

ELIZA JENNINGS ANNUAL REPORT



OUR MISSION

We affirm the dignity and individual worth of older adults and their right to attain the highest possible quality of life. We strive to nurture and sustain their physical, emotional, intellectual, social, and spiritual health. We are committed to having a community in which every member is equally respected, valued, and empowered.



Letter from the Board Chair

Margaret G. Weitzel

At Eliza Jennings, we are not simply caring for individuals. We are building communities rooted in dignity, purpose, and belonging. As Chair of the Board of Trustees, I have the honor of witnessing this meaningful work across all of our campuses, and I am continually inspired by what I see.

Over the past year, our organization has shown what it means to cultivate connection. From the creative energy of our residents to the dedication of our staff, every individual plays a part in shaping the warm, inclusive environments that define Eliza Jennings. Whether in the lively halls of the Renaissance campus, the vibrant new community at Eliza at Chagrin Falls, or the peaceful outdoor spaces of Devon Oaks, the spirit of community is present in everyday moments. And at our flagship Eliza Jennings Health Campus in Cleveland, the legacy of over a century of service continues to guide and ground our work. That campus is a living testament to the values Eliza Wallace Jennings envisioned when she founded this organization in 1888.

Our Board of Trustees carries this vision forward in our role. As stewards of the organization's mission and long-term success, we are committed to thoughtful governance that supports both present excellence and future opportunity. One of our greatest responsibilities is to guide the strategic direction of Eliza Jennings — not only to meet today's needs but to position us to serve future generations with strength and purpose.

In setting these goals, we are guided by what we see in our communities. We see how investments in infrastructure and innovation translate into better quality of life. We see how dedicated staff and engaged residents bring purpose and vitality to daily living. We see how the experience of community can shape not just how we care for older adults, but how we define excellence in aging services.

Our work as a Board is both practical and visionary. We ensure accountability, financial sustainability, and organizational integrity. But just as importantly, we protect and promote the

One of our greatest responsibilities is to guide the strategic direction of Eliza Jennings — not only to meet today's needs but to position us to serve future generations with strength and purpose.

— Margaret G. Weitzel

values that make Eliza Jennings exceptional: compassion, respect, innovation, and a deep commitment to every person we serve. These are the principles we rely on to shape the future.

As we look ahead, we remain inspired by the enduring legacy of Eliza Wallace Jennings. Her vision continues to resonate today, reminding us that community is not only something we build — it is something we live.

Margaret G. Weitzel Board Chair, Eliza Jennings "We protect and promote the values that make Eliza Jennings exceptional: compassion, respect, innovation, and a deep commitment to every person we serve."

"We are proud to partner with families, healthcare providers, volunteers, and local organizations to enrich the lives of those we serve."

As I reflect on the past year, I am filled with a deep sense of pride in the community we continue to build together. At Eliza Jennings, community has always been more than a collection of buildings or services. It's the people – our residents, families, team members, and supporters — who bring our mission to life each and every day. This year, we've seen that spirit of connection flourish in powerful and meaningful ways across all of our campuses.

One of the most exciting milestones of the year was completing our first full year at Eliza at Chagrin Falls, our newest community located in Geauga County. What began as a vision of expanding our mission to serve more individuals through skilled rehabilitation, assisted living, and memory care, has now become a vibrant home, shaped by the energy, talents, and passions of those who live and work there.

At the same time, we've made important strides across our organization to ensure our infrastructure is equipped for the community of the future. From essential technology upgrades to improved communication systems, we are investing in tools that support safety, connectivity, and resident well-being. These improvements will help us continue

to meet the needs of older adults in a rapidly changing world while keeping our commitment to personalized, high-quality care at the center.

Our communities remain rich with life, curiosity, and connection. Whether it's a resident leading a discussion group, performing in a theatre production, or touring visitors down our nature paths, these everyday moments of engagement remind us that community is something we all create together. Each of our campuses has a unique character, but they all reflect the same foundational values: dignity, joy, purpose, and belonging.

Of course, none of this would be possible without our exceptional team members. Our staff are the heart of Eliza Jennings. This year, we proudly celebrated several individuals with more than 40 years of service, which is a remarkable achievement that speaks to their commitment, compassion, and belief in our mission. Their legacy is woven into the culture of our organization, and their work continues to make a difference in the lives of our residents every day. Throughout the year, we also continued to invest in education, professional development, and employee well-being. These efforts are essential



Together, we are not only building community, we are living it, every single day.

