

Greetings,

My name is **Pam Janczewski**, and I serve as one of the Directors of Program Services at Hammer & NER. But today, I'm writing to you not just in my professional role, I'm writing to you as a **sister**.

My brother, **Bryan**, has been supported by Hammer & NER since 2017. He's nonverbal and uses minimal sign language, so communication is all about connection, learning what excites him, what brings him comfort, and how he expresses himself in his own way. That connection takes **time, patience**, and most of all, **trust**. But trust takes a hit when new caregivers, Direct Support



Me and my brother, Bryan



Jerome, Bryan's caregiver, has invested over 22 years at Hammer & NER.

Professionals (DSPs), leave after just a few months of starting their roles.

Sadly, more than **1 in 4 caregivers leave within the first three months**, and nearly **two-thirds leave in their first year**. This level of turnover is not only emotionally disruptive, it's deeply personal for the people we support and their families. When DSPs leave, relationships are broken. Trust is lost. And individuals like my brother are left trying to communicate with someone new all over again.

Here's where YOU come in.

We're taking important steps to reduce turnover and ensure caregivers are set up for long-term success. And we're thrilled to share that the **Richard M. Schulze Family Foundation has awarded us a challenge grant to support this work**. They are inviting you to donate for the first time or increase your support for the Employee Training and Education Fund.

Thanks to a challenge grant from the Richard M. Schulze Family Foundation, every qualifying gift will be matched. That means your support goes twice as far to build stability, confidence, and lasting relationships for the people we serve.

Your gift will directly support:

- **Enhanced training** during onboarding for new DSPs, including shadowing our nursing team and learning the specific needs of each person in the home they will support
- **30+ new training modules** focused on medical conditions and aging-related needs
- **Caregivers** who are **learning English** or building **computer proficiency**

The more training and support we can offer, **the more confident and committed our caregivers become**. They stay. They grow. They build real, lasting relationships with people we support, like Bryan.

I've seen it firsthand: when a DSP feels prepared, they're more likely to stay. And when they stay, lives are changed.

Will you make a gift today that will be **matched** by the **Richard M. Schulze Family Foundation**? Your support goes twice as far—and brings us one step closer to ensuring **consistency, care, and connection** for the people we serve.

Thank you for believing in our mission—and for making a difference in the lives of so many, including my brother, Bryan.

With gratitude,



Pam Janczewski
Director of Program Services
Hammer & NER



Nurse Abby shows caregivers how to clear a picc line, one example of the training new DSPs will receive.



Bryan with the Lee Avenue staff team

P.S. Your qualifying gift to the employee training fund will be matched to double your impact. Please help us give every new caregiver the tools they need to stay, grow, and thrive.

