

CONNECTIONS

SPRING 2020



Catholic Eldercare

Nurturing Life's Ageless Spirit

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Dear Friends:

In any time of change, new challenges emerge. As of this writing, Catholic Eldercare—along with our nation—faces one of its biggest challenges to date. The Covid-19 pandemic has called upon us all to alter our lifestyles, make sacrifices and work together to help protect our most vulnerable populations. We extend our deepest sympathies to those families that have lost loved ones to this virus.

Across the Catholic Eldercare organization, we have implemented new protocols and protections to keep residents and staff safe without losing sight of the importance of social engagement and quality of life. We encourage all friends and family of Catholic Eldercare to visit catholiceldercare.org/covid-19-information for updates and details on the steps we're taking during this evolving crisis and to learn how you can lend a hand.

While this change in our day-to-day living was unexpected, others have come after careful planning. In January, CEO Dan Johnson retired after 11 years of transformative leadership. During his tenure, Dan worked to help Catholic Eldercare better meet the evolving needs of seniors—facilitating enhanced care through new adult day services, state-of-the-art transitional care, award-winning engagement programs, the addition of our Wyndris community and more. We feel privileged to carry on the tradition of excellence that Catholic Eldercare is known for.

Our organization has undergone some restructuring, eliminating the COO role and adding two new leadership roles for Skilled Care and Housing Services (see page 3). It's been a pleasure watching Marie Barta and Stephanie Capelle engage so openly and effectively with residents and staff—as well as with our board and entire leadership team.

In these pages, we'll share some of our strategic plans for Catholic Eldercare's future. We'll also recognize some of the caring people who serve and support our mission every day—from staff who go above and beyond to volunteers who make a difference just by sharing their time. And we'll give you a first look at some important upcoming projects (see page 16).

In closing, I would like to say how grateful I am to the board and its guidance during this transition. As we navigate through the next several months together, I want you to know we have a tremendous team of employees dedicated to keeping those in our care happy and safe. Together we look forward to continuing our good work in Northeast Minneapolis and beyond.

Thank you.



Greg Baumberger

Greg Baumberger
Chief Executive Officer



Suzanne Snyder

Suzanne Snyder
Chair, Board of Directors

Welcome

Catholic Eldercare is pleased to announce two new leadership roles. Please join us in welcoming both leaders!

Marie Barta

*Director of Operations,
Skilled Care*

Marie Barta brings three decades of success in the senior care industry, beginning as a nursing assistant to most recently as a campus administrator. Using her in-depth experience, she has led organizations to a Five Star Status and national quality awards, while strengthening operations at the same time.



Stephanie Capelle

*Director of Operations,
Housing & Community
Based Services*

Stephanie Capelle comes to us with ten years of experience in senior housing and has been involved in industry-related associations from the start of her career. Her expertise in regulatory standards and drive for a higher standard of care will be essential as we prepare for upcoming industry changes.



STAY CURRENT WITH OUR MONTHLY BLOG

Visit catholiceldercare.org and go to News/Events to see our latest blog to learn how moving to a higher level of care can enhance loved ones' everyday lives, reinforce a sense of belonging and deliver additional peace of mind!

Find us on

If you have a Facebook account, we encourage you to 'Like' Catholic Eldercare at facebook.com/CatholicEldercare. So much happens between the fall and spring magazines, and Facebook is a great way to stay informed.



Meet New CEO Greg Baumberger

Catholic Eldercare is proud to welcome Greg Baumberger to his new role as Chief Executive Officer. Greg brings more than 25 years of senior health care administration experience to the job, serving in a variety of operational and leadership roles with other senior health care systems—including Presbyterian Homes and Services, the Benedictine Health System and the Good Samaritan Society.

While some may know Greg from his previous role as Chief Operating Officer, we asked him to answer a few questions and share a bit about himself with our wider Catholic Eldercare family.