— Richard M. Boyson Jr.

Letter from the President & CEO

Richard M. Boyson Jr.

to fostering a workplace culture where team members feel valued and supported in their goals. When our staff thrive, our residents do too.

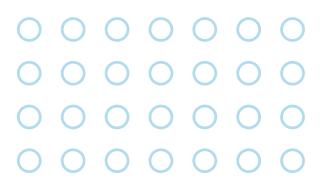
Our commitment to community also extends beyond our walls. We are proud to partner with families, healthcare providers, volunteers, and local organizations to enrich the lives of those we serve. These connections help us reach more people, share resources, and continue learning together.

As we look ahead, we carry with us the legacy of our namesake and benefactress, Eliza Wallace Jennings, who in 1888 had a bold vision: to create a place of dignity and care for older adults, grounded in compassion and innovation. More than 135 years later, that vision is alive and well. The seeds she planted continue to grow into communities of belonging – places where people are known, valued, and empowered to live fully.

Thank you to everyone who has contributed to our vibrant, evolving community. Your trust and support sustain us and allow us to grow in ways that honor our past and shape a bright future. Together, we are not only building community, we are living it, every single day.

Richard M. Boyson Jr.

President & CEO



Independent Living Residents

BUILD COMMUNITY THROUGH ARTS AND NATURE

At The Renaissance, Independent Living residents have created a remarkable sense of community through arts and nature programming. Two resident-driven initiatives—the theater group and the Nature Club—stand out for their impact and success.

The Renaissance theater group has now completed three musical productions: Guys and Dolls, The Music Man, and The Wizard of Oz. The group's journey began in 2023 when Marie Diamond, Independent Living Events and Programs Coordinator, discovered a video on the Music Theatre International (MTI) website in the early hours of the morning and was inspired to bring musicals to The Renaissance.

At that time, MTI did not have an official "Senior Musicals" program, as efforts to launch one had been delayed by COVID-19. When Marie expressed interest, MTI invited The Renaissance to try performing a junior version of a musical and share a recording of the production. This led to *Guys and Dolls* at The Renaissance. Marie sent MTI the recording of the show, along with media coverage, and MTI was impressed, particularly with how the audition process was handled so inclusively.

In 2024, The Renaissance followed up with *The Music Man*, again licensed through MTI. The company was amazed that residents aged 75 to 97 performed such challenging music, using a soundtrack rather than a live accompanist. *The Wizard of Oz* was produced afterward, through a different licensing company.

MTI has now officially launched its "Broadway Seniors" program, offering five shows, including Guys and Dolls and The Music Man, influenced in part by seeing The Renaissance's productions and learning how they enriched residents' lives.

Of the 204 Independent Living residents at The Renaissance, 172 were involved in these musicals—either performing, working behind the scenes during months of rehearsals, helping at the shows by taking tickets, pushing rollators, handing out programs, or attending as audience members.



Alongside the success of the theater group, the Nature Club, started by residents five years ago, has also flourished. The club now has over 90 members and recently celebrated its fifth anniversary. Among its accomplishments is the development of a nature path, complete with guided tours aboard the "Ren Rover," and other nature-focused activities.

These programs exemplify how The Renaissance's Independent Living residents build community and fulfill the mission of Eliza Jennings through creativity, collaboration, and engagement.





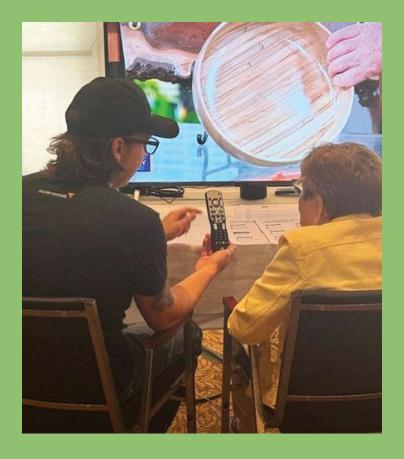
Tech-Forward with Purpose

INFRASTRUCTURE AND INNOVATION FOR THE FUTURE

This year, Eliza Jennings continued its commitment to purposeful innovation with major technology upgrades designed to enhance resident experience, safety, and peace of mind. Led by the Eliza Jennings Information Technology Department, these initiatives represent both a leap forward in infrastructure and an investment in meaningful tools that support quality of life.

