



CaroMont Health  
**CARES CAMPAIGN**





New and  
expanded facilities  
coming soon!



A strong and caring health system is essential to a thriving Greater Gaston region. The health and welfare of the entire community depend on it.



The healthcare landscape in the Greater Gaston area is changing dramatically, and we need you to be part of the transformation that will ensure ***CaroMont Health is here to stay.***

With a bold vision and an unwavering commitment to the health and wellness of the people we serve, CaroMont Health is expanding our delivery of exceptional healthcare in the Greater Gaston area and surrounding communities.

As the community's most trusted healthcare partner, the largest private employer and the premier economic driver, we are the community-based healthcare system the region depends on.

***We provide exceptional healthcare close to home, every minute of every day.***

Since our humble beginnings in a boarding house in 1908, CaroMont Health has been this region's healthcare provider. Since that time, the health system has continued to evolve and expand to meet the needs of the communities we serve. Our most recent commitment, which includes a second hospital, represents the largest capital investment by any company in the history of the county.

### **CAROMONT REGIONAL MEDICAL CENTER-BELMONT**

The new medical campus in Belmont will be anchored by CaroMont Regional Medical Center-Belmont, an acute care hospital with 78 patient rooms, including an emergency department, a maternity unit, operating rooms, and robust diagnostic and imaging services.

Early estimates suggest the hospital alone could create as many as 300 new jobs and see as many as 20,000 patients in the first year of operation.

### **MEDICAL PAVILION AND BELMONT SURGERY CENTER**

The campus in Belmont will also include a four-floor Medical Pavilion with an ambulatory surgery center and various medical specialties. Belmont Surgery Center, a multi-specialty ambulatory surgery center, will bring together the region's top orthopedic and spine surgeons to provide exceptional care and treatment.

### **CAROMONT REGIONAL MEDICAL CENTER-MAIN**

CaroMont Regional Medical Center is also growing with the construction of a 104-bed tower on the main campus in Gastonia. The state-of-the-art South Tower expands hospital capacity for seriously ill patients, while prioritizing care for patients and comfort for families.



## We Put Care First

**“These projects are not about steel, concrete and bricks; they are about this community,”** said Chris Peek, President and CEO of CaroMont Health. “They are about the commitment of the 5,000 employees and providers who serve more than one million patients across the region each year. This is about showing our community how we care — now and for the 50 years to come. These projects will be the place where new life is welcomed, where patients heal and where the next generation of healthcare professionals find their purpose. We are building the future.”

As proud as we are of the new facilities, they alone are not enough to secure the healthy future we envision for our community and the future we believe that the people of the Greater Gaston region want and deserve. To reach their fullest potential, the state-of-the-art facilities and cutting-edge technology will require the knowledge and skills of exceptional people.

The *future of healthcare* in our community will be determined by our ability to recruit and nurture the region’s *best healthcare professionals.*



## The Challenge

With the rapid growth of the Charlotte region and escalating changes in local and national healthcare workforce availability, competition for qualified healthcare professionals is accelerating at a concerning pace. **Our ability to continue to offer exceptional healthcare will depend upon our success in attracting, training and retaining healthcare providers at all levels.**

The American Hospital Association describes the healthcare workforce issue as critical and indicates “the incredible physical and emotional toll that hospital workers have endured in caring for patients during the pandemic has, among other issues, exacerbated the shortage.” Even before the pandemic, the emerging shortage forced hospitals to contract expensive temporary workforce alternatives with little opportunity for culture acclimation or long-term engagement. **Sustaining a large portion of the healthcare workforce with temporary contract workers is not a viable, long-term solution.**

CaroMont Health fully recognizes the problem.  
Waiting to do something about it is not an option.  
***We know that now is the time to act!***



## The Solution

Working with partners, business leaders and individuals who share our dedication to this region, we are creating new opportunities for talented and diverse Gaston area students by training them for health-related jobs in Gaston County.

Emphasizing the individual and collective strength of a talented and well-trained workforce, we envision developing an even stronger culture of support for a team-based approach to problem-solving and ongoing multimodal learning. From innovative high school programs to graduate specialty credentials, **the CaroMont Health Cares Campaign envisions a robust network of education and training designed to ensure the future of health and wellness for the people of the Greater Gaston community and surrounding areas.**



Through the campaign scholarship initiative, we will significantly increase the availability of scholarships and financial support for area residents. Employees and students preparing for healthcare careers at CaroMont Health currently have several options regarding their career paths. Pending their potential career interests and circumstances, education and training can be obtained from on-the-job-training, technical colleges, two-year community colleges, four-year colleges and universities, and apprenticeship programs.