Q. What motivates you to get out of bed each morning?

First and foremost, I get excited by the good work of our founders, our previous leadership and our amazing employees. They're dedicated to the mission and the values of this organization. At a time of change in the industry, it's inspiring to see their efforts to fulfill the needs of our Northeast friends and neighbors. Additionally, I'm humbled to see our staff and leadership stepping up and addressing the Covid-19 situation so courageously; they inspire me to be a better leader.

Q. What word or words describe you best?

That's a hard one. I asked Dan [Johnson] to help on that, and the words he used were "caring, committed and results-focused." I think I initially chose "compassionate, faithful and driven," so we were pretty close!



Q. Who or what has shaped you into the person you are today?

Well, obviously, my mom and my dad. I grew up on a farm, in a Catholic family who didn't always have a lot—so my faith, work ethic and humble approach to life came from that. Professionally, I had a mentor in my early years as an administrator who was always there for me, guiding and advising me. He's passed on now, but I really valued his mentorship.

Q. Can you tell us a little more about your background?

Before becoming the CEO, I was COO at Catholic Eldercare for two years. Prior to that, I was a Regional Director of Operations for Presbyterian Homes and Services, where my role was really focused on transitional care development and oversight. Earlier in my career, I worked as an administrator of skilled care, assisted living and transitional care campuses.

Q. What do you like to do outside of work?

I enjoy time with my wife and our four kids. I have an 18-year-old son and 14-year-old triplets—two girls and a boy. I spend a lot of time with my family, coaching and playing basketball, fishing at our cabin or just hanging out together.



Q. What drew you to Catholic Eldercare?

In my previous role, one of my responsibilities was consulting for the development and opening of the Transitional Care Unit at Catholic Eldercare. As part of that, I got to meet several staff members and get a feel for the culture here. I really developed an affinity for the people and the mission. I enjoy being part of a tight knit healthcare organization where there is a real sense of teamwork.

Q. What are you looking forward to most as the new CEO of Catholic Eldercare?

For me, it's shaping this organization to serve the changing expectations of our future residents and customers. We know that the Baby Boomer population is going to bring on a lot of new challenges and opportunities. Their expectations are going to be different from past generations, so it challenges us to think differently. I'm excited because I believe we have really engaged leaders here who are ready to build on what the founders of Catholic Eldercare created—and make them proud as we go forward.

Caring Hearts on Display:

Thanking those who go above and beyond

Last fall, we introduced Catholic Eldercare's Caring Heart Program—and we're pleased to say the response has been tremendous.

The Caring Heart Program encourages residents, tenants, guests, families and friends to let us know when a staff member displays a high level of service, care or compassion by making a gift in their name. In just a few months, we've received a stream of positive feedback, loving remarks and generous contributions.



Staff who received a caring heart from someone are recognized below. On behalf of Catholic Eldercare, we are so proud to acknowledge their extraordinary level of service.

Seeta Bashier, Trained Medication Administration
 Teri Brustad, Nursing
 Barbara Curtis, Salon
 Amie Kromah, Dining
 Joe Kromah, Nursing
 David Liedl, Pastoral Care
 Teilo Lincoln, Nursing Assistant - Registered
 Kathy Littfin, Pastoral Care
 Diane Lucas, Marketing & Communications
 Mickie Micklewright, Pastoral Care
 Lisa Pattee, Wyndris

Marie Radachovsky, MainStreet Lodge
 Melissa Rodriguez, Home Health Aide
 Love Saah, Home Health Aide
 Cindy Smith, Therapeutic Recreation
 Samara Stave, Home Health Aide
 Florence Taylor, Nursing Assistant - Registered
 Third Floor Memory Care Staff
 Denise Walker, Home Health Aide
 Donna Williamette, Salon
 Carrie Zuehlke, Dining Services

"It takes a special person to do this work. It's such an excellent idea to highlight our caregivers and employees and allow our families and loved ones to affirm their efforts."

