

THE VIRGINIA HOME

ANNUAL IMPACT REPORT 2025



THE
VIRGINIA
HOME



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.

On the cover: Stars, stripes, and a perfect day for baseball—Virginia Home resident Bruce Abbott and Todd “Parney” Parnell show off their red, white, and blue spirit while taking in the action at Richmond Flying Squirrels’ home field, The Diamond.

A MESSAGE TO OUR FRIENDS

When I think about this past year at The Virginia Home, what stays with me most are the people.

I see it in the quiet, everyday moments—the care a staff member shows a resident, the laughter shared during a concert in the gym, the excitement of a long-awaited trip. These moments don't always make headlines, but they are the heart of who we are. They are what make The Virginia Home feel like home.

Fiscal Year 2025 was a year of steady progress, but also one of reflection and anticipation. We continued to focus on what matters most—providing compassionate, high-quality care—while also taking meaningful steps toward our future.

One of the most significant milestones this year was sharing our vision for a new home in Hanover County. I'll never forget the response. The enthusiasm from residents, families, staff, and our broader community was immediate and genuine. It was a powerful reminder that this vision belongs to all of us. We are not simply building a new facility—we are creating new possibilities for the people we serve, now and for years to come.

At the same time, we remained focused on being good stewards of the resources entrusted to us. Through careful planning and the dedication of our team, we strengthened our financial position and maintained the stability that allows us to move forward with confidence. That work may happen behind the scenes, but it is essential to everything we do.

What I am perhaps most proud of, though, is the strength of this community. This year was filled with moments of joy and connection—residents traveling, participating in programs, and sharing experiences that bring meaning and energy to daily life. These are not extras; they are central to our belief that every individual deserves the opportunity to live fully.

We also continued to invest in our employees, whose compassion and commitment define the experience of The Virginia Home. Supporting their well-being and growth is one of the most important responsibilities we have, and it remains a priority as we look ahead.

There is still much to do. Big projects bring complexity, and the road ahead will require focus, collaboration, and patience. But I am confident in where we are headed. We have a strong foundation, a clear vision, and a community that believes deeply in this work.

Thank you for being part of The Virginia Home. Your support, your trust, and your belief in our mission make all this possible. It is an honor to do this work alongside you—and I am excited for what we will build together next.

Douglas H. Vaughan Jr.
President & CEO

Board Chair Laura Stewart and CEO Doug Vaughan share The Virginia Home's story with Virginia This Morning host Amy Lacey.



THE MARY TINSLEY GREENHOW SOCIETY

"I feel assured the work I have laid down will be taken up and bravely pushed forward."

— Mary T. Greenhow
Richmond, Virginia
January 1, 1904

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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Leighton and Chandler Klevana have stood alongside The Home through many years of growth and change, offering steadfast support as both dedicated volunteers and generous donors. They have also introduced many new friends to our mission, and Chandler continues that commitment through service on the Board.

THE 1894 LEGACY SOCIETY

The Virginia Home's **1894 Legacy Society** honors friends whose generosity reflects a lasting commitment to compassionate care. Established to recognize those who include The Home in their estate plans, the Society strengthens our endowment and helps ensure exceptional care for generations to come.

In 2025, we were deeply grateful to receive \$843,335 in estate gifts—meaningful contributions that reflect the trust our supporters place in our mission. Being entrusted with these legacies is both an honor and a responsibility we hold with great care.

Inspired by the vision of our founder and the generosity of today's donors, we invite others to consider joining the 1894 Legacy Society. Including The Virginia Home in your plans is a powerful way to sustain our mission. Every gift, of any size, helps carry this work forward.



For nearly half a century, Rosa Boshier has given her time and heart in service to The Home. Inspired by her dear friend Cindy Woods—and by the many residents whose lives she's touched—Rosa has chosen to carry that legacy forward by including The Home in her estate plans.

