

THE VIRGINIA HOME

ANNUAL REPORT 2024



A MESSAGE TO OUR FRIENDS

“By meeting budget goals, managing costs, and enhancing care programs, we’ve set the stage for even greater things to come.”

This year has been full of meaningful progress and exciting achievements at The Virginia Home. Thanks to thoughtful financial planning, we’ve been able to strengthen our foundation, improve daily operations, and create a vibrant, connected community for both residents and staff.

We’ve hit some incredible milestones along the way. By meeting budget goals, managing costs, and enhancing care programs, we’ve set the stage for even greater things to come. Morale among residents and staff is at an all-time high, and the strides we’ve made in building an engaging workplace culture are reflected in lower staff turnover and stronger employee engagement.

Financially, The Virginia Home is in a strong position, thanks to disciplined management and forward-thinking decisions. This year, we reached both our operating and capital budget goals while making key investments in our future. We allocated \$16 million to a capital reserve account bolstering our long-term security. Meanwhile, our focus on responsible debt management reduced our balance to \$5.5 million.

We also found ways to save in our day-to-day operations. For instance, switching insurance carriers cut our workers’ compensation premiums by a third, saving \$33,000 this year, and changes to our waste management services are saving an additional \$75,000 annually. These efforts reflect our commitment to financial sustainability and smart resource management.

Life at The Virginia Home has been thriving in so many ways. Residents enjoyed meaningful experiences like vacations to Sandbridge and Smith Mountain Lake and outings to Altria Theatre, plus numerous cultural attractions and participation in the Special Olympics. The launch of our PALS program (Personal Assistant Loving Support) has been especially impactful, enriching the lives of some of our most vulnerable residents.

Big things ahead! Board Chair Laura Stewart and CEO Doug Vaughan review the exciting renderings for our new facility—bringing the future of The Virginia Home to life!



We’ve also focused on supporting our incredible team. In August, we introduced a 4% wage increase along with targeted raises for LPNs to help us attract and retain top talent. As a result, our annual staff turnover rate dropped from 27% in 2023 to just 19.2% in 2024—far better than the state average of 51.2%! Employee engagement also rose from 65% to 78%, thanks to initiatives like our annual health fair and professional development programs. These efforts are all about fostering a workplace where everyone feels valued and supported.

Our greatest challenge this past year has been planning for our future while upholding the high standards that define The Virginia Home. Thoughtful strategies have been essential to ensure the exceptional care and safety at the core of our mission. At the same time, this period of transition brings exciting opportunities

for growth and innovation. With a steadfast commitment to resident-centered care and staff well-being, we are ready to embrace the next chapter.

Speaking of the next chapter—here we are! As you may know, The Virginia Home is embarking on an exciting journey to establish a state-of-the-art campus in Hanover County. While our current facility, built in 1930, has served us well, it's time to overcome the challenges of our aging infrastructure and create room for growth.

The new campus will sit on a beautiful 70-acre site and represents a \$128 million investment in our future. It will increase residential capacity by 30, bringing our total to 160 residents, with room for more in the future. The modern one-story design eliminates stairs and elevators, creating a safer, more accessible environment. Residents will enjoy larger, brighter, and more comfortable rooms, and the introduction of a comprehensive Day Program will allow us to serve 55–60 additional participants, addressing our waitlist and expanding our reach in the community.

The facility's innovative design incorporates advanced technology and thoughtful features, like shared bathrooms and plans for multi-person units to offer supported independent living options. This campus will truly redefine what's possible for our residents and staff, and we're thrilled to see this vision come to life.

Looking ahead to 2025, we're excited to build on this year's momentum. Our goals include further improving staff satisfaction, advancing our Capital Campaign in support of our "big dream," and refining internal policies to better serve our community. Above all, we'll remain focused on resident care, ensuring every decision reflects their well-being and dignity.

None of this would be possible without the incredible support of our residents, families, employees, donors, volunteers and board members. Your dedication to The Virginia Home means everything to us, and we're so grateful for all you do to make this community thrive.

Douglas H. Vaughan Jr.

President & CEO

OUR MISSION

The Virginia Home
provides compassionate
and professional residential
care to adult Virginians
with irreversible physical
disabilities, ensuring that
their lifelong comfort
and security will never be
compromised, regardless
of ability to pay.