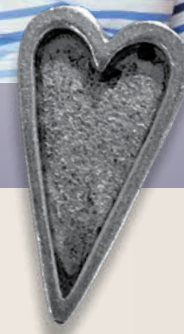
- Greg Baumberger, CEO



Caring Heart Spotlight:

Cindy Smith,
 Therapeutic Recreation Coordinator

"I'm very honored to be recognized as a Caring Heart. I've had a passion for working with seniors since visiting my grandpa in a nursing home when I was a child. I enjoy working at Catholic Eldercare with our dementia residents. It fills my heart to bring joy to the residents through music and socialization and see them connect by singing, sharing a memory, smiling or just moving their hands to the music."



Congratulations to Cindy and all our Caring Heart recipients!

We're proud of Cindy and grateful for all she does to enrich the lives of our residents. Here are just a few of the things staff and family members have to say about her caring heart:

“Cindy is wonderful. She does everything and often goes above and beyond the call of duty in service to the residents.”

“I observed her kindly caring for my mother on many occasions. She knew her preferences and needs. I felt good knowing my mother was in such compassionate hands.”

“Cindy has a large and giving heart and shows care for residents like they are a part of her family. She certainly was a part of our family when she cared for our mother.”

3 Easy Ways to Make Your Gift

If you have a Caring Heart you'd like to recognize, please consider making a gift in that person's honor. We will be proud to recognize them in our next issue.

- Visit catholiceldercare.org/caringheart
- Call 612-362-2430
- Mail your contribution with the name of your staff honoree to:

Catholic Eldercare
 Development Office
 817 Main Street NE
 Minneapolis, MN 55413

Thanks to Our Amazing Volunteers!

One of the greatest blessings at Catholic Eldercare is the sharing of time and talents by a loving team of volunteers. They are essential to helping our staff fulfill our mission: to allow older adults to continue living fully with dignity in an intentionally created caring community.

Randee Almquist	Marian Hancharek	Geri McHugh	Oliver Roberg-Perez
Maria Josepha Antunes	Hunter Hansen	Jimmy McShane	David Robinson
Jean Askwith	Ellen Hawley	Beverly Mertz	Phyllis Robinson
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Terri Grina	Emily McGrath		
Janet Grothjan	Daniel McGraw		
Steven Grothjan			

*We couldn't do
what we do
without you!*

Thank You!

A New Kind of Dinner Service

Staff join volunteers to help make mealtime special

A new initiative at Catholic Eldercare is helping to enhance the dining experience for residents while lightening the load for our dining staff and volunteers. Employees throughout the community—from support staff to administrators—are now volunteering themselves for two half hour shifts a month.

Helping with aprons, pouring beverages and engaging one-to-one with residents, this extra help is making it possible for dining staff and current volunteers to serve meals more efficiently.

According to beloved dining volunteer, Jimmy (see Volunteer Spotlight), residents are enjoying the extra interaction and staff members are feeling invigorated by the experience.

"This has been the best thing ever done," he says. "I serve approximately 60 people at the morning brunch. For one person, that is almost impossible. One extra staff person cuts serving time in half. Two extra people cuts the time to a third, and so on. Now that I have staff assisting, everyone gets a more pleasurable dining experience."

CEO Greg Baumberger says he hopes the initiative has a lasting impact on residents, staff and the Catholic Eldercare environment as a whole.

"In addition to helping out, what we're trying to do here is create a culture where our leaders and support staff have more opportunities to engage with our seniors," he says. "It's a rewarding way to remind ourselves every day why we're here."

Volunteer Spotlight: Jimmy, Dining Room Volunteer

A well-known figure around Catholic Eldercare, Jimmy has a rare ability to bring joy, warmth and dignity to the daily life of every resident he encounters. We thought readers might like to know what makes this generous heart tick.

Q. How long have you been a volunteer at Catholic Eldercare?

I joined the volunteer program and became an official volunteer six years ago. But I had been visiting residents prior to that time at the suggestion of Fr. Jensen.

Q. In what ways do you typically help?

I provide the beverage service, help with aprons and say grace before the morning brunch most days each week. On Mondays I also pray the rosary and will fill in for the Chaplains if they are unable to do it.

Q. What is your favorite part about volunteering?

Having fun and joking around. That, and knowing how much the families appreciate me and how good the residents feel—they're my best friends. A day without them is an incomplete day.