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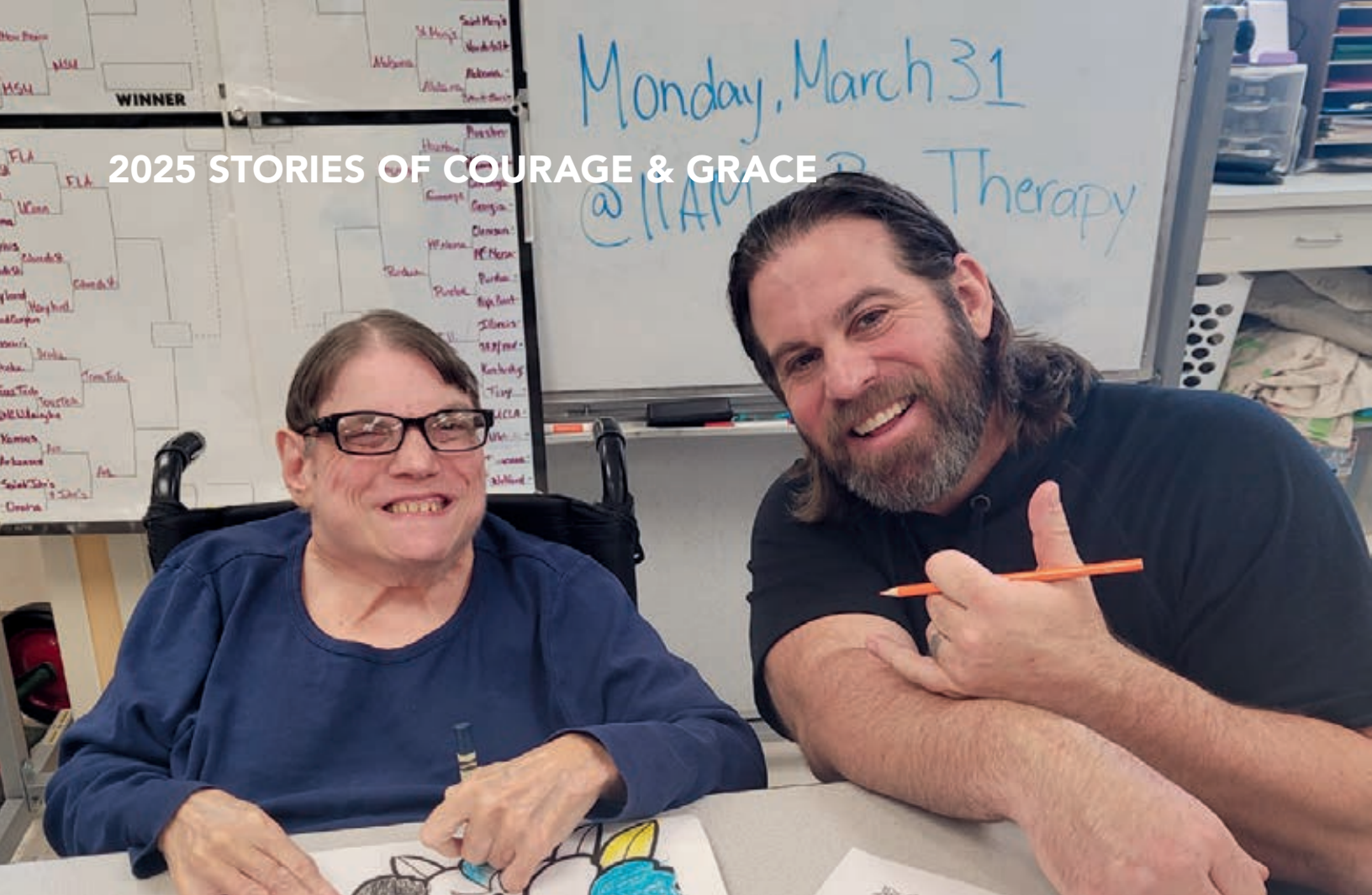
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In 2025, The Home received \$843,335 through estate gifts and trusts, reinforcing the core foundation of The Virginia Home.





2025 STORIES OF COURAGE & GRACE

When Jon Dorenbos visited The Home, he brought more than a Super Bowl ring from his time with the Philadelphia Eagles—he brought joy. From dazzling residents with magic tricks to sharing his championship ring and sitting down to color with resident Linda Reid, Jon made the day truly unforgettable.

The Power of Magic

Stories of Courage & Grace™ has raised over \$3.8 million, helping to sustain essential programs and grow our community of dedicated supporters and volunteers.

