RETIREMENT SPEECH

FOR

ANGELITO CADIENTE

Hello everyone and thank you for being here to share this **VERY** special milestone in my life. Although some may have thought it might not really happen, while others wondered what was taking so long (**If you want to keep the beginning a little light you can say this with emphasis and wait for the laugh**), the time has actually arrived for me to acknowledge that this passage of my professional life has been formally completed. It is time to recognize all who have been by my side, those who have encouraged and supported me through this incredible career I have been blessed to have, and to remind everyone the importance of hard work, dedication to a vital cause, the power of faith and the gift of being able to pass the torch to the next generation.

Every phase of the healthcare industry is in a period of turmoil. From the baby boomer generation growing older to senior citizens needing more and more care; from all of the new procedures, rules and regulations we need to adapt to because of healthcare reform to the financial challenges and professional hardships facing so many of us and our families and communities, providing essential support in this industry is getting more and more challenging with every day that passes. It is up to companies like ours to find efficient, caring and equitable solutions while still delivering quality care at the level we would all require. Every day each one of us is faced with the challenge or “**opportunity”** to constantly re-invent our situations-to find the way to manage our families, our finances, our well-being and ourselves. Although I am formally stepping down as the CEO of this company, I know that I will always be connected to the success of everyone that works so hard to keep Grace a viable, preferred model of home healthcare.

I have had a long and I hope, fruitful tenure in the healthcare business for the past twenty years and I am blessed to have almost **too many** people to acknowledge. Believe me, that’s a **GOOD** problem to have!! Early on in my career I realized that there was so much that I wanted to accomplish-so much that **HAD** to be done. There were so many people and situations that needed proper attention and care and I saw that with hard work, dedication and a team of committed employees and care givers, we had the opportunity to relieve the discomfort, suffering and anxiety for so many people. The harder we worked, the more people we were able to reach and care for.

I also saw the importance of maintaining my faith… in my abilities, in my wonderful wife Loida, in my children and of course, in my religious devotion.

Where do I begin? Let me start in the most important and most obvious place by thanking Loida Cadiente. Many of you know her as my wife. All of you know her as the Chief Administrator of Grace Home Health Care (**Please confirm this is the correct name of your company**), and two very special and lucky people get to call her “Mom”… but more about them in a little while!! Loida has been at my side in life for \_\_\_\_\_\_\_\_\_\_\_\_ years and with me from the very beginning of this business. She is very clearly, the heart, soul and conscience of this organization and for those of you that know her well, you know that she **WILL NOT TAKE NO** **FOR AN ANSWER!** Her persistence has paid off as a wife, mother, and as the consummate professional. I may have thought I was devoted to my job, but being in business with this powerhouse has inspired me to work harder and harder every day for the past twenty years. I have learned to pay close attention-even to the seemingly minor details. I have learned to find compassion in everything we do and in every way we relate to our clients, staff and professional colleagues, and I have learned through my observation of how wonderful she is with people, what it means to be a true friend and partner. I may not always act or react in the most perfect manner, but having Loida as my teacher and companion in life has truly given me a world class view of watching someone who really cares about people-someone who takes genuine pride in all that she does in all phases of her life. I once heard a quote attributed to the great Italian Renaissance Master Leonardo Da Vinci. He said, “I love those who can smile in trouble, who gather strength from distress and grow brave by reflection. ‘Tis the business of little minds to shrink, but they whose heart is firm and whose conscience approves their conduct, will pursue their principles unto death.” Loida has been steadfast, loyal and true to me personally and professionally, our family, and all of the people at Grace Home Healthcare. Loida has been there for the company and for me through it all- through thick and thin, through good times and bad, we have developed a respect for and confidence in each other. We appreciate each other’s boundaries and through it all we have grown together as a team, and most importantly there is an earned mutual respect for each other’s talents and points of accountability that is irreplaceable. I cannot imagine ever having a better system for support, encouragement, integrity, compassion and she never fails to provide a good dose of reality when needed. She’s done an amazing job as the Administrator here, and an even **BETTER** job with her family!!