Cover: Another Travel Scholarship trip in the books! Residents embarked on an unforgettable trip to Virginia Beach, soaking up the sun, sand, and adventure—all with our incredible staff by their side!

Back cover: Our friends at Spider Management joined us for a sweet treat on the front porch.

THE MARY TINSLEY GREENHOW SOCIETY

"Payments received from crocheted doilies which Mary Greenhow sold to friends were the nucleus of a fund that eventually led to a charter which was accepted by an act of the Virginia General Assembly on March 1, 1894."

— Virginia Todman
Richmond Times Dispatch
April 16, 1944

During our 125th Anniversary in 2019, the Board of Trustees established a giving society to recognize individuals and organizations whose cumulative gifts have reached \$100,000 or more. Named the **Mary Tinsley Greenhow Society**, this honor pays tribute to our founder, whose vision laid the foundation for our service to residents and celebrates some of our most generous supporters. We proudly present this distinguished list of members and look forward to welcoming new members each year.

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Brooke Shields with Honorary Board Member Tuggie Armstrong and Greenhow Society Members Tiff and Kelly Armstrong — proud members of the Armstrong family, whose dedication to The Virginia Home runs deep.

THE 1894 LEGACY SOCIETY

The Virginia Home's **1894 Legacy Society** is a tribute to friends whose generosity spans generations, honoring a legacy of compassionate care. Established to recognize those who include us in their estate plans, this society has become a cornerstone of support for building endowment and fulfilling strategic priorities that ensure the highest level of care for our residents now, and in the future. Members of the 1894 Legacy Society continue this enduring tradition today.

In 2024, we were deeply honored to receive \$2,541,038 in estate gifts, a testament to the trust and love we hold within our extended family of supporters. Becoming part of the legacies of these cherished friends and families is a privilege that strengthens our commitment to our mission.

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In 2024, The Home received \$2,541,038 through estate gifts and trusts, reinforcing the core foundation of The Virginia Home.

We were deeply saddened by the passing of longtime friends Barbara and Hugh Lovell in 2024. Though Barbara's brother, Tommy Mosko, had been a beloved resident of The Virginia Home for many years, the Lovells' steadfast support continued long after his passing. We were honored to consider them part of our family.



2024 STORIES OF COURAGE & GRACE



Keynote speaker Brooke Shields and WTVR Anchor GeNienne Samuels share a special moment with resident Pia Scott, who made friendship bracelets for them both!

STORIES OF *Courage & Grace*[™]

To sustain the exceptional programs that make The Virginia Home so unique, we launched Stories of Courage & Grace[™] in 2011. This event was inspired by our residents—individuals who embody courage and grace, overcoming significant challenges with determination and spirit.

Over the years, we've shared the stories of remarkable people, from Navy SEALs to Olympic athletes, celebrities to astronauts, best-selling authors to First Daughters. Each has not only informed and entertained us but has ignited the same sense of inspiration our residents spark every day. In 2024, we had the honor of welcoming celebrity icon Brooke Shields to the stage alongside our friend and moderator, GeNienne Samuels from WTVR-CBS6. Brooke's journey—from her experiences as a child model and daughter of an alcoholic to becoming a mother and advocate for women—moved and inspired us all.

A heartfelt thank you to our sold-out audience and to our incredible sponsors.*

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**Stories of Courage
& Grace has raised
more than \$3.5
million, helping to
sustain essential
programs and grow
our community
of dedicated
supporters and
volunteers.**

**Clockwise: Event Co-Chairs Chandler Klevana and Bruce Kupper;
TVH staff Joe Fisher, Stacy Jones, Dr. Seema Patel, and Molly
Fisher with Cynthia Carter; Jim Whelen of Davenport & Co. with
guest Pat Reams; and Presenting Sponsors Joe and April Niamtu.**



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With heartfelt gratitude, we acknowledge the generosity of our contributors. The following list honors all gifts and grants received between January 1 and December 31, 2024.

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Shenna Urquhart, Shelley Jewell, Stephanie Lyttle,
Benita Dralle—our unstoppable Occupational Therapy team!



The Mills family made it a true family affair at our Live Out Loud Fest! From left: Pat Mills, Donna Chrislip, Mike Mills, and Ralph Mills—joining in the fun and celebration together!

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Bon Secours nursing student, Calista Black partnered with Frank Smith for the Walk n' Roll 5k.