Stories of Courage & Grace™ began in 2011 with a clear purpose: to sustain the exceptional programs that make life at The Virginia Home richer and more meaningful for our residents. Inspired by their daily resilience and determination, this event was created to celebrate courage, honor perseverance, and invite our community to be part of something deeply impactful.

Through the years, supporters like you have made it possible for us to share powerful stories from Navy SEALs, Olympians, astronauts, best-selling authors and a few celebrities—voices that inform, inspire, and reflect the same strength our residents demonstrate every day. In 2025, your generosity helped us welcome athlete, magician, and all-around great guy **Jon Dorenbos**, whose humbling story resonated deeply with all who attended.

A heartfelt thank you to our audience and incredible sponsors.



Clockwise from top left: Cristy Jarvis, Board member and sponsor Vonnie Stoneburner, Cheryl Jarvis, and Margaret Gentil celebrate an evening of inspiration; resident James Gray—our biggest Eagles fan—and friend Kimberly Wells soak in the excitement; Contributing Sponsor South State Bank's Tom Zachry with Courtney Friedlein and Skip Dillon; and sponsors Margaret and Massie Valentine with Alice Goodwin and Eddie Benson, all helping make Stories of Courage & Grace an unforgettable night.

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STORIES OF
*Courage
& Grace*™



DREAM CAMPAIGN

Building a future filled with promise.

There are rare moments in an organization's history when past, present, and future converge. Our groundbreaking ceremony this past November was one of those moments.

On a crisp November morning in Hanover County, residents, families, donors, staff, and longtime supporters gathered to celebrate the beginning of a new era for The Virginia Home. It was more than the start of construction—it was the realization of a shared vision and the promise of greater possibility.

Residents proudly led the way, wheels lining the front row. Families stood shoulder to shoulder, and laughter carried across the field. Everywhere you looked, there was a sense of unity and purpose—a collective belief in a brighter future.

"This is more than a construction project. It's a promise to our residents and our community," said Board Chair Laura Stewart as she welcomed guests.

Al Allen, President of The Virginia Home Resident Council, followed with remarks that reflected both gratitude and

hope, reminding attendees that this home represents far more than a building—it is a place of belonging.

We were also honored to hear from distinguished guests, including Sean M. Davis of the Henry District Board of Supervisors, Virginia State Senator Ryan McDougle, and Jeff Katz of the Virginia Board for People with Disabilities, each of whom underscored the importance of this milestone.

The ceremony culminated in a symbolic groundbreaking led by President & CEO Doug Vaughan. With shovels in hand, leaders and residents together marked the moment when vision became action.

Standing among the crowd, one thing was clear: together, we are building more than a home—we are building a future filled with possibility.

Built With Heart. Designed With Purpose.

Set on 70 acres at the intersection of Pole Green and Bell Creek Roads, the new campus is designed to enhance quality of life and independence.



Inspired by Baskervill's stunning architectural rendering, the future of our new home is no longer imagined... it's underway.

"This is more than a construction project. It's a promise to our residents and our community," said Board Chair Laura Stewart as she welcomed guests.

Left: Board Chair Laura Stewart and CEO Doug Vaughan broke ground on a bold new chapter—turning vision into reality.

Key features include:

- A building spanning three football fields with no elevators, eliminating wait times
- Resident rooms more than 50% larger, with expanded, accessible windows
- Semi-private bathrooms to support privacy and dignity
- 30 additional rooms to expand access for those on our waiting list
- Proximity to shops, childcare, and Memorial Regional Medical Center

The campus will also introduce a day program serving up to 60 participants and allow for future expansion, including small residential cottages to support greater independence.

Our residents anxiously await the move to their new home with both excitement and trepidation.

Meeting a Challenge.

In addition, in May 2025, The Mary Morton Parsons Foundation challenged The Virginia Home to raise \$2 million by May 2026, unlocking a \$1 million match to support construction and relocation.

In November 2025, The Robert G. & Maude Morgan Cabell Foundation also challenged The Virginia Home to raise \$1 million by December 2026, unlocking a \$500,000 match to support construction and relocation.

We are thankful to these philanthropic organizations for their show of support and belief in our future.

