

# Annual Report



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# Introduction

Nurses and nurse assistants are the backbone of our healthcare system. For the young, for the old, and everyone in between, their care and compassion make a difference in the lives of countless individuals every single day.

Nursing professionals support us, and today, they need our support. As America ages, the demand for nurses is increasing. Today, many caregivers are stressed by the burdens of a chronic nursing shortage, and more recently, by the demands of an historic pandemic.

In May 2022, we launched the Gale Healthcare Foundation with the goal of supporting the nursing profession, specifically nurses and nurse assistants who want to pursue more advanced training, and others who are ready to enter the profession for the first time.

In just one year, the Foundation has seen its vision come to life. We are proud of the work that has been done to get this new organization up and running, and more importantly, about the ways we are supporting our nursing workforce.

This report summarizes highlights from the first year. Suffice to say—we're just getting started!

## Our Mission

The Gale Healthcare Foundation is a public non-profit organization dedicated to empowering aspiring and experienced nursing professionals by providing educational scholarships, financial support and other resources to assist with career goals and unexpected hardships.



# Thank a Nurse

## A Message from Our Executive Director

At one point or another in each of our lives, we will rely on a nurse. Hopefully, it will not be in a critical, life threatening situation but if it is, we are going to want a top notch, experienced, and highly skilled clinician standing by us.

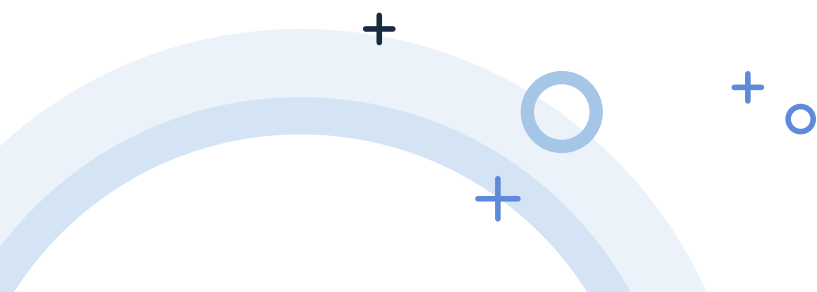
I understand the important role these clinicians play in caring for patients. As the mother and caregiver of an infant diagnosed with leukemia, I followed my son's nurses' lead during the two years of intense treatment at renowned teaching hospitals in North Carolina. Not only did they provide exemplary care throughout his lengthy stays, they offered me guidance, took time to teach me ways to keep him safe and as comfortable as possible, and held my hand through the rough patches. From the nurse assistants to the nurse practitioners, each one kept my head above water throughout the entire experience. Even today, nearly 20 years later, many of them still check on me from time to time.



Nurses are on the front lines every day. They not only need to excel in their profession so that they may provide their patients with quality care, but they also have to act as our advocate, our guide, and in many cases, our friend. The weight of caring for patients is not just about meds and vitals. It is so much more. The Gale Healthcare Foundation recognizes the requirements of care that can only be carried out by nursing staff. It is our mission, our purpose, and our privilege as an organization to empower them through educational opportunities and during unexpected hardships.

As a part of the foundation, I feel compelled to do whatever I can to further this mission because for me, it's personal.

**Lori Lee**  
Executive Director



# The State of Nursing in America

The national nursing shortage continues to make headline news. An April 2023 report by the National Council of State Boards of Nursing highlights the crisis and why growing America's nursing workforce is so critical.

## Key findings include:

**100,000**

Approximate number of registered nurses (RNs) that left the workforce during the COVID-19 pandemic in the past two years due to stress, burnout and retirements.



**610,388**

Additional RNs reported an "intent to leave" the workforce by 2027 due to stress, burnout and retirement.

**188,962** more RNs under 40 years old reported similar intentions.

**1/5**

of RNs nationally are projected to leave the health care workforce.



**50.8%**

nurses reported feeling emotionally drained a few times a week or every day.

**56.4%** "used up"

**49.7%** "fatigued"

**45.1%** "burned out"

**29.4%** "at the end of the rope"

These issues were most pronounced with nurses with 10 or fewer years of experience, driving an overall 3.3% decline in the U.S. nursing workforce in the past two years.



Licensed practical/vocational nurses, who generally work in long-term care settings caring for the most vulnerable populations, have seen their ranks decline by 33,811 since the beginning of the pandemic. This trend continues.

