: she brought the whole thing to the board.”

Parish Health Ministry is very much a community-based, grassroots project, relying heavily on

volunteer support. Programs like it are commonly called *faith community nursing*—the term recognized by the American Nurses Association. Parish nurses act as health and wellness advocates for parishioners; they are an important part of the ministry. Some are paid, and some volunteer. However, there are plenty of lay people involved. In 2011, 664 volunteers gave almost 18,000 hours of service. About one-third were volunteer nurse hours. “You certainly don’t have to have a medical background to be on a ministry committee,” says Program Coordinator Rose Lindeman, L.P.N. In fact, Parish Health Ministry wouldn’t be the thriving program it is without the commitment of lay volunteers.



PHM Coordinator Ellen Schneider with a parishioner at the diabetes screening at St. Peter's Episcopal Church in Delaware, Ohio.

### Empowering Congregations

When a church decides to partner with ERH to implement a Parish Health Ministry program, the first step—after getting clergy approval—is to set up a health cabinet of six to eight members of the congregation. The cabinet members assess the needs and talents of the parishioners to determine what programs will be the most beneficial. ERH coordinates the necessary training.

“Our Parish Health Ministry staff are the teachers, and they teach the volunteers in each congregation how to carry out these programs,” Ison says.

After the initial training, there are plenty of continuing educational opportunities and workshops. There is also an information-packed email newsletter, full of resources that ministry leaders can use.

Parish Health Ministry looks different inside each church. For example, Betsy Babb has been involved with PHM at Episcopal Church of the Redeemer in Hyde Park since 1999. Babb—who started as a volunteer parish nurse but is now a part-time paid parish nurse—helped set up several different ministries within the church, including those that knit prayer shawls, visit the homebound and offer transportation to church or a doctor’s appointment. She is a liaison for Main Dish, which provides meals for parishioners experiencing life events such as illness or a death in the family.

Babb doesn’t administer medical care because parish nurses are advocates, not caregivers, but she will often make home visits to see how a parishioner who has recently been discharged from the hospital is doing. She will also attend a family care conference before a hospital discharge, to help family members translate the medical lingo. She spends quite a bit of time simply referring people to the resources they might need, whether that includes counseling, home health care or medication management. “With the changing health needs of today, it’s becoming more and more important that people are empowered,” she says. She also helps organize blood pressure screenings (led by a parishioner who is a retired physician) and other events as needed by the congregation.

### Transforming Health Care

Through Parish Health Ministry, churches are able to bring a variety of wellness programs and initiatives to congregations. That’s increasingly important today, as patients can often get lost in the health care system. While health care reform works to remedy this, Palcic and her team took the initiative to launch a pilot called Care Transitions.

“Care Transitions is a way to help people who are discharged from the hospital to go home and



be successful in their recovery so they don't have to be re-admitted," Palcic says. Research shows that sending a coach—a trained lay person or nurse—to meet the patient once in the hospital and once at home, in addition to making a series of follow-up phone calls with the patient, reduces the risk of re-admission.

The coach focuses on four components:

1. Following up with doctors' appointments after discharge
2. Having a health record that the patient can take to each doctor, so everyone in the cycle of care has the same information
3. Medication reconciliation, so that the discharge medication list from the hospital is reconciled with the list of medications the patient was taking prior to hospital admission
4. Knowledge of red flags: helping the patient and caregivers know what to look for (signs of infection, etc.) and when to call the doctor

The Care Transitions program has added a fifth component: referrals. "We are trying to focus on the whole person, so we want to make referrals for whatever the recovering patient needs, whether it's a pastoral visit, home health care or Meals on Wheels," Palcic says. The program is in the pilot stage: Lindeman, who is both a staff member of Parish Health Ministry at ERH and a volunteer for the Parish Health Ministry at her church, has com-



PHM hosts an annual "Refresh Your Soul" conference. The 2011 event included the real Patch Adams as keynote speaker.

pleted three of these coaching cycles with discharged patients. "I've seen that the patients are much more likely to respond and accept the help if it's a nurse from their own church," she says.

