

ERS

Episcopal Retirement Services

Our Mission

We enrich the lives of older adults in a person-centered, innovative and spiritually based way.

Our Core Values

Rooted in our Episcopal faith tradition, our core values create an unwavering and unchanging guide for how we advance our mission.

Relationships: Recognizing and encouraging deep and meaningful relationships among all we serve, and believing all individuals have infinite worth and deserve respect.

Integrity: Acting under the highest ethical standards with honesty, trustworthiness, transparency, and sincerity.

Engagement: Expecting all to be in relationship with those we serve and with whom we work. Participate in decision making to improve elders' lives, our work environment, and the services we offer.

Inclusion: Valuing collaboration and diversity of thought, experiences and perspective. Appreciating that we are better together leveraging our strengths and differences.

Person-centeredness: Restoring freedom, choice, and purpose to those we serve and with whom we work. Leading in an individualized, strength-based way using Servant Leadership principles.

Progressive Thinking: Encouraging innovation and respectfully challenging the status quo to create breakthrough in thinking, systems, and practices. Encouraging life-long learning.

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Our Ways of Working:

- We see our ministry as an expression of God's love in the world for all people we serve and work with
- We are driven from the heart which is expressed through selfless service to one another.
- We manage the business using best practices, subject matter expertise and collaboration to achieve sustainable growth and financial outcomes.
- We invest the time to listen to one another, accepting who we are and valuing our unique gifts.
- We serve others with generosity and compassion as inspired by one's deepest personal convictions or faith commitments.
- We treat one another as we would like to be treated and show respect in every interaction even when we disagree.
- We care for ourselves so we can effectively care for others.
- We are clear and forthcoming in our communication.
- We maintain confidentiality where or when appropriate.
- We own and are accountable for our actions.
- We demonstrate enjoyment, enthusiasm, and passion for our mission.
- We are empowered and responsible to provide excellent care and service.
- We share with the broader community our passion for serving elders.
- We seek a broad perspective and ask for and offer help, opinions, and involvement.
- We are dependent on one another to meet the needs of all our constituents.
- We strive to know what everyone else is doing and how our actions impact others.
- We will not talk about others behind their backs, but rather respectfully engage them in a timely manner.
- We support elders to live on their own terms.
- We get to know one another in a personal way.
- We are person-centered with one another, focusing on a person's strengths and committed to each other's successes.
- We welcome and encourage new ideas, input, feedback and change.
- We demonstrate relentless pursuit for improvement.
- We learn and grow from our mistakes without fear of blame or shame.
- We learn from others, both internally and externally.