***"The data is clear: the future of nursing and of the U.S. health care ecosystem is at an urgent crossroads."***

- Maryann Alexander, PhD, RN, FAAN, NCSBN Chief Officer of Nursing Regulation



# Congratulations to Our Scholarship Recipients!

Gale Healthcare Foundation awarded scholarships to 30 students in our first year. Our congratulations to all the students listed below. We are proud to support you as you pursue your goals as a nursing professional.

## Gale Emerge Scholarship Recipients

For students who wish to enroll in a State Board approved program leading to certification/license as a Nursing Assistant or Nurse.

**Alexia Marzo**  
Boylston, MA  
Endicott College

**Erica Thomas**  
Weaver, AL  
Jefferson State Community College

**Mariel McIntyre**  
Charlotte, NC  
Central Piedmont Community College

**Alisha Murray**  
Coats, NC  
Johnston Community College

**Janet Frederick**  
Louisville, KY  
Galen College of Nursing

**Megan Murphy**  
Danvers, MA  
Endicott College

**Capri Williams**  
Richmond, VA  
Fairmount University

**Kaitlin Isherwood**  
Berwick, PA  
Lehigh Carbon Community College

**Paige Gryder**  
Hamptonville, NC  
Surry Community College

**Clarence Clavite**  
Visalia, CA  
UCLA Regents

**Linda Okojie**  
Takoma Park, MD  
Chamberlain University

**Peyton Gardner**  
Newport, RI  
Endicott College

**Cristian Garcia Ramirez**  
Houston, TX  
University of Pennsylvania

**Logan Keding**  
Davenport, IA  
Scott Community College

**Stacy Ann Brown**  
Bridgeport, CT  
Porter Chester Institute

**Elizabeth Diab**  
St Petersburg, FL  
Galen College of Nursing

**Logan Potts**  
Statesville, NC  
Central Piedmont Community College

**Tatyana Charles**  
Kansas City, MO  
University of Missouri

**Emily Storm**  
West Roxbury, MA  
Endicott College

**Macaela Eaton**  
Concord, NH  
Endicott College

**Trinity Murzda**  
Whitsett, NC  
CHAZ Training School



"I greatly appreciate the opportunity you have given me to assist in paying for my continuing education in healthcare. It is my vow to put my best foot forward and blaze trails that will soon be embarked upon by healthcare professionals to come."

- Capri W.  
Fairmount University



"My whole reason for becoming a nurse aligns with Florence Nightingale as a hero. I believe in equal care for all above all else, but my passion is patient care and most importantly patient safety. Thank you to the Gale Healthcare Foundation for your help in my education."

- Elizabeth D.  
Galen College of Nursing

## Gale Cares Scholarship Recipients

For current Gale Healthcare Solutions employees who wish to pursue licensing as an LPN or RN.

### Akilah Butler

Bradenton, FL  
Suncoast Technical College

### Keondra Hall

Sarasota, FL  
Galen College of Nursing

### Oscar Hayes

Maywood, IL  
Rasmussen University

### Gerron Benthall

Durham, NC  
Watts College of Nursing

### Mayomi Fowowe-Makinde

Sarasota, FL  
State College of FL-Manatee Sarasota

### Tamika Lewis

South Holland, IL  
Governors State University

### Jerneshia Wilkes

Saint Louis, MO  
St. Louis Community College

### Natasha Bostick

Valrico, FL  
Herzing University

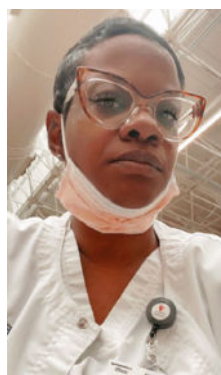
### Tiara Gibson

Cleveland, OH  
Kent State University



"I want to say thank you to the donors, and I really do appreciate their kindness and generosity. This scholarship is a huge blessing to me, and it will go a long way to help me on this journey to be an RN. Thank you so much."

- Mayomi M.  
State College of Florida-Manatee



"I am very grateful for being chosen to receive this scholarship. I'll be able to focus on school without so many work hours and distractions. This will help me continue my studies duration and dream of being a nurse. From the bottom of my heart, thank you Gale Healthcare Foundation."

- Tiara G.  
Kent State University

## In the News





## Did You Know?

For an impressive 21st year, nursing was rated as the **#1 most trusted profession in America** according to Gallup Poll, December 2022.

# Partnerships

Along with providing scholarships directly to students, the Gale Healthcare Foundation partners with other organizations that share our commitment to supporting nursing education. As the list below shows, our first year partnerships have empowered more students to pursue their nursing careers.

## Premiere Nursing Academy

Bradenton, Florida

\$10,000

To expand their online CNA training program so more students can pursue certification.

