

Complimentary Copy

Summer
2009

linkage

Introducing Deupree Cottages

Emphasizing Freedom,
Choice and Purpose

Soaring to
New Heights

Cambridge Heights
Gets a Facelift

Connecting
Through Language

ERH Residents
Help Students
with Reading Skills



EPISCOPAL RETIREMENT HOMES, INC.

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WE WELCOME YOUR COMMENTS!

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To better serve you, Linkage magazine is available via e-mail and the ERH (Episcopal Retirement Homes) website at www.EpiscopalRetirement.com.

Linkage is a resource to address issues and interests of older adults, providing a link between ERH's programs and its service area. For more than 50 years Episcopal Retirement Homes has been a not-for-profit, financially sound organization dedicated to improving the lives of older adults through innovative, quality services based upon their values and delivered by highly experienced, deeply committed professionals.



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Generations of Caring

*Work Blends With Care
At Episcopal Retirement Homes*

By CONNIE YEAGER

Life at the Episcopal Retirement Homes (ERH) communities is a family affair for some of its residents and employees.

For Judi Dean, Director of Nursing at the Marjorie P. Lee Retirement Community (MPL), it means that where she works is also where her father lives. That's not unique, according to Dean: "Other staff members have parents here."

Dean, who started as Assistant Director of Nursing 20 years ago and quickly rose to Director, is "basically responsible for the clinical care of all the residents here, in independent living, assisted living and the care center, our skilled nursing center."

Her father, Julius Dean, a 90-year-old retired engineer, has been an independent living resident for about three years.

After her mother died in 1998, her father stayed in the home they had shared for about a year. He then moved into a condominium, but developed an increasing connection to the MPL community.

"He came in to volunteer at the Corner Store here, and have lunch — they do have good food here," Dean recalls. "He needed to be around people."

After some health issues, surgery and a stay in the care center, he came home to the retirement community for good.

"I had no questions about him coming here," Dean says. "I know how the organization feels and cares about its residents. I know he's well cared for and satisfied."

Amenities include three meals a day and many programs for residents, she explains. "There's a great deal to do, you can pick and choose — nothing is really expected. The physical therapy is wonderful, and transportation is available.

"Independent living residents have a large voice in how they want their home to be," she adds, noting that her father participates in the Residents' Council.

An added perk is that they can easily visit daily. "He stops down every day and brings his mail. I pay his bills," Dean says. "I can also participate in events as a family member."

For Jim Fisk III, a Wellness Coordinator



Director of Nursing Judi Dean and her dad, Julius Dean, a three-year Marjorie P. Lee resident.

for ERH at the Deupree House (DH) and MPL, his family connection involves both a MPL resident — his grandmother, Peggy Fisk — and fellow employees: his father, Jim Fisk Jr., who works as a part-time driver, and his sister, Marcy Fisk Galloway, who was a manager at MPL, and who now "still works in a small capacity making signs and posters for upcoming events" as she raises her children, Fisk explains.

"Dad actually suggested the job opportunity, and it sounded like my thing," the 24-year-old Fisk continues, adding that he started at ERH last June. "I'm still at UC as an undergraduate, and they work with my school schedule." Fisk is majoring in health promotion with a concentration in exercise and fitness, or exercise physiology.

"We plan events related to wellness," he explains, such as a Heart and Soul Day, which

promoted heart-healthy habits around Valentine's Day. "I also work one-on-one with residents on basic fitness, on land and in the pool," he says, and teaches classes geared to various ability levels.

Fisk says that a major appeal of ERH for him is that, "pretty much in all departments, they're all here for the residents. They lend a hand and extend their job descriptions.

"The residents are a joy to work for — it's an appreciative and tight-knit community."

For Cece Mooney, familiarity with that tight-knit community extends back to her own mother, who was a DH resident starting in the early 1980s.

