

Carole A. Hires

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Past Professional Registration

1976-2013 Registered Nurse, State of New Jersey
2013-2015 Registered Nurse, State of Maryland
1989-2003 Certified Community Health Nurse, American Nurses Association
1999-2005 AFAA Certified Personal Trainer
2003-2010 Certified Care Manager, National Academy of Care Managers

Employment

1977-1980 Staff Nurse later Team Leader, Home Care Hospice Program
Overlook Hospital, Summit, New Jersey

The Overlook Hospice Program was one of 40 Medicare sponsored hospice pilot programs established throughout the United States. The Overlook Home Care Hospice team included 4 nurses, 3 home health aides, a social worker, a chaplain, and a physician who served as the director. The experiences and lessons learned in these pilot programs led to the establishment of the rules and regulations governing Medicare Hospice Programs.

1980-1981 Liaison Nurse, Visiting Nurse Association, Morristown, New Jersey

I was hired to serve as a liaison between the Overlook Home Care and the VNA of Morristown to assist both agencies in developing a shared hospice program. After one year both boards voted to remain independent.

1981-1983 Founding Director, Morristown Office, Bayada Nurses

I was responsible for securing the requisite licenses, finding appropriate office space, and hired the office staff and recruited the in-home care providers. As the director I was responsible for the management of the office, for the payroll, for training and supervision of the field staff and for insuring that the client's needs were being met.

1983-1995 President and owner, Morris Home Care, Inc. Morristown, New Jersey

This company was founded by me and two partners with the purpose of creating the premiere home care agency in northern New Jersey. I was responsible for writing the business plan which enabled us to secure the initial bank line of credit. I was also responsible for licensing, for obtaining needed insurance coverage, and for securing professional services of accountants and lawyers. My initial role in the operation of the company was largely centered on the care of the clients. This included working closely

Carole A. Hires

with their physicians and specialists, attending to the needs of their family members, and supervising the in-home care givers. Morris Home Care was successful from the start and eventually grew to a five million dollar per year enterprise with 12 full-time office staff members and over 150 field employees. By 1991 the original two partners had left the company and I became responsible for all aspects of its operation. During my 12 years of ownership of Morris Home Care I entered into several joint ventures with other private and public home care providers.

1995-1998 Administrator, Morris Home Care, a division of Memorial Investment Company – the for-profit arm of Atlantic Health System.

I sold Morris Home Care to Morristown Memorial Hospital (which became part of the Atlantic Health System shortly after the sale) and I was retained as administrator with essentially the same responsibilities as I had had as its owner.

2000-2003 President and Owner, Hires Wellness Center, Madison, New Jersey

I became a certified personal trainer and subsequently established a wellness center in Madison. I wrote the business plan, secured a bank line of credit, after obtaining planning board approval I bought, remodeled and equipped a building for the center, and hired personnel to staff it.

2002-2004 Somerset Hills Visiting Nurse Association, Bernardsville, New Jersey

Worked part time as the nursing liaison for this VNA to the Somerset Medical Center.

2003-2005 Morristown Memorial Hospital

Worked as a per diem care manager on all floors of this 550 bed hospital.

2003-2007 Health Partners in Care, LLC

I became a certified care manager in 2003. I founded with two partners this company to provide care management to our clients. I served as its president and was responsible for the creation of the partnership agreement, the preparation of brochures, and subsequent business development.

Jan. 2005- Aug. 2005 Director, Morris Home Care, a division of Atlantic Health Services of the Atlantic Health System, Morristown, NJ

I was asked to resume my earlier role as the director of Morris Home Care are to help solve an immediate management problem and to prepare it for two accreditation visits in 2005.

Carole A. Hires

2005-2006 Chief Executive Officer, Zufall Health Center, Dover New Jersey

I became the first CEO of this federally qualified ambulatory health care center. I oversaw the transformation of the former Dover Free Clinic offering 20 hours service per week to a federal center offering service 50 hours per week. I was responsible for hiring staff, refurbishing the facility and establishing policies and procedures.

2006- 2009 President/ Owner, Health Partners in Care,

Expanded the care management business to include a home health care using aides and nurses. The new company grew rapidly with 25 clients and 40 employees by July, 2009 when it was purchased by Senior Bridge, LLC.

July 2009 -April 2010 Director of Professional Development, Health Partners in Care, a member of The Senior Bridge Family of Companies

I remained with Senior Bridge after the sale and continue to provide care management to our clients.

June 2010-April 2012 Triage Nurse for Atlantic Hospice, Morristown, NJ

This large nine county hospice is part of the Atlantic Health System. I shared this full time position with another part time registered nurse. Received calls from both potential and existing clients with problems concerning symptom control, family issues and care givers.

Community Experience

1970-2010 League of Women Voters Morristown, NJ-Held various board positions.

1971-1992 Richmond Fellowship of New Jersey.

I was one of the founding board members of the New Jersey Chapter of this international organization whose purpose is to establish psychiatric halfway houses. I served as its president during the first few years when we successfully raised funds to purchase a building, secured planning board approval for establishing this halfway house in Morristown, recruited the resident support staff, and oversee the implementation of this program.

Carole A. Hires

- 1974-1982** Board Member of the Morris County Mental Health Association
- 1996-1998** Cheshire Home of Florham Park – Board Member
- 1998-2012** Assumption of the BVM Roman Catholic Church, Morristown, New Jersey. Parish Nurse – active in state and local level development of programs for faith communities to connect health issues to spirituality
- 2002-2004** Morristown-Morris Township Library: Capital Campaign Director
I was responsible for organizing efforts which raised over five million dollars, in private funds, needed to expand the library facilities.
- 2004-2006** Board Member of Dover, NJ Free Clinic
- 2016-present** Director of the Homebound Ministry of Saint Mary’s Roman Catholic Church, Annapolis, Maryland

Professional Activities

- 1982-1998** Board member of the Assembly of Home Care Providers, the professional association of the 150 home care providers in New Jersey
- 1992-1998** Member of the Community Outreach Committee-Morristown Memorial Hospital
- 2012-2016** Volunteer coordinator for Partners in Care Maryland in Pasadena, MD
- This organization provides services to support the independent living of older adults using volunteers to provide transportation and home repair services to these senior citizens. The volunteers bank their hours so that they can call on these same programs when the need arises.

Education

- 1976 Associate of Arts and Sciences Degree in Nursing
County College of Morris
- 1997-2012 Community Scholar, Drew University
School of Theology