

## ERN® Employers: Caring for Employees & Community

Have you wondered why your company has invested in being a member of the ERN USA Employer Resource Network® (ERN®), providing onsite success coaching services to help employees with any challenge or goal at work or home?

*Duncan Aviation receives the Large Business Achievement Award from the Battle Creek Chamber for its unique vision and innovation including its commitment to providing ERN services in support of their employees*



“Duncan Aviation has significantly benefited from our Success Coach, April Gordon, and her commitment to helping team members achieve professional and personal goals, overcome obstacles, and stay engaged at work. We know that inflation has increased the cost of living for our team members and made it necessary for them to make use of additional community resources. It is more important than ever for us to communicate available assistance opportunities.”  
*Andy Richards  
Vice President,  
Duncan Aviation,  
Southwest Michigan  
ERN*

### Successful workers help grow successful companies.

Employees often have a difficult time focusing on work or even making

to their job when issues such as transportation, housing, and childcare, cause stress and create barriers to employment. Once immediate challenges are overcome, employees can then concentrate on life goals such as skill building or education to move up the career ladder, allowing them to become more stable. Goals that once seemed impossible, such as home ownership, can become a reality with success coach assistance at each step.

### Happy employees are loyal employees.

In supporting workers *confidentially*, ERN success coaches also contribute to improving company culture, making it a better workplace that employees want to come

to each day. Employers invest in workers with the hope they will stay and grow with the company long term. The more content employees are at work, the better individuals and their teams can perform. Companies can promote these workers as they gain more experience.

“April’s ability to directly connect resources with our team members allows them to be more productive and focused at work, helping to eliminate or minimize distractions. ERN Success Coaching provides the tools, motivation, and support needed for our team members to reach their full potential, makes a significant impact on their professional and personal lives.”  
*Andy Richards*

## EaRNed Success Employer Resource Network

### Our Goal

Creating access and resources for employee success at work and in life.

### Member Companies

- ◆ Bittersweet Farms
- ◆ Community Residential Services, Inc
- ◆ Helping Hands of Ohio
- ◆ Manahan
- ◆ Sunshine Communities

### Strategic Partners

- ◆ AAA
- ◆ Enpuzzlement
- ◆ ERN Ohio
- ◆ ERN USA
- ◆ Lucas County Family and Children First Council
- ◆ Lucas County Impact Coalition
- ◆ Lutheran Social Services
- ◆ NW Ohio Financial Opportunities Center
- ◆ Ohio Means Jobs
- ◆ Promedica Ebeid Center
- ◆ TIREMAN USA

### Success leads to

**expansion.** ERN success often leads to companies expanding the program to other locations. Duncan Aviation plans to include Success Coaching within Utah and Nebraska plants, strengthening their workforce and its communities nationwide. *Give Success Coaching a try today!*

**Faith McCreary  
Success Coach**

fmccreary@lucasdd.org  
419-304-2178 (cell)

Your Success Coach is a free and confidential benefit offered to you by your employer. When employees succeed, the entire company succeeds!

**Bittersweet Farms**

12660 Archbold Whitehouse Rd,  
Whitehouse

- ◆ Wednesday: 7:00am - 9:00am
- ◆ Thursdays 2:30pm - 4:30pm

800 Michigan Ave, Waterville (Library)

- ◆ Friday: 12:00pm – 4:00pm (2<sup>nd</sup>)
- ◆ Friday: 8:00am - 12:00pm (4<sup>th</sup>)

**Community Residential Services**

325 N Michigan Ave; Toledo

- ◆ Friday: 12:30pm - 4:00pm  
(1<sup>st</sup> & 3<sup>rd</sup>) (Main Library)

**Helping Hands**

5650 Central Av Ste D4, Toledo

- ◆ Thursday: 11:00am-12:00pm

**Manahan**

120 S Holland-Sylvania Rd, Toledo  
Friday: 8:00am - 11:30am (1<sup>st</sup> & 3<sup>rd</sup>)

**Sunshine Communities**

7223 Maumee Western Rd, Maumee

- ◆ Monday: 8:00am - 4:00pm
- ◆ Tuesday: 8:00am - 11:30am
- ◆ Wednesday: 12:00pm-4:00pm

**Walk-in Welcome**

Call, email or text for  
appointments. Additional  
times available.

1<sup>st</sup> 2<sup>nd</sup> 3<sup>rd</sup> 4<sup>th</sup> = week of the month



**Plan Now: Covid Funding  
Ends as Inflation Rises**

If you will soon receive a decrease in public benefits or are already feeling the pinch of higher prices, your success coach can help!

**SNAP.** Millions of people in 35 U.S. states are losing their emergency food relief from the Supplemental Nutrition Assistance Program (SNAP). The end of pandemic emergency funds is leading to a reduction of *at least* \$95 per month in SNAP benefits, formerly known as food stamps. Many households face reductions of \$250 or more.

**High Food Costs.** The cutbacks come as inflation keeps grocery prices up. Food prices were up by 10% year over year in January. Many food pantries are seeing the highest demand in their history.

**Medicaid insurance.** An estimated 15 million Americans will also lose Medicaid insurance. “Whether relying solely on Medicaid or having it cover what employer insurance doesn’t, the additional cost for families that are already struggling will be very difficult,” says Faith McCreary, success coach.

**Success Coach Assistance.** Your success coach can analyze your monthly expenses and help make a plan to make ends meet. A balanced budget supplemented with community resources could be a key to your financial success. Another key could be gaining skills or education to move up the career ladder. Contact your success coach to lessen the pinch by making a plan.

*Sources: Forbes; EaRNed Success ERN*

**Wellness for Success: Join  
or Start a Work Program!**

Feeling sluggish, want to feel better, or have a health goal? Committing to even one health change could make a big difference in how you feel mentally and physically. You might be surprised at how much more you can accomplish! **ERN employers support workplace wellness.** ERN member companies like yours care about the health and success of their employees and now that good health, both mental and physical, is important to focus, motivation, and the ability to do your best as a member of the team.



**Wellness programs can:** improve employee health and health behaviors; increase productivity, employee engagement, morale, co-worker camaraderie, and employee retention; and lower costs of healthcare, absenteeism, and health risks.

**Program examples.** Duncan Aviation, a member company (see page 1), provides a number of wellness programs or support those in the community and promote as a benefit to employees including wellness challenges, free annual health screening, and a gym onsite. If your company doesn’t have a wellness program yet, start your own walking group at lunch or let HR know your ideas. *Sources: Indeed; Southwest Michigan ERN*

**Philosopher’s Square**

“Nothing is impossible. The word itself says I’m Possible.”

- Audrey Hepburn