"We were the first people in the new building, Deupree II," on Feb. 1, 2007," says Mooney of herself and her husband, Tom, who have made living in ERH a second-generation family tradition.

The Mooneys are not Cincinnati natives, she explains, but her husband came here in 1952 to work for Procter & Gamble and they were married in 1959. Both are "longtime" retirees; she was employed as a dress buyer by Rike's Department Stores and McAlpin's.

Her mother, Alice Scott, lived in DH for nine years. "We had her 90th birthday here," she recalls, adding that "I have fond memories of her being here."

"The residents are a joy to work for — it's an appreciative and tight-knit community."

**Jim Fisk III,
Wellness Coordinator**



The entrance to the Craftsman, one of the two Deupree Cottages



Introducing DEUPREE COTTAGES

Emphasizing Freedom, Choice and Purpose

By FELIX WINTERNITZ  Photography by TOM UHLMAN

“NOT A PLACE TO GO. A WAY TO LIVE.”

That’s the motto of the new Deupree Cottages in Oakley, a “person-centered care” facility for nursing care seniors that opens later this summer on two acres of land at the eastern edge of the Deupree campus.

“‘Person-centered care’ is both a state of mind and a statement of design,” explains Laura Lamb, Vice President of Residential Housing and Healthcare for Episcopal Retirement Homes. “It’s a philosophical approach to retirement community care that honors and respects the voice of elders and those working closest with them. It involves a continuing process of listening, trying new things, seeing how they work, and changing things in an effort to individualize care and de-institutionalize the environment.

“We’re extremely excited about the Deupree Cottages because we will be the first person-centered care facility in Cincinnati,” Lamb says. “It’s all about creating a culture that restores freedom, choice and purpose to our elders.”

The cottages, which offer 24-hour nursing care, will create freedom from the culture of “institutionalized” nursing facilities, or nursing facilities with rigid schedules that are too similar to hospitals, Lamb notes. “When schedule takes over, a home becomes an artificial home, an institution,” she adds.

One example, she points out, is that Deupree Cottages will not have medicine carts rolling through the aisles. Instead, all residents will have a medicine cabinet, just like they would have had in their home (nurses, however, will keep the key to the cabinet, in order to observe state law).

“We put a lot of time into the physical design, and stressed that this can’t look like a nursing home,” Lamb says. There’s a cozy fireplace in the hearth room and a community kitchen for enter-

taining guests. All of the bedrooms are private. A library is stocked with traditional reading materials, as well as health-related and wellness publications. There’s a front door with a doorbell, and the windows actually open.

The cottages will serve two separate households with 10 bedrooms and two suites, each with its own bathroom.

“I don’t define your purpose, and you don’t define mine,” Lamb says of the Deupree Cottages’ philosophy. She hastens to add that residents will dictate the rhythm of life and it’s they who will pursue what’s meaningful to them, choosing from a blank canvas of possibilities. Whether it’s involvement in an organization, practicing a hobby or spending time with a family member, it’s the senior who will choose.

Lamb says ERH built the facility not just to be different, but also to make a difference for seniors and their families. It’s all about nursing care and a caregiver philosophy that puts freedom and choice of the senior before all else — before schedules, before efficiency, before even the perceived limits of practicality. The result is a real, shared household to serve the consumer. The day’s activities reflect the whims and desires of the people; staff professionals are merely committed to facilitating the seniors’ daily rituals and routines, as well as their spontaneous wishes.

The attitude and culture at Deupree Cottages is all about hope, impulse, freedom and comfort of life, making life worth living and living well. By purpose, the staff intends seniors to “maintain a meaningful life.”

In a sense, the Deupree Cottages are all about creating a peaceful environment, or “sanctuary,” Lamb concludes. “They’re not living in our facility, we’re working in their home.”

