

GOOD WORK

Caroline Center

Committed to Women • Committed to Work

SPRING 2007

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CAROLINE CENTER

Sponsored by the School Sisters of Notre Dame

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From the Executive Director

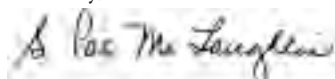
Dear Friends of Caroline Center,

When it comes to daily attendance and punctuality, we mean business! So, when Makia was consistently late, her staff supervisor issued a written warning. But the warning never comes without a conversation, so upon further questioning Makia disclosed that the reason she was late every morning was because her home had no running water and so she had to wait until a neighbor got home from her night shift job each morning to let her use her shower. Further problem-solving led Makia to work out an arrangement with the neighbor to let her have a key so that she could shower before the neighbor got off work. Makia is on time now, and that's the good news. But it's definitely bittersweet; Makia is still living in what most of us would consider an untenable situation.

Makia's situation underlines for me, among other things, how little we know about the obstacles facing women who choose to come to Caroline Center. But they continue to come and their efforts are rewarded with success! Our placement rate continues at 65% within 3 months of graduation. (For some it takes a bit longer because they are waiting for the results of state or national certifications, but eventually they get jobs, too). Employment retention at the 1year mark is around 80%. Employers continue to call us to ask if we have graduates ready to work; some even volunteer to interview on site. The demand far outweighs our capacity to meet the need of women who inquire about our program. For our last class we received 425 inquiries and 150 women actually applied for our 60 slots.

This fall, Caroline Center's Board of Trustees and staff will engage in a planning process that will set our direction for the next few years. As we plan, we will build upon the success of the past and look to meet new challenges so that women like Makia, and their families, will never have to live in circumstances that are unthinkable in this city...in this year. Our mission compels us; the lives we see changed convince us; and you, our partners in mission, empower us. Thank you for your on-going support.

Sincerely,



Patricia McLaughlin, SSND
Executive Director



Tax Free IRS Distributions to Non-Profits

Under the new Pension Protection Act, an individual 70.5 years or older can now transfer up to \$100,000 of assets held in an IRA directly to charity, and the amount of the donation will not be included in that person's "gross income."

To qualify the individual must be at least 70.5 years old and gifts have to be transferred directly from the IRA to the charity without ever passing through the donor's hands. The amount transferred to the charity counts towards satisfying the taxpayer's required minimum distribution for the year. This special tax break is available only for donations made before December 31, 2007.

Individuals can bypass complications such as phase-outs of charitable deductions based on income levels. The legislation can also help those who do not itemize their deductions. Non-itemizers who make a contribution to a charity from their IRA distribution do not get a deduction. But by having the IRA send a check directly to the charity one avoids having to pay tax on their distribution. It's a way of getting a charitable deduction without itemizing.

For more information, contact Eileen Leahy, Development Director at 410-563-1303 or eleahy@covad.net or consult your tax advisor.

Have you included Caroline Center in your Will?

Your bequest to Caroline Center can be part of your life's legacy. For more information, contact Eileen Leahy at 410-563-1303 or eleahy@covad.net.

Caroline Center Upholstery

Call for an appointment
410-522-3588

or visit us online at
www.carolineupholstery.com

Of Note

- Thanks to all who helped make our annual fundraiser, **Green Food and Bands**, a great success again this year. We met our goal of raising \$80,000 which goes directly into our operating budget for the year. Congratulations to **Paulette Tansill** who won the \$1,000 raffle prize!
- Caroline Center Upholstery continues to



A lucky Green Food and Bands door prize winner.

expand its services in the commercial market as well as private. Recent jobs include the seat cushions for children at **Baltimore's National Aquarium**, chairs for the **Dogwood Café** in Hampden, and furnishings for the **France-Merrick Foundation**. Thanks to all who use our services and help spread the word!

■ We are happy to report that Caroline Center's certified nursing assistant (CNA) program was re-certified for another two years by the **Maryland Board of Nursing**. A special thanks to former staff member **Margie Cotterman, RN**, who assisted Associate Director **Margaret Colleluori** in preparing all of the materials necessary to complete this recertification process.

■ Congratulations to Board member **Garnetta Massey**, Senior VP at Harbor Bank, who was recently named one of Maryland's Top 100 Women for 2007 in recognition of her leadership, service, and mentoring in the community.

- Welcome to new staff member **Marie McFadden, SSND**, who will be working with our alumnae in the role of Career Coach. We are also thrilled to have **Betsy Eisbart, RN** and **Jan Mattare** join us as trainers/instructors for our CNA program.
- Thanks to the **Dresher Foundation** for a \$20,000 grant to support our CNA

Program and the **Mercy Mission Fund** for a gift of \$5,000 for our Pharmacy Technician program. **The Johns Hopkins Medical Staff Conference** has granted us \$7,500 for the CNA Program. **The Erwin & Stephanie Greenberg Foundation Fund** of the BCF recently gave \$15,000 in unrestricted funds. We are very grateful for the support!