GIVING

Designated gifts and grants of \$57,500 supported our Dental Clinic, Community Integration program, medical equipment and resident technology needs.

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Music Therapist Amanda Romano shows the admission ticket for Jack Bohannon's highly anticipated play, "The Circus that went Wrong." Jack's original story was highlighted in our 2024 Annual Giving brochure.



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**Sarah Goldman and RT staffer
Sara Jarrett made a splash
in 2024 as they dove back
into the fun with our pool
reopening! Meanwhile,
Tom Stumm and his furry
friend Larry the Rabbit
brought extra charm to
our annual Fall Festival!**

GIVING



Becky Cauthorne enjoyed a private serenade from Good Shot Judy's Brett Cahoon at our Live Out Loud fest.

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Mr. and Mrs. Wayne A. Whitham Jr.
Mrs. Anne G. Will
Mr. and Mrs. Harold J. Williams III
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Ms. Nancy M. Wright
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 Larry Caldwell
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**Thank you to
 the 683 friends
 who responded
 to our Annual
 Giving program,
 contributing
 \$807,000 in 2024.**

**Samantha Newlin, LPTA
 and Matthew "Matt" Duty
 work out on parallel bars
 in the Physical Therapy
 Department.**



GIVING

273 new friends
made their first
gift in 2024,
contributing
\$223,000
to support
our mission.

Diane Christian
Debbie Cody
Annie Coleman
William Coleman
Belinda Cosby
Susan Cruse
Mary Ann Curtin
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Danny's Ladies
Lisa Deane
Belinda Falconer
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Valerie Gawron and Friends
Margaret Hamilton
Louise Hartz
Gloria Howley
Peter Jackson
Connie Jervey
Sandy Jewell
Betty Kennedy
Patrick Kennedy



Darnette Coleman, Brian Angle, and Chris Payton enjoy a night out at the Altria Theater for Tina—The Tina Turner Musical!

Chandler Klevana
Bruce Kupper
Carrie Leone
Gary and Lucy Miller
Jeff Morris
Mortar Board at University
of Mary Washington
Mutual Assurance Society of Virginia
Neighbors of Seminary Avenue
Samantha Newlin
Sally Nolte
Catherine Rodriguez
Mandy Salhab
Sandridge Family
Saunders Family
Sherry Sexton
Liz Shield
Theresa and Buff Smith
Ranita Sommers
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4th grade classes
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Thalhimer
The Faces Behind a Purpose for You
The Virginia Home Junior Board
The Virginia Home Resident Council
Stacey Thomas
Three Chopt Church of Christ
Inga Wade
Tamera Walmsley
Tara Washington
Janice Whitehead
Windsor Farms Garden Club
Johnna Woods
Wrzesinski Family
Jessi Youn and Neighbors
Anonymous (7)

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Alford A. Allen
Tuggie Armstrong
Chris Asbury
Wesley Ashberry
Jean Benson
Cyndy Bristow
Darnette Coleman
James T. Crowe
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Megan M. Portelos
Barbara G. Reames
Mary Beth Shannon
Cornelia and Bill Shumadine
Judy Simmons
Laura C. Stewart
Tom Stumm
Christopher Tompkins Jr.
TVH Residents

Kelsey Weeks, rocking her "Free Hugs" tee and a smile that lights up the room—we can't help but adore her!

TVH Staff
TVH Volunteers
Aaron Wade
Cabell and John West
Jody Young

Gifts in Memory
Frances Clarke "Bunny" Addison
Elizabeth Stone Allen
Martha A. Angle
Edmund "Eddie" L. Benson IV
Taylor Brooke Bernard
Frederic S. Bocock
Nancy Fleshman Bowles
and Bowlman T. Bowles Jr.
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Nathan Rossbacher
Susan Sale

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Sean Stapleford
Monnie H. Sykes
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Sharyn Urofsky
John Vargo
Janet R. Wade
Elizabeth D. Wheeler
Louise Whipple
William Betts "Buck" Wiltshire
Cindy Woods
Andrew Wrzesinski

+ deceased

Across all giving
platforms The Home
received more
than \$4.1 million
in philanthropic
support in 2024.