And speaking of the wonderful job Loida has done as a mother, the unflinching love, firmness, integrity, and encouragement bore fruit in the form of the next generation of Grace Home Healthcare. Today is a very proud moment in my life and although I may seem to be relinquishing my day-to-day supervision of all aspects of the company, I cannot imagine anyone more suited to assume the duties of CEO than Angelo Cadiente, our son. Angelo has had the background needed to assume his new duties. Before he began working at the company in \_\_\_\_\_\_\_\_\_\_\_\_\_\_, he had a very distinguished career in the Air Force as an Officer. With his insights, discipline and training both in the military and at Grace Home Healthcare, Angelo has demonstrated that he has his mother’s singular ability to focus and his father’s leadership skills. He is dynamic and unlike me, he has the gift of youth on his side! Angelo has his finger on the pulse of the issues confronting modern companies-he has the benefit of having been raised with technology, trained in the ways of the modern world, and being attuned to the issues that we face in this new millennium. I know that we’ve done our best to teach him all that we know and every day Loida and I grow more and more proud as his intuitive actions affirm our faith in his capabilities. We are confident in the impact that Angelo is contributing and we know he will continue to bring his fresh viewpoint to this ever-changing industry. I have confidence that this company will evolve into the business model of the future that all involved in the home healthcare field so stridently need to survive.

It was President Franklin Roosevelt who said, “I’m not the smartest fellow in the world, but I can sure pick smart colleagues.” I don’t mean to be presumptuous, but I think I can probably top the President on **THAT** one!! (**Wait for the laugh**). For \_\_\_\_\_\_\_\_\_\_ years I have had a wonderful, capable, smart and resourceful executive assistant and her name is Ana Lisa. For even longer I have had a wise, dedicated, hardworking and loyal daughter with the same name. How did I get so fortunate to be so blessed to work with not only my son Angelo, but also with my daughter? It’s obvious to anyone who meets her that she is brilliant, motivated, thorough and loyal. We could have selected any number of gifted and smart people to be my executive assistant and our new Corporate Accountant, but honestly, Ana Lisa is the perfect person to work with Angelo as the next generation of Cadiente’s inherit the stewardship of this organization. She learned this business from the ground up and for the period of time when she worked with me as my right hand, she proved to be so much more. Her inquisitiveness, attention to detail, comprehension of business, and focus on completion really shine and any organization would be lucky to have her (**If there are other** **qualities that better describe your daughter, use those instead**). Loida and I are just thankful that she’s chosen to continue to make her mark with Grace Home Healthcare.

Thanks to Angelo and Ana Lisa’s commitment to the goals, success, and viability of Grace Home Healthcare, we have the utmost confidence in its continued resilience, growth, and place in this industry. It takes a tremendous amount of diligence, respect and intuition to run a business and a business whose mission is to provide care and comfort for those in need of that sort of attention. Our new leaders were raised and trained by the best and they have demonstrated their respect for the past mixed with knowledge of the present and enthusiasm for the future.

It’s been said, “Productivity is never an accident. It is always a result of a commitment to hard work, excellence, intelligent planning, focused effort and the willingness to work within a team.” (**Please take a moment here to acknowledge other key workers and colleagues who will be present and have supported you in building and maintaining this business)** I think by now it is clear that I am so proud of Loida, Angelo and Ana Lisa, but as well as it “takes a village” to raise a child, it takes more than an incredible family to maintain a business in this day and age. I am thankful to have worked with every person who has crossed our threshold over the past twenty years and I have to say sincerely that I learned something from each one I have met along the way in this business. There is an expression that goes, “I am part of all that I have met.” In my eyes few statements are truer than that. There have been several people over the years and currently who have demonstrated their commitment to our company and I wanted to take a moment to give them some gratitude and recognition.

