

CAROLINE CENTER

*Now take new courage
and make it your own.*



Celebrating 20 Years

1996 • 2016

ANNUAL REPORT 2015 - 2016

MISSION

Caroline Center educates unemployed and underemployed women in Baltimore for careers with potential for advancement. Inspired by the School Sisters of Notre Dame, Caroline Center's holistic approach empowers each woman to reach the fullness of her potential thus creating a future of hope for herself and her family.



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FROM OUR BOARD CHAIR & EXECUTIVE DIRECTOR

Dear Friends of Caroline Center,

You surpassed in your generosity and giving this year even our most fervent and prayerful expectations for what we knew we could accomplish together with your increased commitment. Thank you for all that you did to give a little more last year. Because you gave, we were able to devote our 20th Anniversary year to strengthening our commitment to women and work by establishing a vibrant, new education and skills training center in West Baltimore – Caroline Center at Gibbons Commons / St. Agnes Hospital. It was because of your support that we are able to share with many more women in need the many possibilities that a Caroline Center education and career skills training program provide.

When the opportunity arose to serve in the neighborhoods most directly affected by last year's civil unrest, you were there for us and for the women – women who were seeking a stable center and the promise and potential Caroline Center's supportive program could provide. Your gift to the Annual Fund helped us to grow our capacity for creating positive change through education and meaningful work at a time and in a place where we were needed most. For this, we cannot thank you enough.

We deeply appreciate the faith and trust you place in Caroline Center and in the work of the School Sisters of Notre Dame as expressed through these examples of increased generous giving in 2015-2016:

+
*Individual gifts to
the Annual Fund
increased by
19% last year*

+
*Foundation
Support and Grants
increased by 21%
in 2015-2016*

+
*Combined giving to
Caroline Center was
up by over 20%
last fiscal year*

We hope that we honored your faith and trust, as we always will, by consistently delivering a high-quality, values-informed education, expert career skills training, and a holistic program that result in meaningful careers for women with opportunities for advancement.

During a difficult year for all of us in Baltimore, we want to thank you from our hearts for having the courage to believe that real change can happen when we work together and for having the wisdom to know that when women's lives are improved, families, neighborhoods, and entire communities just keep getting better, too.

On behalf of the grateful, capable women we are privileged to help prepare for success in work and life, thank you so very much.



Chair of the Board



Executive Director



HERE ARE JUST A FEW HIGHLIGHTS OF
WHAT WE WERE ABLE TO ACCOMPLISH
WITH YOUR SUPPORT IN 2015-2016:

- + With increased support from individual donors to the Annual Fund, 122 women were able to graduate from our CNA/GNA and PT programs between July 1, 2015 and June 30, 2016; 73% of these graduates are currently employed in their chosen professional fields
- + Generous combined giving to Caroline Center allowed us to increase our program capacity from 150 to 210 women last year, and we are on target to be able to serve 300 women in the near future
- + Additional foundation support and grants made it possible for more women to access Caroline Center's Academic & Career Advancement Program services, resulting in 71 trainees receiving additional professional certifications; 59 graduates advancing to mid-level careers; 37 alumnae boosting their wages by 25%; and 23 graduates entering degree programs at local colleges and universities
- + Last year, two Caroline Center graduates earned bachelor's degrees; one graduate became a doctor of pharmacy; and five graduates received full college scholarships

Patrick & Chaddie HUGHES

DONOR PROFILE

Recently, we spoke with donors Patrick & Chaddie Hughes about what inspires them to give so generously to Caroline Center. We hope readers will enjoy hearing their candid and heartfelt reflections on the power of education to transform community and the power of women to change the world.



WHAT CONNECTS YOU TO CAROLINE CENTER AND INSPIRES YOU TO GIVE SO GENEROUSLY TO THE ANNUAL FUND?

PATRICK: For me, it's the SSND education mission – the sisters' approach to teaching, which they sprinkle with love and discipline. But, maybe more importantly, it's the trainees who are seeking a better life for themselves and their families. Caroline Center is a really classic example of offering a "fishing rod" to someone who is on a journey to self-reliance, rather than just a "fish" that she can eat today.

CHADDIE: I have always had a lifetime interest in education; and, I believe that great teaching shapes lives. The women who come to Caroline Center may have lost their way to self-sufficiency somewhere along the journey to adulthood. Caroline Center is here for women who have the fortitude and faith to take up the personal responsibility to re-direct their lives. Caroline Center offers them a way.

TO SAY THAT CAROLINE CENTER IS A WORKFORCE DEVELOPMENT ORGANIZATION AND THAT CAROLINE CENTER IS "COMMITTED TO WOMEN AND COMMITTED TO WORK" TELLS ONLY PART OF THE STORY. FROM YOUR PERSPECTIVE, WHAT'S THE OTHER PART OF THE STORY, THE MOST IMPORTANT PART OF THE STORY FOR YOU?