At The Renaissance, the team completed a campus-wide installation of a new fiberoptic backbone, which is a foundational upgrade that dramatically improves network speed, reliability, and capacity. This enhanced infrastructure not only supports today's digital services but is built to accommodate the expanding needs of tomorrow. As a result, residents now enjoy a comprehensive cable package, high-speed internet, and reliable, cost-effective landline service, all offered at affordable rates. These connected services reflect our promise to deliver modern convenience without sacrificing accessibility or simplicity.





Meanwhile, at Eliza Jennings Health Campus, the community is piloting Nobi Lights, a new generation of Al-powered lighting specifically designed for senior living. Installed in the skilled nursing unit, these smart lamps offer fall detection and prevention, privacy-conscious monitoring, and two-way voice communication, which are all built into a stylish and unobtrusive fixture. This technology not only helps prevent injury, but also promotes independence, safety, and peace of mind for residents and their loved ones.

These connected services reflect our promise to deliver modern convenience without sacrificing accessibility or simplicity.

"These projects continue a tradition of innovation and strategy-based technology initiatives," said Mike Gray, Vice President of Information Technology "We've always been an organization that is tech-forward with purpose—seeking not just to adopt new tools, but to enhance lives through them. The Information Technology Department takes great pride in our close relationships with residents, staff, and families, and in our ability to evolve alongside the technology that's shaping our world."

Eliza Jennings remains focused on smart, residentcentered investments that position us for a future where aging services and technology work hand in hand. Through thoughtful planning, strategic implementation, and a deep understanding of resident needs, we continue to lead with innovation to ensure we meet the needs of our residents today as well as the communities of the future.



Celebrating Excellence Across Eliza Jennings Senior Care Network

On February 28, the Eliza Jennings community came together to celebrate the people who bring compassion, dedication, and excellence to life every day across our campuses. At the heart of this gathering was the Eliza Excellence Awards, a meaningful new tradition that honors the incredible team members who make our Network such a special place for residents, families, and one another.

This year, we launched a Network-wide recognition program that brings together several important milestones under one unified celebration. The event recognized individuals who were named Employee of the Month throughout the year, those receiving special distinction awards, and all team members who reached significant service anniversaries—a powerful reminder of the longevity and loyalty that fuel our mission.

Among those honored were four extraordinary employees who have dedicated 25 years of service to our residents. Their unwavering commitment represents the best of who we are and what we strive to be. These long-serving team members have touched countless lives with their steady presence and heartfelt care.

In addition to the awards presentation, the event featured a wonderful luncheon, providing a chance for employees to relax, share a meal, and enjoy each other's company. It was a rare and joyful opportunity for staff from different campuses to meet face-to-face, connect with their counterparts, and celebrate each other's achievements in person.

Across every site—whether at the Renaissance, Eliza Jennings Home, Devon Oaks, Acacia Place, or Eliza at Chagrin Falls—staff were celebrated for their dedication and impact. The recognition ceremony was not just a moment to say thank you, but a reflection of our values in action: honoring those who go above and beyond, every day.



Three Arches Foundation

STRENGTHENING RESIDENT CARE THROUGH LASTING PARTNERSHIP



Eliza Jennings is proud to continue our partnership with the Three Arches Foundation, whose generous support has had a lasting impact across our network. A previous grant from the Foundation supported specialized memory care and resident wellness programs—enhancing quality of life for those we serve. It also enabled us to invest deeply in our workforce, funding training in critical areas such as trauma-informed care and supporting each of our eligible staff members in becoming Certified Dementia Practitioners (CDPs).

In late 2024, the Foundation awarded a new \$150,000 grant to Eliza Jennings Health Campus to help sustain daily operations. This vital funding supports our skilled nursing, rehabilitation, and memory support services, helping ensure that older

adults in our care continue to receive the highquality, person-centered services they deserve.

The Three Arches Foundation is dedicated to advancing the health and well-being of the people in our region, with a focus on equitable access to care, behavioral health, and addressing the social determinants of health. Their mission aligns closely with our own commitment to compassionate, individualized care.