Q. What would you say to someone who was thinking about volunteering at Catholic Eldercare?

If you feel something is missing in your life or want to do more, volunteering would be something that would make you feel good about yourself. It is so fulfilling—a blessing. It's the best part of my day. Whenever someone asks how I'm doing, I say, "I'm always good when I'm here."



LOOKING FORWARD:

Serving the “Forgotten Middle”

As we look ahead at the future of senior living, we are happy to project that advances in healthcare will continue to allow more of our loved ones to live longer, more active lives. However, that wonderful news carries with it some unintended realities. For example, what happens when financial resources run out?

In our nearly four decades of service,

Catholic Eldercare has never asked someone to leave our care due to financial constraints. We are committed to continuing this tradition in the years ahead as well. To make that happen, we partner with contributors like you who support our mission and serve those in need through their personal philanthropy. Your gift will create new beginnings and change lives.

While those in dire financial need may be eligible for state and federal support, there are many more in the forgotten middle who neither qualify for aid nor possess the financial resources to carry the burden of long-term care alone.

As co-founder Al Hofstede always reminded us, Catholic Eldercare was created to ensure its residents—the people who worked, raised a family and built a life here—always had a loving, welcoming place in this neighborhood to spend their later years.

To fulfill that promise, Catholic Eldercare invites donors, families, and friends to consider supporting our effort to help individuals whose means may become stretched over time. Consider giving opportunities through bequests or wills, life income gifts or endowment contributions depending how they may fit with your philanthropic goals.

Please contact Lynn Varco, Chief Development Officer, at lvarco@catholiceldercare.org or 612-362-2420 to discuss your interest in supporting this initiative with a charitable gift. Funding long-term care resources is a need that will become more critical as time goes on, so we need to start planning now.

There are many ways to help—and it always makes a difference. Visit www.catholiceldercare.org/giving to learn how you can support our mission and ensure those we love always get the care, comfort and compassion they deserve—today and tomorrow.

Leave a Legacy *Sister Ruth Roland*
SOCIETY

The Sister Ruth Roland Society was established to recognize contributors who support Catholic Eldercare's mission with a charitable gift through their will, estate or trust. Sister Ruth represents the very heart and soul of our care model: rooted in the Catholic faith, protecting life at all stages and upholding human dignity by nurturing life's ageless spirit.

Consider how you might leave a legacy that honors the remarkable work of Sister Ruth while also meeting your charitable goals. One way to do this is with a bequest in your will or living trust. Perhaps the easiest way to leave a legacy is simply to name Catholic Eldercare as a beneficiary of a qualified retirement plan, such as a 401(k) and 403(b). Many contributors have taken advantage of tax incentives by using these savings instruments to build assets tax free throughout their lives.

To learn more, visit catholiceldercare.org/planmygift or contact Lynn Varco, Chief Development Officer, at 612-362-2420 or lvarco@catholiceldercare.org.

Quick Click to Give

By visiting www.catholiceldercare.org, you can quickly access comprehensive information on the various ways to support the mission.

1. Go to **www.catholiceldercare.org**
2. Click on “**Giving**”
3. Select from a comprehensive list of resources from online annual fund giving to planned giving options.

Your gift means so much.

We would like to extend a heartfelt thank you to the many wonderful individuals, corporations, foundations, and associations for their generous support of our mission. Every gift makes a significant difference in our ability to continue to deliver excellent care in a loving and beautiful environment designed for the growing and changing needs of our current and future residents. Without your support, we would not be able to run programs that benefit the lives of so many seniors.

Contributions below were given from August 1, 2019 through March 30, 2020. Every effort is made to ensure accuracy. If you see an error or omission, please contact the Office of Development at 612-362-2430. For a listing of all 2019-2020 contributions, please visit catholiceldercare.org/donor-list.