Big Dreams. Bold Moves. Bright Futures.

Together, we are building more than a home—we are building a future filled with promise.

Construction is actively underway. Our construction team at Gilbane Building Company serves as a trusted partner honoring the mission entrusted to them. We are thankful to have them by our side.

The construction project should be completed in late Winter 2027 with a move-in date slated for early 2028.

BADGE OF HONOR

The Virginia Home Named a 2025 Top Workplace

In 2025, The Virginia Home is celebrating big news: it was named one of the **2025 Top Workplaces in the Greater Richmond** region by the *Richmond Times-Dispatch*—and the honor comes straight from the people who know it best: its employees.

Based entirely on confidential feedback gathered through a third-party survey by **Energage, LLC**, this award reflects what it truly feels like to work at The Virginia Home. Employees highlighted a culture where they feel respected, supported, empowered, and inspired—every single day.

This isn't just an award—it's a powerful endorsement of a workplace driven by purpose and fueled by people who care deeply about what they do. At The Virginia Home, that passion shows up in every interaction, every act of compassion, and every moment of connection with the residents they serve.

"Earning a Top Workplaces award is a badge of honor for companies, especially because it comes authentically

from their employees," said Eric Rubino, CEO of Energage. "That's something to be proud of."

And proud they are. This recognition shines a spotlight on a team that brings heart, dedication, and excellence to work each day—creating not just a great workplace, but a truly extraordinary community.

As The Virginia Home continues to look ahead, this milestone serves as both validation and momentum—proof that when people feel valued and heard, incredible things happen.



A moment worth celebrating! Staff gathered to honor The Virginia Home being named a Top Workplace by *Richmond Times-Dispatch*. HR Director Lorraine Kyle accepted the recognition on behalf of the team in Spring 2025.



NATIONAL AWARD WINNER

Rashonda Rowe: A Calling to Care

People are at the heart of care. Even with modern medical advances, nothing can replace the human connection provided by caregivers who show up each day and make an immeasurable difference. Rashonda Rowe, a Certified Nursing Assistant (CNA) at The Virginia Home, embodies that truth in every sense.

Known affectionately as “Rowe,” she is widely admired by residents, families, and colleagues for her compassion, dedication, and genuine warmth. For those in her care, she is more than a caregiver—she is a source of comfort, dignity, and joy.

Her philosophy is simple and powerful: “If you like what you do, it’s really not a job—it’s a calling to help people.”

That calling has earned her national recognition. Rowe was named a 2025 National Ceca Award recipient. Ceca is a 501(c)(3) nonprofit that partners with healthcare communities nationwide to recognize exceptional caregivers. Its mission is to improve the human experience in healthcare through an affordable, turnkey recognition solution supported by innovative software, a national network, managed services, and cash awards.



One family member and nominator captured her impact best: “Rowe is the most caring CNA I have ever met. She not only checks on the residents assigned to her but goes out of her way to care for others as well. She ensures each person feels valued, even when facing significant physical limitations. For families, the peace of mind she provides is immeasurable. Knowing a loved one is in her care brings a comfort that is hard to put into words.”

Since joining The Virginia Home in 2018, Rowe has built a reputation for her strong work ethic and attention to detail. She is deeply respected by her peers and frequently mentors new CNAs, modeling not only how to perform their responsibilities, but how to approach caregiving with empathy and heart.

Doug Vaughan, President and CEO of The Virginia Home, shared: “Our residents rely on dedicated professionals like Rashonda every day, and we are incredibly proud to see her recognized. Her kindness, professionalism, and genuine compassion make a meaningful difference in the lives of those we serve.”

Rowe’s story is a powerful reminder that caregiving is more than a profession—it is a calling. Through her compassion, dedication, and everyday acts of kindness, she continues to make a lasting difference in the lives of so many.

Top: Addie Asbury, mother of resident Chris Asbury, penned a heartfelt tribute to Rowe—one that helped earn her national recognition. Bottom left: Rowe shares a magical moment with Brooks Saunders at Disney, a dream come true. Inset: Rowe with Beth Fini at the annual Fall Fest.



GIVING

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, 2025.