### A Proactive Presence

Parish Health Ministry is based on promoting wholeness of body, mind and spirit through innovative care approaches from passionate people. Its proactive approach stems from a ministry of caring for each individual. As it grows, PHM is not only a great resource for congregations, patients and hospital professionals, but also a huge asset in the ongoing wellness of thousands of people.

## PHM at Martins Ferry

The Parish Health Ministry program at ERH is committed to providing outreach in communities where a health ministry is most needed. That's why they started a program at Martins Ferry, a small Ohio community across the river from Wheeling, W. Va. This small town faces a lot of challenges: high unemployment and a tough economy resulting in a large amount of poverty. Mary Ellyn Pusz,

R.N., a Program Coordinator with Parish Health Ministry, serves as the faith community nurse for a number of small congregations there. She works out of Our Daily Bread, a food pantry formed by a consortium of churches that provides food for the poor. Pusz helps with everything from diabetes, blood pressure and other personal health screenings to referrals.

# High Ratings and CARF Accreditation!

*Inspectors and Residents Affirm High Standards for ERH by Rick Bird*

A stellar state inspection, a glowing resident satisfaction survey and a coveted accreditation. It's been a winning trifecta for facilities operated by Episcopal Retirement Homes in recent months.

Administrators say the ERH commitment to a meaningful person-centered care philosophy is being affirmed by both inspectors of care facilities and the residents who live in them. The results of the recent scrutiny show Marjorie P. Lee scored high in a state patient satisfaction survey and passed a state inspection with zero deficiencies. Deupree House, Deupree Cottages and Marjorie P. Lee received a prestigious accreditation from an industry watchdog group.

## A Closer Look at the Accolades

1. Administrators say they are “humbled and pleased” by the results of a state survey of residents. The Ohio Department of Aging’s 2011 Resident Satisfaction Survey gave the Deupree Cottages skilled nursing facility an overall satisfaction score of 94.5 out of a possible 100. The Lee Gardens skilled nursing care and the Shaw Assisted Living programs at Marjorie P. Lee scored rates of 90.4 and 95.4 respectively. They

are among the top scores for such facilities in the region.

“We are excited about that data because it is people we are actually serving giving us their feedback,” says Laura Lamb, Vice President of Residential Housing and Health Care for ERH. “The survey covers every aspect of the resident’s life—food, the amount of choice, whether the staff is courteous and attentive—you name it.”

The survey also found 96 percent of the residents at Marjorie P. Lee and Deupree Cottages would recommend the facility to friends, a number far above the state average of some 87 percent.



2. Three ERH properties received a stamp of approval from an independent organization of outside examiners. Marjorie P. Lee, Deupree House and Deupree Cottages have received the prestigious **accreditation from the Commission on Accreditation of Rehabilitation Facilities (CARF) and the Continuing Care Accreditation Commission (CCAC)**. CARF-CCAC is an independent nonprofit accreditor of human services that sets standards of excellence in the industry. Lamb likens the accreditation to getting a *Consumer Reports* “Best Buy” designation or a

*Good Housekeeping* “Seal of Approval.”

“The accreditation involved a year-long process of self evaluation and conformance to several rigorous CARF standards covering all aspects of a community,” Lamb says. “The designation was finally awarded after an on-site survey of the communities by accreditation surveyors.”

While the Ohio Department of Aging rates nursing care and assisted-living communities as to whether they meet minimum standards of care, the CARF designation singles out those communities that exceed expectations.

“They were impressed with our deep commitment to person-centered care,” Lamb says. “They really held us up as a model for the nation in that regard.”

Lamb relates that CARF found ERH had sharply defined person-centered care as “restoring freedom, choice and purpose to our elders,” and it found programs and systems were in place to implement those goals.

CARF pointed to the strong ERH leadership team that works collaboratively with residents. And it cited the ERH Council for Life Long Engagement as a model program in the way it made person-centered care come alive by engaging elders in schools across the city.

The program matches teacher



curriculum needs with residents who have experience in that area, as the older adult becomes an added resource for teachers and students.

“CARF said the program was a tangible example of how we are restoring purpose, making sure our residents are engaged, active and respected in the community,” Lamb says.

