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### Your Protection Choice.

From accidents to surprises, extra coverage has your back—so you can focus on living fully.



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### Our Guiding Principles.



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## EMBRACING PURPOSE, ACCOUNTABILITY, AND OUR CORE VALUES IN OUR MINISTRY.



### A message from Trish Gathers: CEO, The Carmelite System

Throughout our ministry, we recognize that a core component of our community—both for

residents and employees—is engagement in purposeful work. Each interaction with those we serve is an opportunity to express love and compassion, fulfilling our calling to care for the elderly and vulnerable. By adhering to our standards of practice, policies, and procedures, and committing to ongoing training and education, you are empowered to make a meaningful difference in their lives.

Our commitment to excellence is anchored in our core values: **hospitality, stewardship, dignity, and shared commitment.**

These values guide our actions and shape the culture of our workplace:

**Hospitality:** We create a welcoming environment where every resident feels cared for and valued. This extends beyond physical comfort to fostering emotional connections that enhance their quality of life.

**Stewardship:** We are entrusted with the care of our residents, and it is our duty to manage resources responsibly and effectively. This includes not only financial stewardship but also the stewardship of relationships and the emotional well-being of those we serve.

**Dignity:** Every individual deserves respect and dignity. As caregivers we must recognize and uphold the inherent worth of each resident, understanding the challenges they face as they age and rely on others for support.

**Shared Commitment:** We are all responsible for creating a culture of accountability and responsibility. By working together and holding each other accountable, we ensure that our collective mission is fulfilled and that we meet the needs of our residents with excellence.

To continue this article, please go to  
[CarmeliteSystem.org/Message](https://CarmeliteSystem.org/Message)

Where Love Becomes a Ministry.

## HR BENEFITS CORNER



### From the HR Group at the Carmelite System.

**Supplemental Voluntary Benefits:** are optional insurance plans offered in addition to your core benefits, designed to provide added financial protection for unexpected events such as accidents, critical illness, hospital stays, or loss of income. These benefits are available through convenient payroll deductions, allowing you to choose the coverage that best meets your personal and family needs. Eligibility for these benefits is based on your employment status. Full-time employees—and in some cases, part-time employees—may be eligible to enroll. Participation in our Aetna medical plans is not required in order to elect these supplemental benefits.



Offering these benefits reflects our commitment to supporting and valuing our employees—not just at work, but in life. We believe that peace of mind and financial security are essential to your overall well-being.



## LCWR Conference

In August, Carith Ministries was launched with hope, unity, and purpose at the LCWR conference. Rooted in the Carmelite mission, Carith exists to preserve Catholic healthcare's sacred legacy—treating our ministries not as marbles, but as diamonds entrusted to our care.



Scan the QR code  
to Read more about  
the Carith Ministries  
launch at LCWR.



## We are Called to be Good Stewards of Our Mission.

A message from  
Sr. Patricia Margaret Rawdon:  
Executive VP & Chief Mission Director.

### Reflection on our Carmelite Guiding Principles.

As a Catholic Ministry sponsored by the Carmelite Sisters for the Aged and Infirm, our Guiding Principles are based on the Ethical and Religious Directives for Catholic Health Care Services and the tenets of Catholic Social Teaching. Our 10 Guiding Principles are:

1. Mission, Values, Carmelite Charism and Heritage, and Catholic Teachings
2. Stewardship
3. System Organization, Structure and Authority
4. Servant Leadership Philosophy
5. Leadership Formation and Development
6. Services Delivery and Operations
7. Human Resources
8. Planning and Visioning
9. Values-Based Decision-Making
10. Community Outreach

## GUIDING PRINCIPLE #3

### SYSTEM ORGANIZATION, STRUCTURE AND AUTHORITY

*We maintain an organizational structure that offers a clearly defined cascade of authority and responsibility. Ultimate authority is vested in the Carmelite Sisters, who as sponsors, empower The Carmelite System to provide effective oversight and services for local Ministries, support affiliated organizations, and advance the Mission for the ultimate benefit of those we serve.*

#### How do we live out this Principle as we carry out our Ministry in our Carmelite Homes?

At first glance this Guiding Principle looks rigid or businesslike. It is in fact about the need to maintain a clear cascade of authority and responsibility in our Carmelite homes. The important thing to remember is that everything flows from our Mission.

