



Loretto Montessori Memory Care Approach Gains National Recognition for Enhancing Quality of Life



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Loretto's Innovative Montessori Approach to Memory Care Earns National Recognition



To provide more person-focused care for those with advanced dementia, Loretto adopted a forward-thinking practice, incorporating the Montessori Approach.

The "Montessori Inspired Lifestyle" is an innovative, evidence-based care approach that centers on each resident's unique abilities, strengths, and autonomy. It crafts a personalized care experience that fosters independence while ensuring a safe, stimulating environment for individuals to flourish and live life to the fullest.

This philosophy of care is rooted in the belief that every individual deserves dignity

and respect as they age. Each resident is empowered to discover purposeful activities and meaningful roles within their community tailored to their unique abilities and self-expressed interests. This approach fosters a sense of belonging and fulfillment, honoring the person they are today while celebrating their potential.

As a result of these efforts, both Loretto Health & Rehabilitation in Syracuse and The Commons on St. Anthony in Auburn were honored with the prestigious Gold-level credential from the Center for Applied Research (CARD) in Dementia in 2024.

Loretto's Memory Special Care Units in Syracuse and Auburn are two of only a handful of facilities in the United States and 31 worldwide to offer a gold-level Montessori-inspired Lifestyle Community, and the only one in Upstate New York.

Achieving the coveted Gold-level credential required the dedicated staff to complete Montessori training, pass comprehensive testing, and collaborate closely with the CARD team. Together, they worked to meet the credentialing milestones, ensuring that the care provided remained at the highest possible standard.



Loretto's commitment to Montessori shines through in our thoughtfully designed spaces, technology that nurtures exploration, and a choir performance that embodies the values of creativity, independence, and collaboration—demonstrating Montessori in action.

A Life-Changing Journey: How Loretto's LPN Program Transformed a Married Couple's Future



Gwen and Jamel Jefferson celebrate at their graduation. In August, Loretto's Licensed Practical Nurse (LPN) Apprenticeship Program celebrated the graduation of its biggest class of 15 Loretto employees. One of those graduates was Jamel Jefferson, who never imagined that a few years after starting his career at Loretto, he would become a licensed practical nurse one year after his wife graduated from Loretto's LPN Program. Together, they share a story of growth driven by Loretto's unique approach to supporting employees.

Jamel and Gwen Jefferson started their careers at Loretto as service employees. Gwen, who worked as a certified nurse aide for ten years, graduated from the LPN program in 2023. Jamel, who started in food service, graduated one year later. Their stories are a testament to how this program is helping

Loretto's LPN Apprentice Program provides a clear pathway to success for individuals who may otherwise struggle to pursue a career in healthcare by offering paid on-the-job training, free tuition, mentorship, and guaranteed employment.

In August, Loretto's Licensed Practical Nurse (LPN) Apprenticeship Program celebrated the graduation

hardworking individuals achieve their dreams, change their lives, and advance in the healthcare field.

Jamel said, "At first, we were going to go through the LPN Program together, but then decided managing our kids would be too difficult. I like that the classes were during the workday, and we got paid to attend school because I don't know how we would have done it otherwise with kids at home."

Dr. Johaun Jackson, director of nurse education at Loretto, says that accessibility and support set this program apart from others in the region. "Many people can't afford to go back to school full-time, or reduce their schedule even to go part-time because they need to provide for their families; this program invites them to do both, allowing them to further their Loretto healthcare career."

Since its inception in 2018, 49 individuals have advanced their healthcare careers, boasting an impressive 96% pass rate on the New York State licensing exam. This life-changing program is generously funded by Loretto, The Loretto Foundation, 1199SEIU UHWE, and the 1199SEIU Training and Upgrading Fund, which collectively invest over \$65,000 in tuition, wages, and benefits for each student.

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The Loretto Foundation is a not-for-profit organization established to advocate for elders and support Loretto's role as an innovator in long-term care. Each gift to The Loretto Foundation provides the power to make ordinary extraordinary for our residents, participants and employees.

From the Foundation Board Chair

What does it mean to be first for Loretto? In 1926, it meant being the first Diocesan home for the aged in North America. Nearly a century later, it means continuing a tradition of providing cutting-edge care for the most vulnerable in our community.

It also means being person-first by ensuring high-quality, innovative care is available to Central New York's older adults, regardless of their means, and by engaging employees from all walks of life with the training and services they need to succeed and change their lives.

Loretto's person-first mission has impacted hundreds of thousands of our neighbors, friends, and families over the last 99 years. People like you have safeguarded that mission so that Loretto can continue to impact our community for the next 99 years.

So, simply stated, thank you for your partnership. Without your generosity and your advocacy, Loretto would not be able to fulfill this imperative role in Central New York.