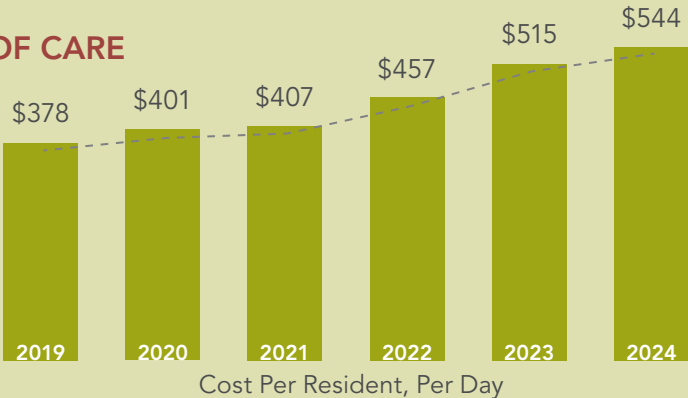


Longtime resident Itemus Wilson welcomes Dylan Milholin, one of our newer community members. At The Virginia Home, every day brings new friendships and lasting connections!

2024 FINANCIAL SUMMARY AND COST OF CARE

\$544 Cost Per Resident, Per Day

Operating Revenue\$33.4 million
Operating Expenses\$(25.5) million



THE VIRGINIA HOME VOLUNTEERS



Emily Keith, helps Trevor Burcham at the Junior Board's semi-annual Clothes Closet.

2024 VOLUNTEERS BY THE NUMBERS

89

Individual Volunteers

38

Volunteer Groups
(389 people!)

434

Event Volunteers

4,857

Volunteer Hours

\$162,667

Value of Service

Individuals

Maya Acosta
Dr. Matt Aldred
Bob Alexander
Beverly Almond
Cathy Andrews
M.J. Finley Austin
Hope Ayers-Gray
Jennifer Azurdia Diaz
Sanskriti Basnyat
Dr. Richard Bates
Kate Benson
Calista Black
Tricia Bonnes
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Carrie Boyle
Debbie Cody
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Juliette Copeland
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Dr. Campbell Delk
Megan Dickerson
Dr. Terry Dickinson
Nick Dillon
Ginat Fardous
Molly Fisher
Peter Fisher
Carter Foy
Holly Giddings

Morgan Gray
Stephanie Hamilton
Hillary Harding
Louise Hartz
Craig Harver
Amy Hewett
Murriel Hough
Mollie Hummel
Carrie Humphries
Amy Inman
Mary Iva Jones
Sara Joy-Hogg
Crystal Kestner
Julia Killelea
Avery Kirby
Chandler Klevana
Bruce Kupper
Madeline Laine
Lori Larson
Ethan Mann
Eva Martinez
Tom May
Marietta McCarty
Isaac Mines Sr.
Lauren Misson
Ashley Mizelle
Kayla Mizelle
Vance Mizelle
Anabia Naumen
Ndia Orr

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Becky Pinner
Bryce Powell
Franny Powell
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Kathy Ricker
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Alham Siddiqi
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Walt Stevenson
Laura Stewart
Rusty Stiltner
Debra Talley
Addison Vann
Aaren Wilson
Pam Wilson
Weezie Wiltshire
Dr. Roger Wood
Annie Wortham
Lorna Wyckoff
Randy Wyckoff
Charles Young
James Young

Groups

1st Baptist Church
Ashberry Decorators
Beaux Ties
Betsy Lynn and the Boys
Bridge Club
Caring Canines
Cathedral of the
Sacred Heart
Clown Alley #3
Danny's Ladies
Delk Family
Faith Landmark
Federal Reserve Bank
Flute Trio
Forever Girlfriends
Green Spring Foundation
Harpists
Hanover Concert Band
Hourigan
McKesson
Music Men
Neighbors of
Seminary Avenue
Orchard House School
Paino and Voice Lessons with
Angie
Perkins Family
Redeemer Anglican
Rose River Ramblers

The Virginia Home Sewers
Shag Dancing Crew
St. Bridget Catholic School
St. Giles Church
St. James Church
Thalhimer
The Forever Young Choir
from Fairmount Christian
Church
The Virginia Home's
Junior Board
VCU Catholic Campus
Ministry
VCU Dental School
VCU Notes of Kindness
Windsor Farms
Garden Club

Fundraisers

Gelati Celesti Spirit Night
Shop for Taylor at
Monkee's
Sip & Shop at
Hampton House

"Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it's the only thing that ever has." – Margaret Mead

VOLUNTEER OF THE YEAR

Bryn Davis

Bryn came to us a few years ago for a tour, initially interested in volunteering but hesitant about making a big commitment. Now, she can be found at The Home every week playing games, helping send emails, writing letters, reading, straightening up rooms, picking out outfits, talking smack about some sports team, or sitting on the front porch chatting about life. She's also a familiar face in our therapy departments, cheering everyone on during BINGO or at our Annual 5K Walk 'n Roll.