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The Richmond Squirrels and The Virginia Home go hand in hand—and it wouldn't be the Walk 'n Roll without them. Nutzy and resident Josh Pretko are all smiles as they line up at the starting gate.

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For more than 35 years, the Richmond Jewish Foundation (RJF) has stewarded the Fannie Hutzler Day Fund, delighting residents with ice cream and cake. Staff members Amanda Romano, Sara Stiltner, and Jody Young are pictured here with resident Rick Thomas, celebrating a sweet tradition.

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Scott Abbott, Director of Dietary Services, and Elizabeth Axt, Prep Cook, are part of the dedicated team that keeps our 130 residents nourished, energized, and ready to meet each day—365 days a year.



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Across all giving platforms The Home received over \$9,365,400 in philanthropic support in 2025.

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Physical Therapy Aide Jeff Morris and Evie Reymo share a quiet walk—one that speaks to something deeper than care. In their smiles, it's clear this is not just work, but a genuine friendship.



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Tom Stumm wastes no time making a new (and very adorable) friend—a baby goat! Meanwhile, out on the front porch, Chris Payton, Chris Hignutt, and Otto Critz kick back and enjoy the moment, joined by frequent visitor and sister extraordinaire, Debbie Cody.

Designated gifts and grants of \$46,106 supported our Dental Clinic, Community Integration program, medical equipment and resident technology needs.

GIVING



Meow! Occupational Therapy staffers Benita Draille and Sheena Urquhart, along with resident Mandy Mallory, clearly got the memo—leopard is the look of the day; Physical Therapy Assistant Marshall Martin makes a splash alongside resident Jack Anderson.

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**140 new friends
made their first gift
in 2025, contributing
\$191,851 to support
our mission.**

**A rose by any other name...
but somehow even sweeter
in Willis Fleming's hands**



GIVING

Thank you to the 610 friends who responded to our Annual Giving program, contributing \$601,375 in 2025.



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Staff pulled out all the stops for our Boo Bash—going full-on "Jaws" for the film's 50th anniversary. Environmental Services team member Sammy Newberry cuts a rug with resident Dianne Donmoyer, while Kim Card, Speech-language pathologist, helps Beth Henry find her voice on a communication board—meaningful moments all around.



FY2025 HIGHLIGHTS

What a Year it Was!

Strength & Momentum

- Met all operating and capital budget goals
- \$24.1M in reserves, including \$4M from Employee Retention Credit
- Stable debt service (\$5.6M balance; ~\$24K monthly)
- Successful transition to PDPM reimbursement model
- Public announcement of The Virginia Home’s future home in Hanover County (January 2025)
- Groundbreaking for our new home in Hanover County (November 2025)
- Strong support from residents, families, and community partners
- Donor tours and outreach building momentum for the project



Even Albert Einstein would agree—when it comes to this year’s numbers (and Halloween spirit), Matt Duty proves that brilliance and a little bit of wild hair go a long way.

Quality & Operations

- Maintained Five-Star CMS Quality Measure Rating
- Mock survey completed to ensure readiness
- Continued maintenance and system improvements
- 3rd annual employee health fair and new wellness incentive
- 3.6% wage increase effective Jan. 1, 2026
- Launch of UKG Wallet earned wage access benefit
- Turnover rate of 19.69% (well below 48.4% statewide average)
- Employee engagement increased to 78%
- Named a Top Workplace by the *Richmond Times-Dispatch*

Resident Life & Engagement

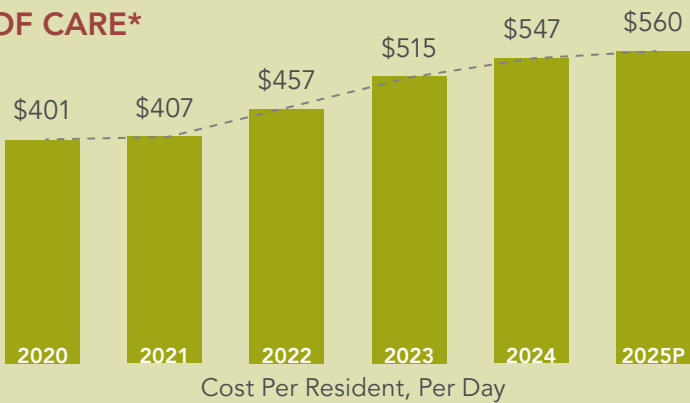
- Fully funded trips to Disney World and Virginia Beach
- Outings to theater performances, Flying Squirrels games, and more
- Participation in Camp Baker, Camp Bruce McCoy, Camp Easter Seals, Special Olympics, and James River boating
- Launch of Opening Minds through Art (OMA) therapeutic program
- Midweek Concert Series (“Jammin’ in the Gym”)