We are deeply grateful for their continued investment in our mission and in the lives of the residents and families we serve every day.

Three Generations and Forty Years of Dedication

CELEBRATING BRIAN GREGG'S MILESTONE ANNIVERSARY

This year, Brian Gregg marks an extraordinary milestone — 40 years of service with Eliza Jennings. His achievement is remarkable not only for its longevity but also because it represents the heart of a family tradition spanning three generations dedicated to our mission of exceptional care and service.

Brian's journey began in the maintenance department at Eliza Jennings Home, where he followed in the footsteps of his father, who served as Director of Maintenance at that campus. Over the years, Brian's expertise, work ethic, and leadership propelled him to the role of Director of Maintenance himself and eventually he brought his talents to The Renaissance, our largest campus, where he continues to serve with distinction as Director of Maintenance there.

Eliza Jennings has played an important role in Brian's personal life as well. It was at Eliza Jennings Home that he met his wife, Lisa, who has been a dedicated nurse with the organization for more than 30 years. Today, the Gregg family tradition carries on with Michael Gregg, one of their two sons, joining the maintenance team at The Renaissance.

Sandy Skerda, Executive Director of The Renaissance, shared high praise for Brian's contributions: "It is difficult to overstate the significant impact Brian has had at The Renaissance. He has identified and implemented numerous improvements, demonstrating his exceptional ability to drive positive change. Furthermore, Brian is a compassionate leader who commands great respect from his team, peers, and regulatory inspectors."

Brian's 40 years of service are a testament to his commitment, skill, and the deep bonds he and his family have formed within the Eliza Jennings community. We are proud to celebrate this incredible milestone and grateful for the Gregg family's legacy of dedication and excellence. Congratulations, Brian, on 40 outstanding years!





Honoring Our Longest-Serving Employee

SHIRLEY EDWARDS CELEBRATES 45 YEARS

Alongside celebrating incredible milestones like Brian Gregg's, we are especially proud to honor Shirley Edwards, who this year marks an astounding 45 years of service at the Eliza Jennings Health Campus — making her the longest-serving employee in our network.

Shirley began her career as a State Tested Nursing Assistant, where she dedicated decades to providing compassionate, hands-on care to residents. Her kindness, dedication, and deep knowledge have touched countless lives over the years. Recently,

Shirley embraced a new chapter in her journey with Eliza Jennings, stepping into the role of receptionist. Today, she is the warm, welcoming face who greets residents, families, and visitors each day, continuing to share her kindness and connection with everyone who enters the building.

We are deeply grateful for Shirley's remarkable commitment and the legacy of care and service she embodies. Congratulations, Shirley, on 45 extraordinary years!

ELIZA JENNINGS SENIOR CARE NETWORK

Consolidated Statements of Operating Income Fiscal Years Ended June 30, 2022 through 2024

Revenues	2024	2023	2022
Resident Services	\$45,018,100	\$34,109,200	\$33,718,000
Earned Entrance Fees	2,141,400	1,936,700	2,148,500
Contributions and Bequests	7,192,000	3,668,800	1,969,700
Non-Resident Services and other income	113,100	303,400	271,200
Total Operating Revenues	\$54,464,600	\$40,018,100	\$38,107,400
Operating Expenses			
Direct Resident Care	\$26,085,800	\$20,913,100	\$19,801,000
General Services and Utilities	5,711,700	4,766,700	4,555,600
Administrative Services	9,652,500	8,765,000	8,895,200
Interest Expense	3,233,500	2,321,700	793,200
Depreciation and Amortization	3,428,300	2,893,700	2,612,900
Total Operating Expenses	\$48,111,800	\$39,660,200	\$36,657,900
Operating Income	\$6,352,800	\$357,900	\$1,449,500
Investment and other income (realized)	3,816,200	670,900	851,300
Paycheck Protection Plan	0	0	3,195,200
Revenues Over Expenses	10,169,000	1,028,800	5,496,000
Capital Improvements and Property Additions	\$21,748,000	\$3,391,000	\$9,863,100