This principle is carried out every time an employee brings something to the attention of a supervisor for the purpose of improving the quality of care provided to our residents. They are following the chain of command for the benefit of those we serve. All of us report to someone, our supervisor, department head, administrator, board of directors, system board of directors, Prioress General and Council. Working together as a team with a clear sense of accountability and shared achievement allows our Mission and Ministry to continue and move forward with the times.

This year on September 3rd, we celebrated 96 years since the Foundation of the Carmelite Sisters. It was Mother Angeline's love of God and love for the elderly that motivated her to begin our Congregation. The moto of the Carmelite Sisters is **"The Difference is Love"**. When our work is motivated by **love, that's when Love becomes a Ministry!**



Our foundress, Venerable Mary Angeline Teresa McCrory, O.Carm, developed the compassionate mission of the Carmelite Sisters.



# Anniversary shout outs for Q3

We appreciate your hard work and dedication to our teams. Scan the QR code to find your name!

*Anniversaries between July 1 and September 30*

## 1-4 yrs

The Carmelite System .....	7
Cabrini of Westchester .....	31
Carmel Manor .....	18
Carmel Terrace .....	5
D'Youville Life and Wellness Community .....	66
Kahl Home for the Aged and Infirm .....	23
Lourdes Noreen McKeen Residence .....	48
Mother Angeline McCrory Manor .....	38
Mount Carmel Care Center .....	10
Ozanam Hall of Queens Nursing Home .....	36
St. Patrick's Manor .....	31
St. Patrick's Residence .....	35
Villas at Saint Therese .....	1

## 5-9 yrs

The Carmelite System .....	7
Cabrini of Westchester .....	23
Carmel Terrace .....	2
D'Youville Life and Wellness Community .....	17
Kahl Home for the Aged and Infirm .....	10
Lourdes Noreen McKeen Residence .....	6
Marian Woods .....	1
Mother Angeline McCrory Manor .....	8
Mount Carmel Care Center .....	4
Ozanam Hall of Queens Nursing Home .....	8
St. Patrick's Manor .....	10
St. Patrick's Residence .....	11
Villas at Saint Therese .....	2

## 10-14 yrs

The Carmelite System .....	6
Cabrini of Westchester .....	12
Carmel Manor .....	1
Carmel Terrace .....	1
D'Youville Life and Wellness Community .....	8
Kahl Home for the Aged and Infirm .....	4
Lourdes Noreen McKeen Residence .....	4
Mother Angeline McCrory Manor .....	3
Mount Carmel Care Center .....	2
Ozanam Hall of Queens Nursing Home .....	7
St. Patrick's Manor .....	3
St. Patrick's Residence .....	3

## 15-24 yrs

The Carmelite System .....	4
Cabrini of Westchester .....	15
Carmel Manor .....	3
Carmel Terrace .....	4
D'Youville Life and Wellness Community .....	8
Kahl Home for the Aged and Infirm .....	3
Lourdes Noreen McKeen Residence .....	6
Mother Angeline McCrory Manor .....	3
Mount Carmel Care Center .....	1
Ozanam Hall of Queens Nursing Home .....	12
St. Patrick's Manor .....	10
St. Patrick's Residence .....	4
Villas at Saint Therese .....	2

## 25-39 yrs

The Carmelite System .....	2
Cabrini of Westchester .....	16
Carmel Manor .....	1
Carmel Terrace .....	1
D'Youville Life and Wellness Community .....	3
Lourdes Noreen McKeen Residence .....	3
Mother Angeline McCrory Manor .....	2
Ozanam Hall of Queens Nursing Home .....	9
St. Patrick's Manor .....	9
St. Patrick's Residence .....	1

## 40-49 yrs

Carmel Manor .....	1
Ozanam Hall of Queens Nursing Home .....	2
St. Patrick's Manor .....	1



To find out more, simply scan the QR code or visit us at [CarmeliteSystem.org/Service](https://CarmeliteSystem.org/Service)