* To \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_. Thank you for \_\_\_\_\_\_\_\_\_ years of service as \_\_\_\_\_\_\_\_\_\_\_\_\_. Your ability to (**name something this person is known** **for**) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ taught us that \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.
* \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, We’ve been together for \_\_\_\_\_\_\_\_\_ years and
* (**If you have bankers or lawyers or vendors who have been loyal to you over the years, you might want to mention them here**) Here’s to professional partners like \_\_\_\_\_\_\_\_\_\_\_\_\_ at \_\_\_\_\_\_\_\_\_\_\_\_\_\_ and \_\_\_\_\_\_\_\_\_\_\_\_\_ from \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.

I also want to give a very special thank you to Dr. Oscar Baldemor, a man filled with wisdom, faith and unconditional emotional and spiritual support. No matter how busy or overwhelmed he might be, he always finds the time to serve others through his ministry, his counseling and his very precious friendship. His selfless dedication to all of God’s children is truly an inspiration and there have been many times in the past when I have sought his guidance and he has always known just how to minister. He is a listener, a confidante, and his determination to heal people both in body and in spirit is wonderful to behold. Although so many of our brothers and sisters throughout our worldwide community have had to endure countless unimaginable natural disasters over the past few years, Dr. Baldemor somehow finds the strength and resolve to continually give back and feed the world in every way he can. All of us at Grace Home Healthcare are privileged to do whatever we can to support the causes that mean so much to Jar Ministries. To know the essence of Dr. Oscar Baldemor is to know a man who truly places others before himself; he dedicates his life to ensuring that others have confidence, faith in God, health and well-being. He really is the “spiritual cement” of our community and I am humbled and grateful to be his friend and have his guidance.

As soon as I say the last words of thanks to all of you, I will begin on my new mission, and that is to discover the challenges and solutions that wait for me on the other side of Grace Home Healthcare. (**If you have any plans or hobbies you want to pursue, maybe give a hint here**). Of course I will always be interested in the challenges and progress made at work, but now I will have time to pursue other ventures in earnest. I am eager to work on \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ and see what happens when I bring all of the focus and determination I learned from Loida to that! (**If you mention a hobby like golf or something similar and leisurely, say that and wait for the** **laugh**).

In all sincerity, my heart and conscience will always be invested in Grace Home Healthcare. Twenty years ago when we began the business, I was aware of the importance of making all kinds of quality home healthcare available to as many people as possible. Over the years we have served \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ clients and we’ve had \_\_\_\_\_\_\_\_\_\_\_\_\_ professionals represent us to those clients when they needed attention the most. We started small, only \_\_\_\_\_\_\_\_ employees and now twenty years later, we have \_\_\_\_\_\_\_\_ people working at our facility, \_\_\_\_\_\_\_\_\_\_\_ partners in the field and we provide services for \_\_\_\_\_\_\_\_\_\_ people monthly in a \_\_\_\_\_\_\_\_\_\_ mile radius. As I said earlier, this is a new world we are living in and now more than ever, with aging populations, environmental issues, changes in medical and hospital criteria, allowable coverage, and increased stresses and strains placed on everyone, quality home healthcare is necessary to society. To many people I it’s the only care they may have. Thanks to our faith in God and in each other, our company will continue to strive to meet and exceed every patient and client need imaginable. The professional and familial bond that is shared between Loida, Angelo, Ana Lisa and myself is very rare and is also one of the great blessings of my life. I could never have accomplished whatever I have done iwithout them and as a “free man”… I mean one with the “**gift of time on my hands**” (**Wait for the laugh**) I look forward to continuing my mission to give back to our community as generously and thoughtfully as I can. God has blessed me with many gifts in life. I know that I am the temporary custodian of all of my good fortune. I also know that the only way to add value to those gifts is to give it away… to give of my time, my resources, my compassion. I also realize what a blessing it is to be able to step down from my daily responsibilities while I am still young and strong enough to maximize and appreciate the potential impact I can have on the people and situations that urgently need attention.

I thank you all from the bottom of my heart for all of your support, friendship and good will over the years and I look forward to sharing the next exciting chapters of my life story with all of you as I write them… and I am sure you will be by my side as those new and unforgettable moments happen!! Thank you all!