HIGHLIGHTS OF THE DEUPREE COTTAGES

- Located at 3999 Erie Ave. in Oakley, Deupree Cottages sit on 2.1 acres that border the Deupree House.
- Deupree Cottages are made up of two households — the Colonial and the Craftsman — each home to 12 seniors. Each cottage includes two suites, perfect for couples or for individuals preferring more personal space.
- Services include 24-hour supportive care; short-term rehabilitation and long-term care skilled nursing; physical, occupational, and speech therapy; and wellness initiatives, including access to an indoor therapy pool and fitness equipment at Deupree House.

RIGHT: The hallways in the Deupree Cottages are wide with just the right accents and color combinations.



ABOVE: The Colonial Cottage is surrounded by a well-manicured lawn and gardens with woods running along the backyard.

NEAR RIGHT: Residents can visit the spa for pampering and relaxing.



SECOND RIGHT: A grandfather clock adorns a wall in the Colonial Cottage's dining area.

THIRD RIGHT: The inviting hearth room of the Colonial Cottage.





LEFT: The Craftsman Cottage's cozy hearth room.

BELOW: The kitchen of the Colonial Cottage provides plenty of space and a bright, open feel.

FAR BELOW: Each Deupree Cottage offers 10 private bedrooms and two suites, each with its own bathroom.





Connecting *Through* Language

*ERH Residents
Give Their Time to
Help Students Read*

By KRISTY CONLIN

Students at the Academy of Multilingual Immersion Studies, a Cincinnati magnet school, are getting help learning English and improving reading skills thanks to some charitable volunteers from the Deupree House and St. Paul Village who are working together on the program.

This past school year, Lorrie Lasky and Charlotte Williams, residents of Deupree House, and Louise Oman, a resident of St. Paul Village, began spending an afternoon each week reading to students in pre-kindergarten through the third grade. These kids are learning English, and their tutors are hoping to excite a passion within the children for reading and speaking the language.

Maria Lang, the school program coordinator, says the time the students get with the volunteers is invaluable. "The importance of mentoring and tutoring in a school like ours is so important because we look to close the academic gap," she says. Lang says many of the children, most of who are of Hispanic or African descent, have exposure only to their native languages outside the classroom. The additional exposure to English the students garner through their time with the volunteers further reinforces their classroom lessons and gives them more practical experience with native English speakers.

Oman, a former teacher, says it is a happy blending with the classroom teachers that makes the program a success. She also sees her presence as providing a bit of quiet time for the teachers, who can use the opportunity to focus on other matters.

Williams acknowledges that her role as a mentor has grown into something more. She says she is fortunate and pleased that she sometimes works one-on-one with students. "Sometimes I just talk to them about their lives and problems," she says.

While she was never a teacher, Williams volunteered for years on the PTA of her chil-

dren's school when she lived in Nebraska. She also served as a school volunteer aid in Florida, during which time she worked with the children of migrant families.

Lasky, meanwhile, is so invested in her new role as a mentor, she says, that she stays awake at night thinking of new ideas and programs to help the children and their teachers. She is quick to point out, though, that she is getting as much from the children as she gives, if not more. Even with six children and 16 grandchildren of her own, Lasky says she still appreciates and gets a kick out of "the big huggers and kissers who call me Grandma Lorrie."

That experience, Lang says, is by design, as many of the students are geographically separated from their extended families. The mentors become representative of grandmothers for the children. "They are making a difference in more than just the reading and language skills of the students," she says.

At the end of the day, all of the volunteers say they hope to continue their work with the academy beyond this school year.

"It's just a small fraction of your day," Lasky says. "But it makes a big difference to you both."

If you are interested in joining this program as a tutor next fall, contact DeMara Schwartzhoff, St. Paul Village housing manager, at (513) 272-1118 ext. 103.



A Deupree House resident spends time tutoring a student individually.

Joined *Hearts* in Giving

Deupree House Couple Honored for Volunteerism

With 64 years of marriage under their belt and more than 66 years of volunteer experience between them, Deupree House residents Helen and Jack Fix know a thing or two about commitment.