This sports fanatic, grandmother, and retired special education teacher has the biggest heart and the most caring spirit. She supports us wholeheartedly and speaks about The Home and her friends here to everyone she meets. Bryn remembers birthdays, anniversaries, sends postcards when she's on vacation, and goes out of her way to visit residents at their job sites. Even when she can't make it in, she sends thoughtful notes to lift our spirits. As she says, "I love being a volunteer at The Virginia Home! It's one of my very favorite parts of my week—and my life."



Volunteer Director Annie Kennedy with Bryn Davis and Tasha Toth at the Annual Volunteer Recognition dinner.

In her short time here, Bryn has become more than a volunteer. She's a strong advocate for the independence and happiness of our residents, touching countless hearts, building lasting friendships, and becoming a true fixture at The Home. We are so grateful she found her way to The Virginia Home—because sometimes, miracles are simply good people with kind hearts.



Vice President for Advancement Mickey Dowdy and Board Chair Laura Stewart with Bradley and Jane Nott.

PHILANTHROPIC SERVICE AWARD

Bradley and Jane Nott

To further expand the culture of philanthropy at The Virginia Home, The Virginia Home Philanthropic Service Award was established in 2019 to recognize volunteer leadership and service to The Home's fundraising operation. This year the Award was presented to Jane and Bradley Nott. The Notts were very active members of the Campaign Steering Committee for our campaign to address facility deferred maintenance and our endowment, which was paused in 2022. Working together, they invited and joined prospective supporters for tours of The Virginia Home. Their interest, follow-up and success rate were simply outstanding. Jane Nott is an Associate Board member following more than a decade of service on the Board of Trustees. The Notts are members of both the 1894 Legacy Society and the Mary Tinsley Greenhow Society. Previous winners were Addie Asbury and the TVH Dental Clinic Volunteers and Staff.

2024 BOARDS AND STAFF

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Margaret Chase Hager



Brenda McGehee, Cornelia Shumadine, Maggie Hager and Muff Nolde representing our Trustee, Associate, and Honorary Boards at the 2024 Annual Meeting.

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Stacy Jones, MS, CTRS
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Director of Volunteer Services
Lorraine Kyle, CPP
Director of Human Resources
Colleen M. Lobb, RN, BC
Director of Nursing

THE VIRGINIA HOME

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Richmond, Virginia 23220

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FAX: (804) 359-8961

EMAIL: info@thevirginiahome.org

WEB: www.thevirginiahome.org

Eligibility

Any Virginia resident who is at least 18 years of age may seek admission. Generally, they must qualify for nursing home care under the laws of Medicaid and be diagnosed with an irreversible physical disability. At present, the average age of our residents is 55. About one-third of our residents are from Central Virginia, with the remainder representing every part of the state.

Services

Unlike traditional nursing homes, which are typically custodial facilities for the elderly, The Virginia Home is much more. The Home provides rehabilitative services, including occupational, recreational, speech and physical therapy; social services; round-the-clock nursing care; and individualized nutritional services. Laundry services, housekeeping, and wheelchair repair and maintenance services are also provided. A full-time Medical Director is among a team of 240 professional caregivers and staff.

Cost

Round-the-clock care is costly, and operational expenses increase annually. Based on a daily cost of \$544 per resident in 2024, The Virginia Home was able to provide the highest quality care and services possible.

Funding

Few residents have the financial resources to completely pay for their care. For all but a few residents, financial assistance from federal and state sources administered through Medicaid covers most of the cost of care. However, many of the special programs that enrich and enhance the quality of life for residents are provided by contributions, including ancillary health services, community cultural opportunities, holiday celebrations, special events and full-time chaplaincy and music therapy programs.