Addressing four areas of focus, current CaroMont Health Career Pathways are grouped by services:

### PATIENT CARE SERVICES

Registered Nurse (RN), Licensed Practical Nurse (LPN), Certified Nursing Assistant (CNA) 1, Certified Nursing Assistant (CNA) 2, Surgical Technician

### HEALTH INFORMATICS

Data Analyst, Medical Records Technician, IT Programmer

### DIAGNOSTIC SERVICES

Cardiovascular Technologist, Nuclear Medical Technologist, Radiology Technician, Ultrasound Technician

### SUPPORT SERVICES

Dietary Technician, Facilities Maintenance, Food Service, Environmental Care Technician

Anticipating future scholarships in all four health science career paths, **existing workforce shortages require that our immediate focus is directed to recruiting and training RNs, LPNs and CNAs. These positions comprise more than 30 percent of the urgent workforce needs at CaroMont Health.**

Fully funded, the campaign scholarship initiative anticipates supporting as many as 130 scholarship recipients. Generally ranging between \$500 and \$12,000 annually, individual scholarship awards may vary based on the choice of an academic program, program priority as determined by CaroMont Health, recipient need and recipient merit.

To ensure the future of a talented and diverse healthcare workforce in Gaston County, affiliations with local education partners are essential. Gaston College, Belmont Abbey College and Gaston County Schools will serve as key education affiliates in the initial phase of the campaign scholarship initiative. As the program progresses in scope, we anticipate including additional affiliate relationships.

**Projected CaroMont Health Scholarship Initiative impact when fully funded:**

Existing CaroMont Health Scholarship Program	50 Student Scholarships
Belmont Abbey College – ADN to BSN Program	20 Student Scholarships
Gaston College – Traditional/ADN Program	20 Student Scholarships
Gaston College – LPN to ADN Program	20 Student Scholarships
Gaston College – LPN Program	20 Student Scholarships
<b>Total Number of Projected Scholarships</b>	<b>130</b>
<b>Approximate Value of Annual Scholarships Awarded</b>	<b>\$800,000</b>

CaroMont Health Cares Campaign scholarship recipients will be required to make a two-year commitment to work at a CaroMont Health facility upon graduation. Their commitment will be backed by a two-year promissory note should they decide not to stay with CaroMont Health. Statistically, employees who work at least two years at CaroMont Health are more likely to remain in the system over a longer period. Two years allows time for new employees to develop a sense of appreciation for the culture and mission of the CaroMont Health organization.

***Education is the bedrock for growing the population of skilled nurses.***

Creating programs that incentivize students to enroll in nursing school, complete their studies and continue their education to up-level their skills and careers is one strategy for increasing enrollments.

*The 2021 American Nursing Shortage: A Data Study, USAHS*



## It's All About the People — The Right People

The vision addresses the urgent needs of today while preparing for the emerging opportunities of tomorrow. The region is growing. CaroMont Health is growing. Community leaders, business recruitment agencies and development experts all agree that CaroMont Health is essential to the health and welfare of the expanding Gaston community.

Even as we build critical state-of-the-art facilities and continue to bring the latest in healthcare technology to the area, to accommodate Gaston area growth and needs, **we must also focus on expanding and maintaining a highly qualified healthcare workforce. We very much need your support to help make this possible.**

In an era of large, impersonal multi-state healthcare systems, CaroMont Health stands apart for our focus on this community. Our team of skilled doctors and clinicians meet and exceed the highest standards in medicine and prioritize kindness and compassion. We believe that no other health system cares more about our community, and our team of healthcare professionals goes above and beyond to honor their commitment to care first.



## The CaroMont Health Cares Campaign

Philanthropic support is critical to our success. To assist CaroMont Health in acquiring the resources needed for the scholarship initiative, we have launched the CaroMont Health Cares Campaign with a goal of \$15 million.

Our history of providing quality solutions to local healthcare leaves little doubt that the CaroMont Health Cares Campaign will significantly impact our ability to attract, train and retain the people we need. With your support, CaroMont Health will continue to strengthen our position as the best community hospital in the region to provide the high-quality healthcare that the people of the Greater Gaston community want and deserve.

## How You Can Make A Difference

Revenue from clinical care services cannot alone support the entirety of the CaroMont Health vision for the Gaston County region. **To support the work of growing a highly skilled, local healthcare workforce, we must call upon the generosity of our community.**

There are numerous ways to financially assist the CaroMont Health Cares Campaign. Our gracious campaign volunteers and exceptional CaroMont Health Foundation team can share information regarding the types of gifts we are able to accept. They can also provide information about gifts of property, estate gifts and multi-year pledge payment terms.

**Thank you for your interest in this important healthcare opportunity. We invite you to join in this transformational initiative. Together, we will ensure the availability of a high-quality, local healthcare workforce for the health and welfare of the people of the Greater Gaston area — now and in the future.**