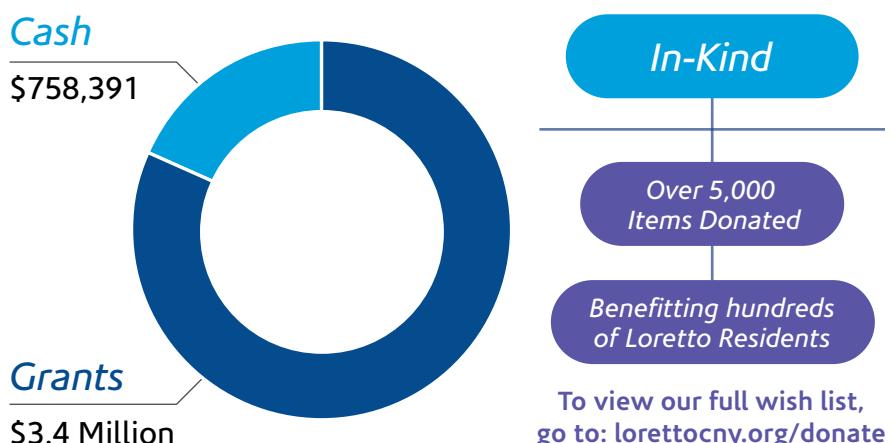
As you review our impact report, I hope you feel as proud to partner with Loretto as I do. I also hope that you are inspired to continue your commitment to the Loretto Foundation in the years to come. See you at our next event!



— LIZA MAGLEY
LORETTO FOUNDATION BOARD CHAIR

Thank You to Our Community

2024 Donation Totals:



For more information on how you can make a donation, please contact The Loretto Foundation at: 315.413.3482 or foundation@lorettosystem.org

Blues & Brews Event Honors Two Inspiring Community Leaders; Raises Over \$206,000 for Loretto's Mission

On October 10, 2024, the Loretto Foundation hosted the *16th Annual Hope Celebration: Blues & Brews Festival* at Middle Ages Brewing Company in Syracuse, raising over \$206,000 to support our mission to help the most vulnerable people in our community.

Over 200 guests enjoyed delicious food, craft beer and music by The Shylocks, and many participated in the online auction, wine pull, and raffle held during the event to benefit The Loretto Foundation.

During the celebration, we were honored to recognize two extraordinary leaders, Onondaga County Executive Ryan J. McMahon and Syracuse University

Women's Basketball Coach Felisha Legette-Jack, for their work in our community. Their continuous advocacy for older adults and unwavering support for Loretto were celebrated with heartfelt appreciation.

Thank you to our 29 corporate sponsors and to everyone who attended



and supported our 16th Annual Hope Celebration! Mark your calendars for the next Hope Celebration **on October 9** at Middle Ages Brewing Company. We hope to see you there!



As a journalist, my mission is to give a voice to the voiceless in our community. Not all aging individuals have loved ones to advocate for them, and being on the Foundation Board helps ensure our efforts do just that. It's a small action with a big impact, driving positive change and advocating for what's needed in this space.

— MARY KIELAR, LORETTA FOUNDATION BOARD MEMBER

Thanks to \$1.05 Million in Grant Funding, Employees of Loretto's Housing Sites Will Benefit

In July 2024, Loretto was awarded a \$1.05 million federal grant funding through the American Rescue Plan Act (ARPA) to invest in workforce development initiatives. This funding will benefit Loretto's four housing sites, The Bernardine, Buckley Landing, The Heritage, and Sedgwick Heights, by providing skill development and career advancement opportunities for Loretto employees.

The grant will enhance key educational programs, including the Certified Home Health Aide (CHHA) Preceptor Program and the Food and Beverage Associate Preceptor Program. These programs offer career growth and peer mentorship, fostering an environment of personal development, recognition, and leadership.

Additionally, the funding will support leadership initiatives like the People Leader Bootcamp, recruitment efforts to attract top talent, and employee appreciation events.



Advancing Dementia Research: A Groundbreaking Partnership

ICHOR RESEARCH™

For the first time, Loretto residents, employees, and family members have direct access to clinical trials—many focused on dementia care—helping to bridge a critical gap in research, thanks to a new partnership with Ichor Research. Loretto has long been a leader in Alzheimer's and dementia care, and our groundbreaking partnership with Ichor marks a transformative step forward.

Historically, long-term care residents have been excluded from clinical trials due to access and logistical challenges. By partnering with Ichor, we can break down these barriers, providing our residents with potential therapeutic benefits but also contributing invaluable insights to the future of dementia research.

This collaboration reinforces Loretto's commitment to innovation and progress in the fight against Alzheimer's and related conditions.

A Gift of Nature: A Donor's Vision Inspires Reflection and Renewal

For Nottingham resident Richard Levy, a garden is more than just a beautiful space — it's a sanctuary for peace and connection.

Inspired by the quiet moments he observed on his daily walks, Richard envisioned creating a place where residents and staff could find solace in nature. "I often saw residents sitting alone on benches, just staring into space," he shared. "I thought, we really need a beautiful garden where people can sit in peace and quiet."

Thanks to his generous donation to The Loretto Foundation, Richard's vision will become a reality in 2025 with the installation of a new meditation garden on the Nottingham campus. The garden will have a central water feature, seasonal plants, and areas to sit and reflect.