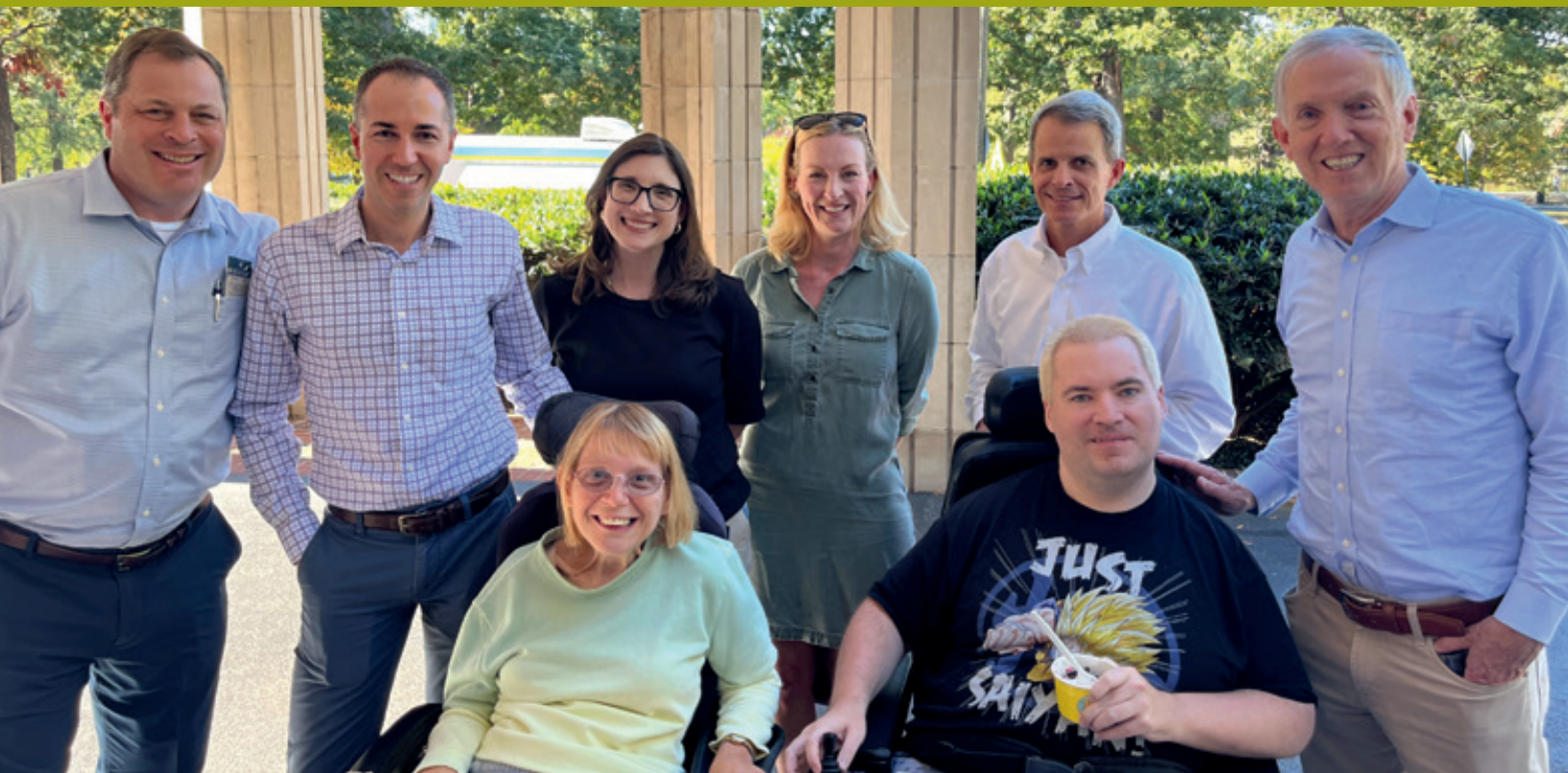
Tax Deductibility of Gifts

The Virginia Home is incorporated as a private, non-profit organization under IRS code 501(c)(3), and gifts are tax deductible to the fullest extent allowed by law. Contributions are used to help defray the costs assumed by The Home for the daily care of our residents unless otherwise specified.



1101 Hampton Street
Richmond, VA 23220

Non-Profit Organization
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Thank you for your support!

Your contributions help our residents live each day of their lives with courage and grace.