"We feel the same commitment is needed for volunteerism as for a successful marriage," Helen says.

That is why the Fix's were chosen as one of 31 couples this year to receive a Joined Hearts in Giving Award, an honor that recognizes Ohio residents over 60 years old for their dedication to marriage and volunteerism.

Roxanne Moores, a nurse at Deupree House, nominated the couple for the award, calling them the true embodiment of the spirit of volunteerism. "Jack and Helen set an example for others," she says.

Ann Blocksom, volunteer supervisor at The Christ Hospital — where the Fix's have long served — appreciates the couple's efforts and their wonderful attitudes. "They are the ideal

couple and they are completely committed to volunteering," she says. "Just thinking of all they've done brings tears to my eyes."

Jack started volunteering at Christ in 1993, following care he received there when he was treated for cancer.

"They were so wonderful to him, he decided to give something back," Helen recalls.

Over the years, Jack has worked with both nursing staff and patients in Christ's Cancer Center. A survivor himself, he has pitched in to relieve the nurses of some of the "nitty-gritty" of their day-to-day jobs, as well as delivered comfort, smiles and lunch to some of the patients.

Helen started volunteering at Christ shortly after her husband did. In addition to delivering mail, answering phones and directing visitors and patients to the proper departments, Helen has been a vital member of the hospital's auxiliary board for 10 years. She currently serves as its president.

The Fix's have also been active in volunteering throughout the community over the years. Jack's contributions include 10 years of stocking and managing distribution at The Caring Place, a local food pantry, and another 10 years of delivering Meals on Wheels on behalf of the Sycamore Senior Center.

Helen served for two years with the Ohio Department of Aging (formerly the Ohio Council on Aging),



a position for which former Ohio Gov. James Rhodes nominated her. Helen also volunteered as a lobbyist for Arc Hamilton County, a private, nonprofit membership organization that advocates for people with developmental disabilities, and was a fundraiser for the League of Women Voters for several years. Both Helen and Jack actively volunteer in various capacities in their local church, Hyde Park Community United Methodist, and both have served on numerous committees at Deupree House.

For her part, Helen takes the accolade in stride. "A lot of people do the same thing," she says. "They just haven't been recognized."

But Helen does say all the work she and Jack have done is its own reward, and adds that they are indeed getting more out of it than they put in.

"Volunteering is such a worthwhile thing to do in your later years — it makes life richer," Helen says. "I would encourage everyone who can to volunteer because volunteers are needed everywhere."

Helen and Jack Fix proudly display their Joined Hearts in Giving Award, which they received for their dedication to marriage and volunteerism.

"I would encourage everyone who can to volunteer because volunteers are needed everywhere."
Helen Fix

SOARING TO New Heights

Cambridge Heights Is Getting a Complete Facelift

AT EPISCOPAL RETIREMENT HOMES' Cambridge Heights, it's all about serving the whole person — mind, body and spirit. Not to mention beautifying the surrounding environment.

Toward that end, the housing community — located in Cambridge, Ohio — is undergoing a complete renovation, which started at the end of 2008 and is due to be completed in late July.

"All of Cambridge Heights' apartments are receiving new paint, carpet, stoves, cabinets, kitchen and bath counters, sinks, vanities, faucets and windows," says Denise A. Bowell, Executive Director of Affordable Housing for ERH.

After the units receive their renovations,

Bowell says, work will begin on the common areas, which will include a new canopied entryway, intercom system, lounge area with electric fireplace, offices, tile, expanded laundry room, kitchen area, exercise room, handrails, chair rails, hallway carpets and lining.

"I think residents will see the most change in their kitchens and bathrooms, and that's important to them," observes Linda Brilla, the Cambridge Heights Apartment Manager. "The new vanities, new tubs, new 30-inch stoves (replacing the old 20-inch stoves), these are things that will impact their quality of life."