CHADDIE: Job training is wonderful, in and of itself, but a program that understands that to truly transform a life one must transform the picture a woman holds about herself and her future – that is a program that will succeed. I see Caroline Center as such a program.

PATRICK: Caroline Center promotes good work attitudes and habits; and, it puts women on the way to realizing their potential. Caroline Center also teaches life skills so that women can be strong every day – either on or off the job. It's not merely a vocational program; it's designed to be personally transformational.

WHY IS GIVING TO CAROLINE CENTER SO MEANINGFUL TO YOU?

CHADDIE & PATRICK: What could be better than offering a helping hand to someone who is motivated to better her circumstances, both materially and spiritually? Being a donor is also being an investor. As donors, we want to help people; and, as investors, we want to give to programs that we think are valuable – that are accomplishing good work that we could not do on our own. As we were learning about Caroline Center, we thought, "It would be great to do this work, too!" In a way, we are doing the work by supporting the program as best we can as donors and investors.

DO YOU HAVE A PERSONAL STORY ABOUT WHY YOU KEEP YOUR COMMITMENT TO CAROLINE CENTER?

PATRICK: I can think of a number of stories/reasons. One, I like programs that help motivate people to become more self-sufficient, more in control of their own lives. Secondly, I admire the way the School Sisters of Notre Dame inculcate knowledge, skills, and, especially, values. Thirdly, the SSND's mission is to constantly re-evaluate so they can continue to serve in ways that are relevant to today's societal needs. Fourthly, the Caroline Center is a good steward of resources – managing and delivering its program as inexpensively as possible to benefit the maximum number of students, all while maintaining transparency in their financial statements. Lastly, Chaddie and I had the opportunity to meet trainees who shared their own stories, and THEY are inspirational.

CHADDIE: I was moved by the stories I have read and heard from the Caroline Center trainees themselves. Every one of them exuded a sense of pride in overcoming obstacles as they described their personal journeys. Every one of them displayed a sense of confidence in being on the right path now [at Caroline Center]. I was also moved by the vision of the staff. They are grounded in a core belief that a woman can overcome tough hurdles and that Caroline Center can help them. That optimism, that belief in the human spirit, - that's what moves me to want to support Caroline Center.

AS DONORS, "INVESTORS," IF YOU WILL, TO CAROLINE CENTER, WHAT ARE THE POSITIVE CHANGES YOU HOPE TO MAKE FOR WOMEN, FAMILIES, NEIGHBORHOODS, AND BALTIMORE THROUGH YOUR GENEROUS GIVING?

CHADDIE: I love Baltimore and want to see it move away from being known as a place of victimhood and despair to a place of empowerment and good will. This doesn't need to be a political transformation – it needs to be an educational transformation. We need to help people, especially women, learn how to develop their inner strengths. Caroline Center is sending graduates out into the world who have found that "sense of self" that they will need and have learned employment skills that are needed in our city. It is a truth seen around the world – helping women improve their lives improves all lives in a community.

PATRICK: I would agree. Communities are improved one person at a time. As one person makes her journey, she improves her life, the lives of her family members, and she becomes a role model for others in her community.

WHAT WOULD YOU SAY TO A DONOR CONSIDERING MAKING AN ANNUAL FUND GIFT TO CAROLINE CENTER?

PATRICK: Co-investing with Sr. Pat [McLaughlin] and the School Sisters of Notre Dame is an investment that will last for the generations.

CHADDIE: You can literally see the results of the Caroline Center program. Caroline Center graduates are sought after by employers. If you want your gift to make an impact, support a program that places women on a path to self-sufficiency by enabling them to do work that makes them proud. Support Caroline Center – your goals and their goals, accomplished!

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This report recognizes the generosity of donors who have made gifts to Caroline Center between July 1, 2015 and June 30, 2016. The honor roll of donors includes gifts from individuals, organizations, foundations, and corporations to the Annual Fund. On behalf of the Caroline Center trainees and graduates whose lives have been strengthened through the life-changing opportunities for education, career skills training, and employment you helped to provide, we thank you. With your commitment, Caroline Center can continue to offer its transformational program, strengthen families and neighborhoods, and prepare women to contribute in lasting ways to the economic vitality and vibrancy of Baltimore.

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NANCY B. LEAHY SCHOLARS PROGRAM

Created by John I. Leahy to honor the memory of his wife, the Nancy B. Leahy Scholars Program allows Caroline Center to make its educational program available to women in most need and who would most benefit from the opportunity through direct scholarship assistance. During her life, Nancy B. Leahy gave selflessly of her time, talents, and resources to the women of Center. Donors who support Caroline Center today through the scholars program help to continue Nancy B. Leahy's legacy through their generous giving. Caroline Center is grateful to the donors who chose to support the scholars program this past year, and we are thankful to the Leahy family for their ongoing support and vision, which enabled Caroline Center to establish its outstanding training program for certified pharmacy technicians (PT) and nationally certified pharmacy technicians (CPhT).