*"This generous gift from the Gale Healthcare Foundation will help us expand our training program virtually, so people in underserved communities can also have the opportunity to start a new career in the nursing industry."*

- Chris Palevich, President of Premier Nursing Academy



## Johnston Community College

Smithfield, North Carolina

\$7,000

To provide full scholarships for 17 students pursuing CNA careers.

*"With the nursing industry in crisis, we're doing everything we can to inspire students to start and finish a career in nursing. We appreciate this generous gift from the Gale Healthcare Foundation and its mission to support our future caregivers during this unprecedented time."*

- Dr. Vern Lindquist, JCC President



## Healthcare Essentials Training Institute

Louisville, Kentucky

\$5,100

To provide scholarship that empower CNAs to provide much needed healthcare support in their underserved community.

*"As we face this historic shortage, nursing education is more important than ever. Thanks to the Gale Healthcare Foundation, we are graduating nursing assistants who can help right away and serve people in our community."*

- Melissa Coleman, Healthcare Essentials Training Institute administrator



## Hillsborough Community College

Tampa, Florida

\$5,000

To support 10 students in the school's inaugural RN class as they pursue their degree.



## How you can support the next generation of nurses.

Gale Health Foundation gratefully accepts contributions from individuals and organizations that want to join us in growing and supporting America's nursing workforce.

To make a donation, please visit our website at:  
[galehealthcarefoundation.org](https://galehealthcarefoundation.org)

# Financial Support

GHF was established to support nursing education. However, shortly after launching we became aware of clinicians facing homelessness, medical emergencies and other crises. Recognizing broader needs, the GHF board voted to expand our mission to include financial support for other hardships. GHF assistance efforts now include the following:

## Housing Assistance

To provide financial assistance for suitable and safe housing. Assistance includes moving expenses, required security deposits, monthly rent payments, utility deposits, utilities (water, sewer, power), and/or other financial obligations as determined by the rental agreement.

## Emergency Assistance

To provide emergency financial assistance during events resulting in loss of income including bereavement, natural disaster, sickness/injury, or other unpreventable situation.

As a result of these efforts, in our first year, six families were provided financial assistance to help with housing, food and other necessities. An additional family was placed in a hotel for one week by a donor who chose to support the Foundation's efforts anonymously.

### Here are a few examples of how GHF clinicians regain stability for themselves and their families:

"Alondra" was thankfully at work and her children were in school when her home was completely destroyed in a house fire. This devastating event caused 100% loss of all personal belongings. She sought help from local agencies, but resources were limited. GHF assisted with the first month's rent and deposits that allowed the family to move into a new home. In the middle of all this, her son attempted to end his life and the family was forced to seek additional assistance from their local Social Services agency to get him the help he needed. As she dealt with this crisis, she expressed gratitude to GHF for helping her with a home. She noted that with that taken care of, she could focus on caring for her son.

"Charlotte" had spent years in an abusive relationship, and although she eventually found the courage to leave, she had to work excessively to provide for herself and her three children. The abuser has been arrested and is currently serving his sentence. Even with these stresses, she was often recognized for the exceptional care she provides to her patients. To help her gain independence, GHF provided a month's rent and grocery store as well as a few gift cards to help with a few gifts for her children at Christmas. Afterwards, she contacted GHF in tears to share how much the intervention helped her and her children's state of mind. She spoke about how they had nearly given up hope that they couldn't make it "one step further" and today, they are in a safe place that they can call home.

## Did You Know?

Nursing Assistants provide as much as 80-90% of the direct care to patients and residents in long term care facilities.

**85%**

of CNAs are women

**41**

Average age

**\$30,000**

Average salary

**40%**

Rely on public assistance



Many are single mothers



Acquiring safe and affordable housing is a common challenge

<https://www.census.gov/newsroom/stories/nursing-assistants-day-week.html>



## GHF Volunteers

GHF also gratefully acknowledges the many volunteers from GHS and from across the country who support our mission of empowering aspiring and experienced nursing professionals.

# Our Team

**Lori Lee**

Executive Director

**Vianca Trier**

Associate Director



## Board of Directors

**Tony Braswell**

Chairman of the Board of Directors

**Anne Santomaggio**

Secretary/Treasurer

**Kevin Guion**

Development Chair

**Sandra Germann**

Marketing and Communications Chair

**Wendi Braswell**

Events Chair



This is  
what it's  
all about.

**For more information:**  
[galehealthcarefoundation.org](http://galehealthcarefoundation.org)

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