Bowell stresses that it is unique for an affordable housing community like Cambridge Heights, where each resident's rent

includes the cost of utilities and is based on income and medical expenses, to be renovated to this extent. "This isn't common, by any means," she says. "The HUD regulations state the building must be safe and sanitary. Obviously, we are going way beyond that to serve our residents."

Cambridge Heights has been going above and beyond for some time now. A big-screen TV set was recently added to the common area, as well as a bird aviary that includes everything from doves to bluebirds.

"The residents particularly enjoy the bird aviary," Brilla observes. The grand aviary sits in the large community room, where residents can watch as the birds build their nests, lay eggs or even watch as the babies hatch. This past spring, 12 birds gave birth to 16 babies.

All these makeovers are definitely more than splashing a coat of paint down, though



Renovations include new paint, chair rails, carpets and lining in the hallways; new sinks and faucets in the bathrooms; and new sinks, counters, cabinets and stoves in the kitchens.



A Cambridge Heights resident admires the facility's bird aviary.

Brilla does note the renovation includes new paint in every room, regardless of how recent the room or hallway received its last paint job. Brilla says residents could choose from a palette of colors, a much-appreciated gesture.

"There's a new chapel, new exercise room, the community kitchens are getting dishwashers, there's a patio with new lawn furniture, new blacktop in the parking lot, and, perhaps most importantly, a new digital fire alarm system," Brilla says. The fire alarm is so high-tech that it can pinpoint a fire to a specific place in a specific apartment.

The renovations conform with the American Disabilities Act and include the addition of automatic door openers — "You know, those little metal squares you push, and the doors swing open," Brilla says — as well as handrails in the hallways. A 24-hour emergency call system is featured in every apartment.

The newest addition to Episcopal Retirement Homes, Cambridge Heights first opened 27 years ago. (Brilla herself has worked at the facility for 14 years.) The complex consists of five floors of one- and

two-bedroom apartments, with 65 apartments in all. All five floors have a common area with live plants and a table for friends to gather. Each apartment includes a 24-hour emergency call system. There's a part-time chaplain for residents' spiritual needs, a weekly visiting beautician and visiting foot doctor.

Certainly the residents of Cambridge Heights can't say enough about the extensive additions and improvements.

"I think it's really nice. I like what they have done," says Linda Albaugh, who moved into Cambridge Heights at the beginning of

the year. "I like my apartment. The bathroom is really much nicer, in particular. I really like it all; it's so classy."

"Well, I like that I got my spring cleaning done. I like the very pretty cupboards, the new sink and mirror in the bathroom, and the tile," says Kay Ferguson, who has lived at Cambridge Heights for more than two years. "Now that I'm back in my room and it's straightened out, I like it pretty much. We had apartment-sized stoves, and now we have standard full-sized stoves. It's very nice."

The renovations are about more than bricks and mortar; the effect on spiritual wellness can be seen, too. "There's definitely been an impact," notes the Rev. John Brandenburg, who is in his second year as chaplain at Cambridge Heights, as well as a staff member at St. John's Episcopal Church in Cambridge.

"By and large, people who have had their apartment renovated have enjoyed the improvements," Brandenburg says. "A number of people have asked if we will do house blessings for their apartments, and we are doing that."

"I think it's really nice. I like what they have done. I like my apartment. The bathroom is really much nicer, in particular. I really like it all; it's so classy."

Linda Albaugh

Leaving Your *Legacy*

*Balancing Family Needs
and Charitable Giving*



THE TOP PRIORITY FOR MOST PEOPLE IN CREATING A WILL is to pass along their resources to children and loved ones. Sometimes, one may feel conflicted about the decision to include a charitable bequest. The answer may lie in involving your children in the gift planning to pass along the value of philanthropy.

“Gift planning establishes a way for a donor to provide for family members while remembering a favorite charity, as well,” notes Lori Asmus, Major Gifts Officer for ERH. “It enables the donor to provide more for his or her loved ones and to make a larger gift than thought possible, and it often reduces taxes.”