- Thanks to **Doris**

Trainor, Employee Relations and Professional Development Manager, **Loyola College**, who provided a full day of in-service training for Caroline Center staff on April 16.

■ On March 15, Executive Director, Pat McLaughlin, SSND participated in a panel presentation at the **Annie E. Casey Foundation** entitled "Economics of the Gender Divide". Sr. Pat has also been asked to serve on the newly formed Management Advisory Council of the Baltimore Social Enterprise Collaborative at the **University of Baltimore**.

■ Board Chair Miriam Jansen, SSND and Pat McLaughlin, SSND, recently joined their counterparts at all of the SSND sponsored ministries in the Atlantic Midwest Province for a meeting at Villa Assumpta. They spent time learning about one another's organizations and hearing from the Provincial Council about issues of sponsorship that they are addressing.

Committed to Caring

In 1998, when we asked women interested in becoming certified nursing assistants (CNA) to gather, the crowd spilled out into the hallway! Thus began our CNA program that is now our most popular with over 60% of women at Caroline Center choosing this track. The Maryland Board of Nursing certifies the program and coursework includes nursing theory and practice, medical terminology, dementia care, and CPR. An on-site skills lab enables women to practice the 24 skills they need to become certified. Trainees also receive clinical experience at sites such as Hopkins Bayview, Maria Health Care Center, St. Martin's Home and St. Elizabeth's. Upon graduation, women choose to work in hospitals, home health care, or long-term care facilities. To date we have trained 403 CNAs/GNAs and 88% are working in that capacity. Starting wages range from \$9-\$10 per hour with benefits. Several alumnae have entered nursing school and at least one has become an RN. Others follow a career "lattice", rather than ladder, by getting additional training such as phlebotomists, medicine aides, and clinical associates.

According to the U.S. Dept. of Labor, employment of nursing assistants is expected to grow faster than average for all occupations through 2014. An older population, hospitals discharging patients sooner, and medical technology advances are increasing the need for care provided by nursing assistants. The outlook for our graduates is bright!



Current CNA trainee
Marlene Gee in the Skills Lab.

Nursing Skills Lab Opens

We are very happy to announce the opening of the Sandra B. Zeiler RN, Clinical Nursing Skills Lab at Caroline Center. Located in the space formerly occupied



Sandy Zeiler, RN

by the Upholstery Program, the lab includes a new floor, carpeting, paint, sink, desks, and study area. Equipment and layout has been updated and simulate an actual clinical work setting for the nursing assistants. For example, the new electric beds are the type used in most nursing homes. Mannequins have also been purchased to enable students to practice skills such as feeding, bathing, and CPR. By having such a realistic setting, we feel it will instill confidence in the nursing assistant trainees as they prepare to take their skills performance test for certification along with entering their new work environments.

In addition, the new lab allows Caroline Center to apply to become a Maryland Regional GNA Testing Site. Currently, graduates may need to wait several weeks before a testing slot is available and this frequently delays their work start date. By having the test site at Caroline Center, our graduates will be able to test in a more timely manner and at a test site that is familiar to them.

We are very grateful to Charlie and Sandy Zeiler for their generous gift that made this transformation possible. The lab honors Sandy's over 35 years in the nursing profession and her recent retirement from the Johns Hopkins Hospital. Their contribution will not only help women change their lives and those of their families, but will have a direct impact on the quality of nursing care that our graduates will give to their patients.

Where Are They Now . . .



Chandra Jacobs

Chandra Jacobs, GNA, entered Caroline Center after seeing a poster in a job center. She had been working in fast food and wanted to do something more fulfilling so she applied and successfully completed the certified nursing assistant program in April 2001. She then went on to pass the Maryland State Board of Nursing's Geriatric Nursing Assistant certification exam.

When Chandra first got into nursing, she says, "I thought it was going to be different. I thought it would be easier. It takes time to learn. It's hard work with a lot of hours. It's hard on your body".

Despite these difficulties, Chandra has continued as a GNA. Since graduation she has worked at Oak Crest, Maria Health Care Center, and she is now at Union Memorial Hospital. At each facility she has learned something new and continues to

pursue more challenging positions. Each place has a slightly different way of doing things and a different set of expectations. Because of this, she says, "never take anything for granted; you are working with people. You don't want anything to go wrong on your watch, so you can't miss anything. You have to always observe your patients."

Chandra says she learned about "professionalism" while at Caroline Center and how things like punctuality, dress, attitude, and demeanor "count" in the work world. The program also helped her learn how to stay employed while juggling its everyday demands with her family life.

Congratulations Graduates!

April 5, 2007

Congratulations to the 49 women of **Class 36** who graduated on April 5. On graduation day already 15 of the women had job offers in nursing homes, daycare centers, commercial kitchens and pharmacies. Our graduates continue to make us proud!



Newly certified nursing assistants are ready for the workforce.



Pharmacy Techs are poised for success!



Culinary Arts graduates with their Instructor, Terry Dale.



Childcare graduates look forward to their new careers.



Caroline Center Upholstery welcomes a new member.

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