That reflection is something Richard's daughter and his late wife both enjoyed doing as dedicated meditators. Though meditation was not his own practice, he understood how important it is to create an environment conducive to that kind of reflection. "I've tried meditation several times, and it doesn't work very well for me," Richard admitted with a smile. "But I enjoy sitting and contemplating, even if not in a structured way. And I do love being in nature."

Richard hopes this garden will serve as a respite for the dedicated staff of The Nottingham, too. "It's not easy work they do, and I wanted them to have a place where they could just take a moment, replenish themselves, and find a bit of peace."



Thanks to Richard Levy's generosity, Nottingham residents and staff can gather, reflect, and find tranquility in nature.

Longtime Administrator Promoted to Focus on Future of Our Mission



Mary Koenig has been promoted to Vice President of Impact and Mission Integration after serving as the Heritage Memory Life Community administrator since 1996. In her new role, Mary works to

advance Loretto's mission and growth through strategic leadership, partnerships, workforce development, and cultural initiatives.

Mary has over 30 years of experience in dementia care and is an Alzheimer's advocate at the local, state, and national levels, serving on the Alzheimer's Association of CNY and Living with Dementia boards.

Her responsibilities include managing clinical trial partnerships, overseeing dementia care training programs, and leading workforce initiatives and volunteer services programs at Loretto.

Building Resilient Managers with People Leader Bootcamp

At Loretto, we recognize that strong leadership is essential to enhancing the employee experience and driving meaningful culture change. That's why we launched the People Leader Bootcamp, designed to equip managers and supervisors new to leading teams of employees with the skills and confidence to lead with empathy and effectiveness.

People Leader Bootcamp focuses on essential leadership competencies, including communication, critical conversations and emotional intelligence, to ensure employees are fully equipped to effectively coach and manage people from the beginning to set them up for success.

With 61 leaders already trained and additional sessions planned for 2025, we are excited to continue investing in the growth of our leadership team.



Foundation Launches The Loretto 1926 Fund Focused on Annual Giving



In 1926, pioneers in the Syracuse community stepped forward to create the first home for the aged in North America. Loretto Rest was founded on partnership, innovation, and a desire to solve big social problems. Nearly a century later, we honor this legacy by naming our annual fund **The Loretto 1926 Fund**, a tribute to their bold commitment and the lasting impact of their work.

This new fund encourages donors to create a lasting legacy by providing flexible, unrestricted support where it's needed most. Donors who make recurring gifts, either

annually or monthly, provide much-needed support to our residents, help strengthen innovation and memory care, and improve the lives of Loretto employees.

For example, because of opportunities made possible by The Loretto 1926 Fund, Angelo and his family found not just jobs, but fulfilling careers in healthcare where they make a difference each day. His mother, Alice, went from struggling to find work to becoming a dining room server and, now, a kitchen supervisor who manages others. Angelo and his sister joined Loretto as servers, and with access to career training, Angelo advanced to a line cook and then a

certified home health aide. Now, he's on the path to becoming a licensed practical nurse – all because donors believed in Loretto's mission.

When you give to The Loretto 1926 Fund, you're investing in hardworking employees, opening doors to career growth, and ensuring that Loretto can continue to provide essential support for innovation, quality care, and the future of Loretto for generations to come.

Those interested in contributing to The Loretto 1926 Fund can go online to lorettocny.org/donate or mail a donation through the enclosed envelope.



I'm passionate about serving on the Loretto Foundation Board because I believe Loretto is the most vital charitable organization in Central New York. Loretto's impact touches nearly every family in our community, and when it thrives, our community thrives. The Foundation works to close the gap between Loretto's needs and resources, ensuring it can serve all its clients.

— JOHN CONDON, LORETTO FOUNDATION BOARD MEMBER

Pioneering Change and Fostering a Culture of Belonging

As Loretto continues to evolve our culture of belonging, administrators have prioritized including and amplifying our employees' voices in new ways to improve our workplace culture.

In June 2024, Loretto established the Culture Advisory Committee, a diverse group of employees who partner with Loretto administrators to improve company culture through positive changes that embrace collective ideas and traditions. This committee works to create a more inclusive workplace where people feel valued and respected and have a deep sense of belonging.

Focus groups are also being held to hear the needs and experience of Loretto employees. Over the summer, Loretto partnered with Gwen Webber-McLeod, a leadership expert and Loretto Board

Member, who led over 100 employees through discussions so Loretto administrators can better understand their needs and experience to improve workplace culture.

In addition to committee and focus group work, Loretto continues to find new ways to celebrate and acknowledge the hard work of our employees through recognition events and giveaways that are produced with employee insight. These occasions include Loretto's Black History Month celebrations, Lights on the Lake event, the Benchmark celebration honoring major work anniversaries, and the annual Thanksgiving gift card giveaway.

Loretto looks forward to growing our culture of belonging in 2025 and creating lasting, impactful changes that resonate with all members of the Loretto family.



The Loretto Foundation

700 East Brighton Avenue, Syracuse, NY 13205
lorettocny.org/foundation



The Loretto Foundation