Sharing your plans with family allows them to share in the joy and fulfillment that comes with giving. It also inspires them to identify in their own lives where they can make a difference.

Asmus points to two couples who have made generous legacy gifts in the past year.

Mary Beth and Jim Foxworthy have been residents of Deupree House II since it opened. This year, Asmus says, they decided to “give back” to the community that has become so important to them. The Foxworthys included the Deupree campus with a percentage bequest in their

will. Two of their favorite programs — chaplaincy and dining — will benefit from this legacy gift, ensuring great hospitality and spiritual care for years to come.

“We came here from Indianapolis in 2006 to be near relatives,” Mary Beth says. “People couldn’t say enough about Deupree, and it’s all true. We couldn’t be happier. There’s not one thing we don’t like about it. The food is excellent, and we feel God has blessed us about this place.”

Carol and Corning Benton, meanwhile, have lived in the Marjorie P. Lee Retirement Community for the past year. “One of the things that’s really outstanding here is

the employees,” Corning notes. “They have a high morale and people clearly like to work together, and there’s a clear mission statement to make Marjorie P. Lee like a home instead of an institution.”

Passing It On

“Legacy gifts take all shapes and sizes,” Asmus says. “There’s no minimum amount to give, and no maximum amount. It’s just a matter of choosing.”

Perhaps the easiest and most common way of making a legacy gift is through your will. “Leaving a legacy is not just for the wealthy,” Asmus says, addressing some common misconceptions and myths about donating through a will. “And it doesn’t have to be difficult. It can be a lot simpler than people think.”

It is unnecessary to have your will rewritten by an attorney. A simple codicil (a one-page attachment) can make your wishes known. A bequest in a will can take the form of a set amount of money, a percentage of an estate, a specific asset, a trust, or the naming of ERH as a contingent beneficiary.

Through a charitable gift annuity, you can make a gift to ERH and receive a fixed income for life. For many ERH friends, the dependable, fixed payments make this option even more attractive.

The minimum gift is \$10,000. Benefits include a guaranteed income for life based on attractive rates, an immediate federal income tax deduction, the elimination of capital gains taxes if funded through appreciated assets, and a possible reduction in estate taxes.

Wills and gift annuities account for about 90 percent of ERH’s legacy gifts. With the uncertain future of investment markets and lower returns for CD’s, many are attracted by the higher rates for gift annuities (averaging around 8 percent).

A favorite gift plan is to issue stocks to fund a gift annuity because of a double tax benefit. In many cases, the cost basis on appreciated stock is very low and over the years the value may have increased ten-fold or more. Cashing it

in may subject you to big capital gains. Holding the stock may increase the tax to your heirs, and in the meantime generates no income (provided there are no or low dividends). By transferring the stock to complete a gift annuity not only can you claim the charitable deduction, but you could save on capital gains tax as well.

Retirement Plans

The most cost-effective gift to make from your estate is to name ERH a beneficiary of a retirement plan. Many people are not aware that these assets are subject to double taxation on federal income tax and potential estate taxes upon the owner’s death. The plan administrator can be contacted to change the beneficiary very easily and the owner retains control of the plan until his or her death to use for expenses if needed.

Real Estate

With the housing market of today, special consideration should be given when transferring real estate to loved ones. The non-liquid nature of the property can encumber the heirs with maintenance, taxes or a forced sale at below market value.

For these reasons, real estate may be a very suitable asset to gift to charity. The donor will not realize any taxable capital gain on the property and receive a full-market value as a charitable deduction. The deduction may be used over the next five years up to 30 percent of their adjusted gross income.

“I think it’s worthwhile to leave a legacy gift,” Benton shares. “What better way to support Marjorie P. Lee than to leave a legacy to help others in the future? My wife has Alzheimer’s disease, and that’s why we came here. I feel she’s safe and cared for.”