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Carol J. Rutkiewicz

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James and Pat Bumgarner

Andy and Dorothy Salwei
Thomas and
Arlene Madden

**Steven and
William Sawochka**
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Bonnie Aanestad

**Margaret Sierzant
Anderson**
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Vanguard Group, Inc

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Judith Smekta Pettit

Helen Smolka
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Ronald and
Christine Wolf

Peter and Wanda Tobias
Thomas and
Candice Tobias

Lola Mae Traver
Oleta McDaniel
Mark and Donna Steidl
Mike and Joyce Traver

Evelyn Turgeon
Richard and
Sharon Turgeon

Norma Valley
Lawrence Valley

Aaron Wee
Steven and Kathleen Wee

Evelyn Wee
Steven and Kathleen Wee

Catherine Wheeler Smith
Deacon and Mrs.
William Smith

Joseph and Olga Witkowski
Rosemary Witkowski

Frances and Ted Wlazlo
Vanguard Group, Inc

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Mary Jane Austinson

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J. Douglas Baumgarner
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Tim Bedor
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Joe and Sheila Biernat
Robert and Lilia Blaine
Robert Bossert
Steve Brandes
Jerry Brtek
James and Pat Bumgarner
James Bursch
Andrea Campion
Chin Fu Chen
Rosemarie Clark
Karen Cossack
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Mary Daugherty
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Lydia Zappa

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Mary Virginia Betlach
Elizabeth Bonnes Estate[†]
Lidwina Buchwald Estate[†]
Donald Campagne Estate[†]
Grace Cavanagh Estate[†]
Joseph Cavaleri[†]
Veronica Commers
Marion Critelli Estate[†]
Lucille Damm Estate[†]
Bernice Decowski Estate[†]
Regina A Dinhoff Estate[†]
Mae LaVonne
Ecklund Estate[†]
Ada Eller Estate[†]
Dorothy Marie
Flynn Estate[†]

Thomas Gainor
Loretta Gliniany[†]
Geraldine Grajeda Estate[†]
Angeline Guminga Estate[†]
Mable Halloran Estate[†]
Barbara Hedges Estate[†]
Fr. John Hofstede
Mary Hungate Estate[†]
James Indrehus
Shirley Korblick Estate[†]
Barbara Kozmik
Margaret Manley Estate[†]
Judith Marcouiller
Antonio Martinez Estate[†]
John C. Matlon Estate[†]
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Barbara Mead Estate[†]
Agnes Mohr Estate[†]
Margaret Mulcare Estate[†]
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James Nesser
Bernard Newinski
Bruce Nolan
Dean Oberpriller[†]
Carolyn Olson
Richard Palen
Anthony Pantano Estate[†]
Ralph Clinton Peabody
Adam and Virginia
Piecek Estate[†]
Leo Rainville Estate[†]
Wallace Rainville Estate[†]
Elizabeth Rouleau Estate[†]
Margaretha Santha[†]
Mary Schubert
Margaret Schweizer Estate[†]
Stuart Seim
Luella Simon[†]
Dolores Sisson Estate[†]
Kristine Smyth
Jack Spillane
Florence St. Claire Estate[†]
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Joseph Strauss
Charles Sullivan
Dena Tarnowski Estate[†]
Eugenia Taylor
Donna Walicki Estate[†]
John Whalen
Alan Winters Estate[†]
Stanley Wruck Estate[†]

[†] Deceased



New Strategic Initiative Takes Shape

As we look ahead, we see big changes on the horizon for the senior care industry and the population we serve. Our leadership team wanted to share some insights into a new three-pronged Strategic Initiative being developed to help meet these challenges and prepare Catholic Eldercare for the future.



Within Our Walls

The first component of this strategy will address how we creatively and responsively provide person-centered care and services across our continuum. Exploring new ways to deliver individualized services that meet evolving expectations may inform how we decide to make changes to the physical buildings in the future.

Beyond Our Walls

The second area looks at how we can extend our reach and respond intuitively to the care needs of the broader community. To that end, we may look at partnering with other providers and organizations to do more in-home and community-based services.

Throughout Our Community

Thirdly, we want to focus on community building, which again will require partnering and collaborating with others. For Catholic Eldercare to continue attracting and retaining the best staff, volunteers and residents, we will be exploring new ways to connect more widely with the community and the industry as a whole.