Overall, Lamb notes that the CARF rating, which is good for five years, “pushes us to benchmark with the best organizations

across the country.”



**3. Marjorie P. Lee’s nursing care facility not only passed the annual State of Ohio inspection, it did so with flying colors.** It became one of the few facilities where inspectors found zero deficiencies.

“It is quite an accomplishment to be deficiency-free in the state inspection,” says Ginny Uehlin, Administrator of Health Services at Marjorie P. Lee. “It’s not uncommon to receive some. The average in Ohio is around 10

per facility. They found we were meeting compliance in all areas.”

Uehlin credits the excellent inspection and accreditation reports to the ERH practice of actively involving staff and residents in decision-making.

“We are constantly seeking the residents’ input,” Uehlin says. “And we have a very committed, strong, long-term staff that understands our values and the culture we have established here. They uphold that on a daily basis.”

## Ohio Department of Aging 2011 Nursing Home Resident Satisfaction Survey Results

Organization	Overall Satisfaction Score	Would you recommend this organization to others?
Deupree Cottages (Deupree House)	96.7%	94.5%
Lee Gardens (Majorie P. Lee)	96.7%	90.4%
Twin Lakes	96.1%	87.9%
Maple Knoll	90.7%	89.1%
Courtyard at Seasons	86.7%	88.2%
Wellspring Health Center (Evergreen)	84.9%	86.3%
Hyde Park Health Center	76.7%	84.3%
Indianspring Oakley (Barrington)	74.7%	82.6%
The Kenwood by Senior Star <i>*No previous nursing home experience</i>	*N/A	*N/A

Ohio’s average for overall resident nursing home satisfaction is 85.9% with 87.1% recommending the organization.

For more information, please visit the State of Ohio’s Long-Term Care Consumer Guide at [www.ltcohio.org](http://www.ltcohio.org).

For over 60 years, Episcopal Retirement Homes has dedicated itself to enriching the lives of older adults in a person-centered, innovative and spiritually based way. Our premier communities, Marjorie P. Lee Retirement Community and Deupree House, are located in Hyde Park and offer a complete continuum of care, including transitional care and memory support. For more information about Marjorie P. Lee or Deupree Cottages, please contact Ann E. Novak at (513) 256-9101 or visit [episcopalretirement.com](http://episcopalretirement.com)

**ERH**

Episcopal Retirement Homes



# Masquerade

ERH Annual Gala Breaks Fundraising Record

**T**he seventh annual gala of Episcopal Retirement Homes hosted a sell-out crowd of approximately 280 guests at the Hyde Park Country Club. The Masquerade-themed bash raised a record amount of \$112,000 for the Good Samaritan Mission of ERH.

Larry Riering serenaded guests during the three-course filet mignon dinner. The CCM-trained tenor soloist, who also sings for the Cincinnati Opera and Cincinnati Pops, performed covers of Broadway classics, Frank Sinatra and Tony Bennett. Riering, who donated his talents, is also part of the ERH family, working as a massage therapist. More fun came from The Mix, a dance band, performing

favorites from the '40s, '50s and '60s, in addition to contemporary hits.

*About the fund: The Good Samaritan Mission fund helps improve the lives of older adults throughout southern Ohio. It provides more than \$2 million per year in funds for resident financial aid, chaplaincy programs in our ERH communities and outreach programs such as Meals on Wheels and Parish Health Ministry. To donate, visit [www.episcopalretirement.com/donate](http://www.episcopalretirement.com/donate).*

COMMITTEE MEMBERS: Janet Castellini • Chet Cavaliere • Sayers Saran Trish Martindell, ERH Board President • Linda Stetson, Board member

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Deupree House residents Victor DeLorenzo and Harriett Krumpelman enjoy dancing together at the Masquerade.