“They’re grateful,” says Asmus of the Bentons’ estate gift. “They, like others, want to see things continue.” And charitable giving certainly does help ERH sustain its services to residents, as well as to the community. “Legacy donors are our partners in the mission of enriching the lives of older adults. Their gift lives on in the hearts, minds and souls of those we serve.”

To speak with Lori about an individual or family giving plan, please call (513) 272-5555 ext. 4224.

To receive ERH’s free Planning Ahead booklet, please e-mail your request to lasmus@erhinc.com or visit the Charitable Giving section of ERH’s web site (www.episcopalretirement.com).



Living Legacy Society

Anyone choosing to make a planned gift will become a member of ERH’s Living Legacy Society, a group of individuals investing in the future of quality care for older adults. The size of the gift is not a factor in determining membership. **Benefits of membership include:**

- A welcome gift
- Annual luncheon
- Quarterly communication
- Listing in the Annual Report
- Listing on Dedication Wall
- The satisfaction of enriching the lives of residents



What Am I Going To Do *Now*?

The call comes from the emergency room. There has been a fall resulting in a fractured hip. Surgery is scheduled right away and the next few hours, days and weeks become filled with overwhelming emotions, as well as confusion, uncertainty and exhaustion.

Most of us are unprepared for the new role thrust upon us as caregivers. We suddenly become responsible for making decisions on matters where we have no experience. On top of the decision-making role, we have to provide daily or even hourly assistance to meet the physical, emotional and medical needs of our parents or spouse.

Fortunately, there *are* many things that can be done *prior* to an emergency to prepare you and your loved one. Planning ahead will help you handle a crisis more effectively and confidently.

The key is to provide an elder adult the opportunity to plan for potential problems and make decisions in advance of a stressful event or health crisis. Understanding what the elder desires increases his or her feeling of control, thereby reducing stress and contributing to the loved one's overall well-being during the crisis.

Unfortunately, many elders and their adult children are not talking about the tough issues regarding health, finances, legal paperwork and end-of-life preferences. However,

these discussions are so important to have while everyone is thinking clearly. Here are some steps you can take:

When you approach your parents or loved one, make sure you are speaking with them and not at them. Explain that you want to make plans in advance so if something happens, their choices will be honored.

For a free guide entitled
Planning Ahead, please contact
Peggy Slade-Sowers at
info@livingwellseniorsolutions.com
or at (513) 561-0222.

A good place to start is to gather basic information, such as social security numbers, birth dates, insurance cards, medical history / conditions, allergies, medications, blood type and physician contact numbers. Wills, living wills, powers of attorney (health and financial), organ donor wishes and advanced directives should be prepared and put somewhere accessible. Copies of these documents should be given to the appropriate family members and legal advisers.

Next, discuss financial matters. Talking about money is never easy but is important in determining possible current and future

care options. Consider working with appropriate family members or trusted advisers to make any financial accounts into joint accounts, which would make access to those funds much easier should the need arise.

It is important to know bank and investment account information, including the names and contact information of bankers, stock brokers, insurance brokers or other financial and legal advisers. If there are things that you do not fully understand, consult experts, such as financial planners and attorneys (many of whom now specialize in elder care issues), or contact a local community agency such as Council on Aging.

Finally, you will need to discuss end-of-life planning, which is very personal and usually based on religious preferences and basic philosophies of life. By taking the time to have a thoughtful discussion, you will be assured that your loved one's beliefs and values will be honored.

In some situations, family members may not be the best people to do all of the planning and preparation. Sometimes an elder is more comfortable speaking to an objective adviser outside of the family. If this is the case, do not be offended or let it prevent your family member from proceeding. The important thing is that he or she talks to someone. Encourage participation in planning, but be respectful of privacy.



Board Spotlight

Episcopal Retirement Homes is happy to welcome three new members to its board of directors.