While our mission remains unchanged, these new strategies will be guiding us going forward as we continue the work that has made Catholic Eldercare so essential to our loved ones, families and community.

PROJECTS UPDATE

Albert J. Hofstede Care Center

Next time you enter the care center, you'll notice some dramatic changes. Recent renovations to the lobby have given the entrance a cleaner, more modern look, as well as improved traffic flow to and from the chapel.



Room remodels have also begun, with about 30 completed so far. The renovations include new flooring, new lighting, new ceiling tiles, repainting and bathroom updates. The remaining rooms are scheduled to be completed in phases over the next two years.

Transitional Care Unit

This spring, we began transitioning the human resources up to the third floor of the TCU. By bringing all our company support teams together on one floor, our goal is to streamline communication among departments to improve service delivery throughout the community.

Thank you to the many donors, friends and families who make these enhancements possible!

Catholic Eldercare Community Foundation & Affiliates

CONSOLIDATED FINANCIAL INFORMATION FOR THE YEAR ENDED SEPTEMBER 30, 2019

Consolidated Balance Sheet:

ASSETS:

Current Assets	\$6,630,707
Property and Equipment, net	\$41,896,265
Other Assets	\$7,831,521
Total Assets	\$56,358,493

LIABILITIES AND NET ASSETS:

Current Liabilities	\$3,415,561
Long Term Liabilities	\$29,385,010
Net Assets	\$23,557,922
Total Liabilities and Net Assets	\$56,358,493

Statement of Activities and Changes in Net Assets:

REVENUES AND OTHER SUPPORT

Nursing Home	\$18,998,154
Assisted Living and Home Care	\$6,338,364
Housing	\$222,758
Adult Day Care	\$496,045
Contributions	\$302,280
Other Support and Investment Income	\$25,676
Total Revenues and Other Support	\$26,383,277

EXPENSES

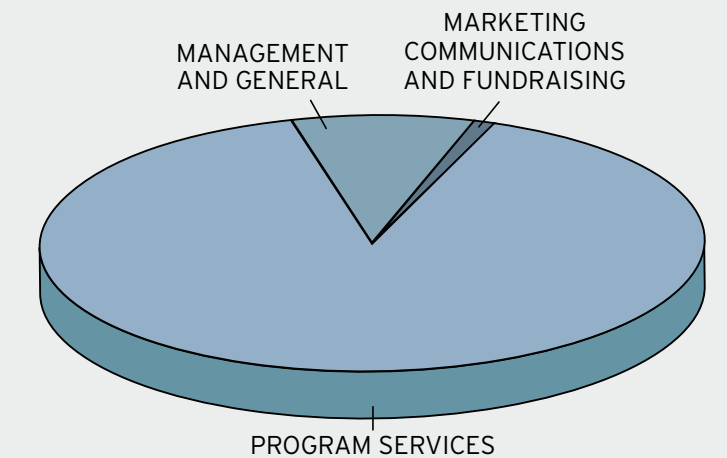
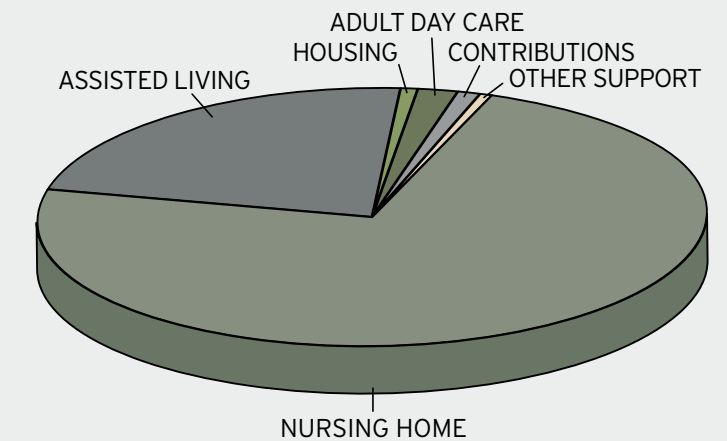
Program Services	\$22,449,783
Management and General	\$2,175,342
Marketing Communications and Fundraising	\$248,201
Total Operating Expenses	\$24,873,326