ELIZA JENNINGS SENIOR CARE NETWORK

Consolidated Balance Sheets Fiscal Years Ended June 30, 2021 through 2023

Assets	2024	2023	2022
Current Assets	\$9,974,300	\$6,527,600	\$5,548,100
Property, Net	53,813,400	35,493,700	35,836,300
Other Assets	35,466,900	26,180,300	23,850,900
Total Assets	\$99,254,600	\$68,201,600	\$65,235,300
Liabilities and Net Assets			
Current Liabilities	\$9,822,500	\$7,813,800	\$8,510,300
Long-Term Debt	62,378,500	45,531,000	46,679,400
Other Liabilities	23,759,600	21,747,900	19,718,300
Total Liabilities	\$95,960,600	\$75,092,700	\$74,908,000
Net Assets	\$3,294,000	\$(6,891,100)	\$(9,672,700)
Total Liabilities and Net Assets	\$99,254,600	\$68,201,600	\$65,235,300

\$25,000 OR MORE

Walter C. & Lucy I. Astrup Fund

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We are grateful to each of the individuals, foundations, and businesses who generously supported Eliza Jennings during this fiscal year. Your support is crucial to ensuring the continued fulfillment of our mission, which states, in part, "...to affirm the dignity and individual worth of older adults and their right to attain the highest possible quality of life."

2024 | Eliza Jennings Annual Report

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Eliza Wallace Jennings
dedicated her resources
to improve the quality of
life of older adults in need
of care. You can follow
in the footsteps of our
benefactress by making
a gift to Eliza Jennings –
a gift that will both honor
her legacy and help to
ensure the future of quality
aging services.



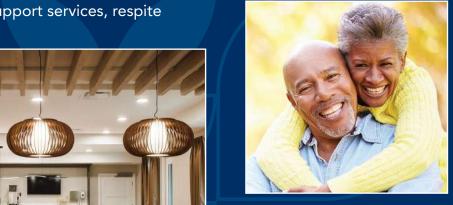
About Eliza Jennings

Eliza Jennings, a not-for-profit organization providing excellent care and services to older adults on Cleveland's West Side for 136 years, is a nationally recognized expert committed to helping people make the most of the aging experience.

Eliza Jennings communities include the Eliza Jennings Health Campus in Cleveland; the Renaissance Retirement Campus in Olmsted Township, and Devon Oaks Assisted Living in Westlake.

Eliza Jennings offers a full spectrum of choices for older adults, including independent and assisted living, skilled nursing and rehabilitation services, memory support services, respite care, and adult day programs. As a member of Northeast Ohio Home Care and Northeast Ohio Hospice, Eliza Jennings offers a full range of home and community-based services, as well as quality and compassionate hospice services for end-of-life care. Home care and hospice services are offered in association with not-for-profit peer organizations that share Eliza Jennings' commitment to excellence in mission-driven, resident-centered care.

For more information about Eliza Jennings or any of its programs and services, visit elizajennings.org or call **440.540.4700**.







Eliza Jennings Communities



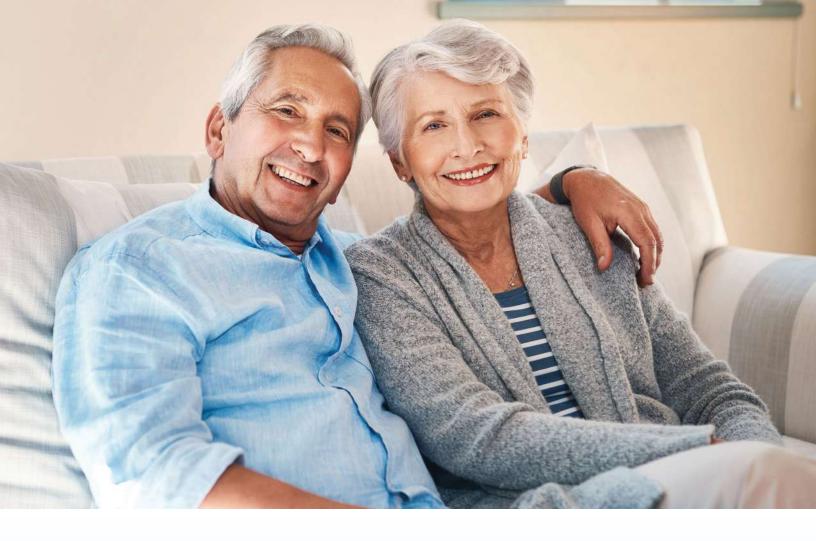


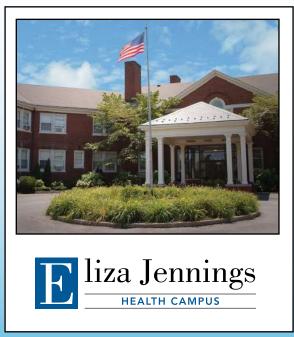
The Renaissance Retirement Campus Experience Premier Retirement Living