By KRISTY CONLIN



Miner Raymond

Miner Raymond spent 25 years with Procter & Gamble, as the company's first-ever TV production supervisor. During that time, Raymond contributed to the creation of many of P&G's historic TV campaigns and inaugurated many of the media-buying methods still used today. He has also started his own successful consulting firm, Miner Raymond Associates Inc., and is the author of a successful business book, *Advertising That Sells*.

Now a resident of Deupree House, Raymond keeps busy as a member of the board for both ERH and Hospice of Cincinnati.



Keith Lawrence

Keith Lawrence is Director of Human Resources for P&G's Beauty, Health and Well Being division. The business, P&G's largest, is responsible for \$42 billion in

sales and employs 42,000 people worldwide.

Lawrence graduated from Rensselaer Polytechnic Institute in Troy, N.Y. He is a member of numerous associations and boards, such as the Rensselaer Key Executive group, the Society for Human Resource Management, the Annenberg Foundation and the Results-Based Leadership forum.

Aldy Kuertz

Because of her husband's job as an Air Force pilot, Aldy Kuertz spent several years living in Fontainebleau, France, near Paris. After returning to the United States, Kuertz worked in a secretarial role for the Defense Intelligence Agency in Washington, D.C.

Kuertz also volunteered with Ronald McDonald House for more than 17 years.

She now lives in Marjorie P. Lee, and says she enjoys both the convenience of the location and its ready-made community of friends.

From top: Miner Raymond, Keith Lawrence and Aldy Kuertz

Many older adults don't get a nutritious meal everyday.

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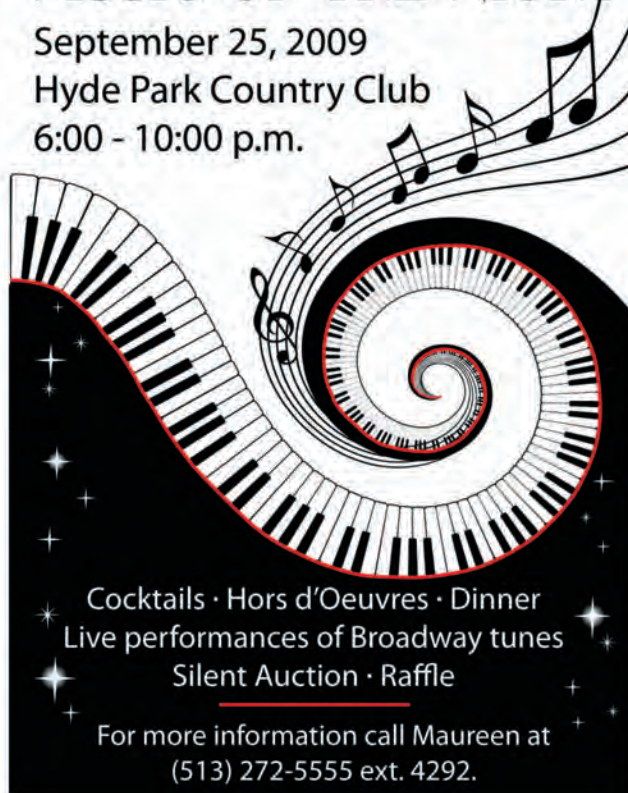
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A Donor Story

“Oh, come on! It can’t ALL be that good.” This is what Hans Neubroch imagines people must say when he goes on and on about Deupree House. Neubroch is a retired high-ranking officer in the British Royal Air Force, so he knows quality when he sees it. Recently, he chose to support the way of life he loves at Deupree House with an ERH charitable gift annuity. Neubroch shared, “Really, I saw it as a sound investment and a way to do good by giving back.” With an 8.3 percent annual return, we agree and welcome Neubroch to the Living Legacy Society.

If you would like to receive a custom calculation for a charitable gift annuity (CGA), please contact Lori Asmus at (513) 272-5555 ext. 4224.

Hans Neubroch was recently welcomed into the Living Legacy Society.