Excess (deficiency) of revenues over expenses **\$1,509,951**

OTHER NON-OPERATING INCOME

Change in net unrealized gains on investments	\$275,574
Gain on sale of property	\$0
Total	\$275,574

Change in Net Assets **\$1,785,525**



The Catholic Eldercare Community



WYNDRIS
INDEPENDENT LIVING
929 2nd Street NE,
Minneapolis • 612-277-2902
Amenity-rich downtown living in a warm Northeast neighborhood. Focused on wellness and hospitality, we provide a range of exceptional independent living options and access to Catholic Eldercare's full continuum of care.



CATHOLIC ELDERCARE BY DAY
ADULT DAY SERVICES
149 8th Avenue NE,
Minneapolis • 612-362-2405
Offering care and programming for the senior who may require modest assistance when a spouse or loved one is unavailable to attend to their needs. Our weekday program is affordable and flexible.



RIVERVILLAGE EAST
ASSISTED LIVING AND MEMORY CARE
RIVERVILLAGE NORTH
SUBSIDIZED LIVING
2919 - 2921 Randolph Street, NE,
Minneapolis • 612-605-2500
This inviting 107-unit senior campus is adjacent to St. Hedwig Church in Northeast Minneapolis. We offer affordable market-rate, assisted living apartments and memory care (East) and independent, subsidized units (North).



MAINSTREET LODGE
ASSISTED LIVING
909 Main Street NE,
Minneapolis • 612-362-2450
Our assisted living residence includes 51 comfortable apartments and is adjacent to the Care Center, St. Anthony of Padua Chapel and lush green spaces.



ALBERT J. HOFSTEDE CARE CENTER
SKILLED NURSING
817 Main Street NE,
Minneapolis • 612-379-1370
Our 150-bed skilled nursing residence includes a dedicated memory care floor. The Care Center is physically connected to St. Anthony of Padua Chapel for ease of worship and socialization opportunities.



TRANSITIONAL CARE UNIT
REHABILITATION SERVICES
149 8th Avenue NE,
Minneapolis • 612-379-1370
This is the individualized attention and calming environment you need to heal effectively, with complete access to leading-edge therapies and equipment to help you reach your goals. Whether in one of our private rooms, or in your own home, your customized care plan offers the perfect balance of personal comfort and quality care.



817 Main St. NE
Minneapolis, MN 55413
Phone: 612-379-1370
Fax: 612-362-2486

Catholic Eldercare provides the care, housing and services needed by older adults to continue living fully – with dignity – in an intentionally created community.

Connections is a biannual publication of Catholic Eldercare, Inc., 817 Main St. NE, Minneapolis, MN 55413. The purpose of this publication is to provide useful information and resources to the Catholic Eldercare community. For more information on the publication or to request additional copies, suggest article ideas, or to be removed from the mailing list, contact Diane Lucas at dllucas@catholiceldercare.org or call 612-362-2492.

If you no longer wish to receive Connections, you may call 612-362-2492 or email Diane Lucas at dllucas@catholiceldercare.org. Doing so will not affect your ability to receive services from Catholic Eldercare. You may notify us at any time should you wish to resume receiving Connections.

Equal Opportunity Employer 



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Director Marketing Communications
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Writer/Editor/Graphic Design:
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Don't just find a job. Find your calling!

At Catholic Eldercare, our people are our strength. For nearly 40 years, we've provided a wide range of services across nine care disciplines—and we're still growing! To continue improving our residents' quality of life, we need quality people for the following positions:

- Dining Aide
- Registered Nurse or LPN
- Home Health Aide
- Registered Nursing Assistant
- Housekeeper/Janitor

Catholic Eldercare provides competitive compensation and benefits, ongoing support and training, and a respectful work environment. If you're interested in making a career out of making a difference, visit catholiceldercare.org/employment to apply today.