# Donor Spotlight

## Living Legacy Society

**M**rs. Barbara Spork-Stegmaier had been thinking of leaving a legacy to Deupree House for more than a year. She reconnected with an old friend, who helped her to finally take the next step. That friend, Jim Hanisian, former Rector of The Church of the Redeemer and now ERH Vice President of Ministry, enjoyed visiting with Barbara and learning about her charitable goals. Jim explained how a charitable gift annuity funded with appreciated stock could increase Barbara's income now, while also making a difference for seniors at Deupree.

Though Barbara is an active participant of the wellness and enrichment programs, she also felt passionate about resident financial aid. Barbara made the choice to direct 100 percent of her donation to the resident financial aid fund. "That's where it is needed the most," she says.



Barbara Spork-Stegmaier with John Parker,  
Director of Residential Services at ERH

	2012	2013
Estate Tax	\$5.12 million exemption Top rate of 35%	\$1.0 million exemption Top rate of 55%
Gift Tax	\$5.12 million exemption Top rate of 35%	\$1.0 million exemption Top rate of 55%
Generation Skipping Transfer (GST) Tax	\$5.12 million exemption Top rate of 35%	\$1.36 million exemption Top rate of 55%

## Tax Time: Planning Ahead

Numerous federal tax laws are scheduled to take effect on January 1, 2013. As Congress continues to debate these issues, it seems less likely that additional tax revisions will occur before year's end. Planning now for the expected changes seems a wise move.

According to a Fifth Third Bank Wealth Management newsletter: "Every individual should have a last will and testament.... Wills

and revocable trusts should be drafted with maximum flexibility to make optimal use of the available estate tax exemptions, whatever they may be."

Should the tax changes go into effect, 2013 may be a good time to make a planned gift from your estate. This will reduce your tax liability and also help support Episcopal Retirement Homes' mission to enrich the lives of older adults.

*For more information, please contact Jim Hanisian at (513) 271-9610 or [jhanisian@erhinc.com](mailto:jhanisian@erhinc.com).*

# ERH

Episcopal Retirement Homes

3870 Virginia Avenue

Cincinnati, OH 45227-3427

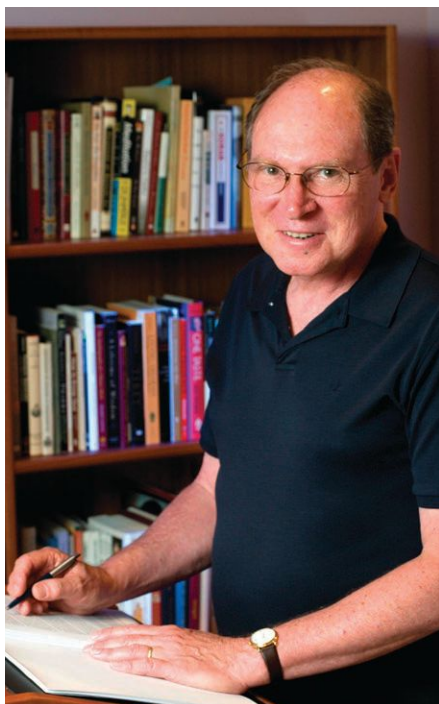
[www.EpiscopalRetirement.com](http://www.EpiscopalRetirement.com)

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## Refresh your Soul Conference 2013



FRIDAY, MARCH 8, 2013

6–8:30 pm

Dinner and Speaker:

Shelly Beach

Crowne Plaza Hotel, Blue Ash (northern Cincinnati)

SATURDAY, MARCH 9, 2013

8 am–3 pm

Keynote Speaker:

Robert J. Wicks, Psy. D.

### KEYNOTE

**Riding the Dragon: Strengthening Your Life in Challenging Times**

Robert J. Wicks, Psy.D.

Dr. Wicks is a clinical psychologist and professor at Loyola University in Maryland. He will discuss secondary stress and offer insight on how we can remain resilient and not lose our inner fire.

### PLUS

**The Health Care System May Be a Mess—But You Don't Have To Be**  
G. Scott Morris, M.D., M.Div.

**Trauma Queens Trade Hurt for Hope and Healing**

Shelly Beach and Wanda Sanchez

*For more information about the conference schedule, speakers and topics, visit [www.parishhealthministry.com](http://www.parishhealthministry.com).*



Parish Health Ministry