2025 FINANCIAL SUMMARY AND COST OF CARE*

\$560 Cost Per Resident, Per Day

Operating Revenue\$35.4 million
Operating Expenses\$(26.2) million

* Preliminary 2025 Results



THE VIRGINIA HOME VOLUNTEERS



A little joy, a lot of heart—our volunteers make every moment brighter. A member of Virginia Clown Alley #3 shares smiles with Celia Ross at the 5k Walk 'n Roll 5K; OMA volunteer Deborah Streicker gets creative with Dylan Millholin; and Board member Kate Benson, alongside her children and friend Chris Perkins, is always there to cheer us on.

“Our volunteers come to The Home to give, but they leave full: of stories, joy, and meaningful relationships. They help build a true community.” – Annie Kennedy, Director of Volunteers

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Braxton Hill helps Sandy Toot discover some perfect “new-to-me” treasures at the Junior Board’s Clothes Closet, while Finley Austin and Virgil deliver tail-wagging joy and plenty of pup cuddles to Sarah Goodman.

GROUPS

- Ashberry Decorators
- Beaux Ties
- Befriend
- Betsy Lynne and the Boys
- Bon Secours Nursing Students
- Bridge Club (Patsy Barr, Larry Buchanan, Lois Buchanan, Rosemary Davenport, Beverly Guy, Louise Hartz, Greta Reeves)
- Caring Canines
- Cathedral of the Sacred Heart
- Clown Alley #3
- Common Table
- Congregation Beth Ahabah
- Cupids Project
- Dancing Ladies
- Danny’s Ladies
- Delaware county Christian School
- Delk Family
- Duke Alumni
- Faith & Poetry
- Faith Landmark
- Gilbane Building Company
- Hanover Concert Band
- Hanover Flute Quintet
- Green Spring Foundation Harpists

- Heartstrings
- Hourigan Construction
- James River High School
- Key Club
- Maggie L Walker Governor’s School
- Mill House
- Music Men
- Orchard House School
- Paino and Voice Lessons with Angie
- Perkins Family
- Quilting Duo
- Redeemer Anglican
- St. Bridget Catholic School
- St. James Church
- University of Richmond
- Virginia Commonwealth University
- Virginia Commonwealth University Dental School
- Windsor Farms Garden Club
- 7 Hills School

FRIENDRAISERS

- Gelati Celesti Spirit Night

2025 VOLUNTEER FACTS

- 624** Total Volunteers
- 86** Individual Volunteers
- 41** Volunteer Groups (389 people!)
- 449** Event Volunteers
- 5,784** Volunteer Hours
- \$201,215** Value of Service

2025 BOARDS AND STAFF

**Celebrating our
Administrative Assistant
team—Tara Washington,
Susan Weatherford, and
DeVona Hatcher—whose
dedication and behind-the-
scenes expertise keep
everything running smoothly!**



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THE VIRGINIA HOME

1101 Hampton Street
Richmond, Virginia 23220

TEL: (804) 359-4093

EMAIL: info@thevirginiahome.org

WEB: 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 Medicaid-funded nursing facilities that focus on custodial care, The Virginia Home delivers a highly individualized, therapy-driven model for people with lifelong physical disabilities. Residents have unlimited access to occupational, physical, speech, recreational, and aquatic therapies, along with community integration opportunities. Private rooms, a full-time Medical Director, chaplain, and dedicated IT specialist ensure a level of care, dignity, and independence that sets The Home apart.

Cost

Round-the-clock care is costly, and operational expenses increase annually. Based on a daily cost of \$560 per resident in 2025, 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.

On the back: We're going places—thanks to our Community Integration team: Mike Betts, George Ingram, Ronda Jones, and Kristy St. John.



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.