LEAD GIFT SPONSORS \$25,000+

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(Providing 3 full scholarships)

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SILVER SPONSORS \$4,000

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ENDOWMENT

A generous gift from an individual donor made it possible for Caroline Center to establish an endowment fund in 2011. A vibrant endowment will help preserve the vitality of the Caroline Center educational program and will help make the excellent program available to hundreds of women each year who are seeking to start new lives through careers with potential for advancement. If you would like to know more about making an endowment gift, please contact Development Director Mitch Crook at mcrook@caroline-center.org.

PERMANENT ENDOWMENT GIFTS

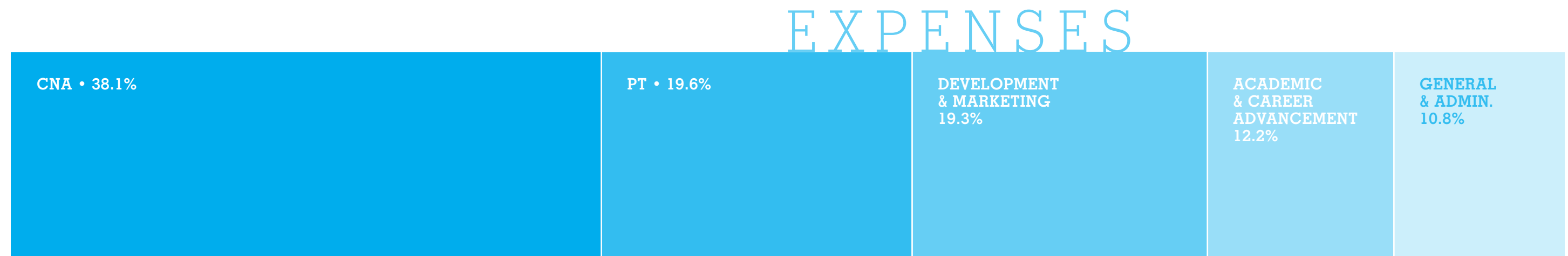
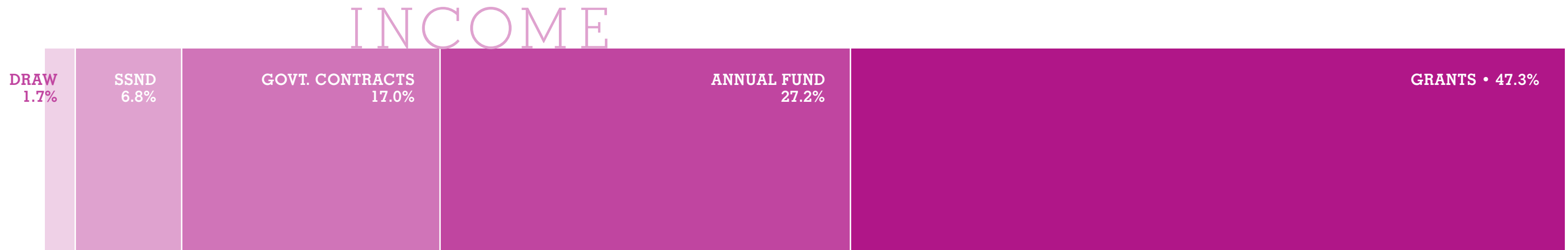
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FINANCIAL SNAPSHOT OF OPERATING FUNDS

With the generous support of donors, Caroline Center is able to provide its program tuition-free to highly motivated women who are currently working in low-wage jobs or experiencing unemployment so that they can pursue meaningful careers and have access to the life-changing opportunities that an SSND-inspired education can provide. All contributions directly support the program and help underserved women progress along their career and higher educational paths.

27.2%	Annual Fund	\$403,000
6.8	SSND Contribution	100,000
47.3	Grants	699,000
17.0	Government Contracts	252,000
1.7	Draw from Endowment	25,000
	TOTAL INCOME	\$1,479,000

38.1%	Certified Nursing Assistant Program (CNA)	\$427,000
19.6	Pharmacy Technician Program (PT)	219,000
12.2	Academic & Career Advancement	136,000
10.8	General & Administration	121,000
19.3	Development & Marketing	216,000
	TOTAL EXPENSES	\$1,119,000



Note:
THIS REPORT IS BASED ON ACTUAL REVENUES RECEIVED AND EXPENSES (CASH BASIS) ROUNDED TO THE NEAREST THOUSAND.

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