To meet the growing need for care and services at all levels of the continuum, Eliza Jennings opened the Renaissance Retirement Campus, one of the first Life Plan Communities in Greater Cleveland, in September 1989. The Renaissance offers premier retirement living on an 80-acre, campus-like setting complete with ponds, beautiful landscapes, and a variety of wildlife and flora. The Renaissance campus has been designated a Certified Wildlife Habitat® by the National Wildlife Federation. As a Life Plan

Community, the Renaissance provides the full continuum of care, from independent living villas and apartments, to assisted living apartments, skilled nursing services, therapy, and home health services should a resident require additional support and care. The Renaissance offers residents peace of mind, knowing they have a home for life and access to additional care right on campus. Amenities include maintenance-free living, onsite social and educational programs and activities, a world-class dining experience, transportation, and a new fitness and aquatic center. An expanded, elegant Bistro dining venue, renovated living room, tap room, and patio offer an enhanced lifestyle and the perfect spot to enjoy socializing with friends and neighbors. The newly constructed 48-unit assisted living residence, which offers memory care and traditional assisted living suites, stands as the latest addition to the campus. This state-of-the-art facility boasts gorgeous decor, blending elegance and comfort. It features modern amenities specifically designed for memory care and assisted living, ensuring a harmonious balance of safety, convenience, and style for its residents.

The Renaissance offers residents peace of mind, knowing they have a home for life and access to additional care right on campus.

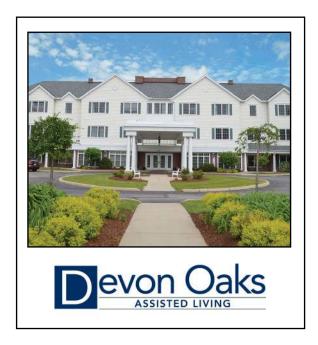




Eliza Jennings Health Campus Creating a Legacy

In 1888, the Young Women's Christian Association of Cleveland (YWCA) erected a home for indigent and terminally ill women with funds from the estate of Eliza Wallace Jennings. In 1922, the Eliza Jennings Home became an independent, incorporated not-for-profit organization. A new building was completed and dedicated in 1925, and was expanded in 1955 with the addition of the Tomlinson Pavilion and in 1966 with the Laub Pavilion. In the 1980s, the home opened its doors to male residents and a portion of the building was dedicated to providing full-time nursing care. A \$6.5 million, 72,000-square foot renovation of Eliza Jennings Home was completed in 2003. Acacia Place Adult Day Center opened on the campus in 2004. Eliza Jennings Health Campus offers skilled nursing and rehabilitation services, long-term care, memory support, and respite care.

Eliza Jennings Communities continued...

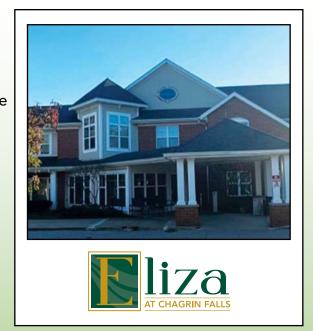


Devon Oaks Assisted LivingOffering 24-Hour Comfort and Peace of Mind

Devon Oaks Assisted Living in Westlake opened its doors in 2000 and provides a full range of residential services as well as a memory support unit. Devon Oaks offers support and services for older adults who are no longer able to manage living on their own, but do not yet require extensive medical care provided through skilled nursing. Families enjoy peace of mind knowing that parents/spouses have access to 24-hour nursing care and assistance with daily activities in a safe and secure, homelike environment.

Eliza at Chagrin Falls Expanding the Eliza Mission to Cleveland's East Side

Eliza at Chagrin Falls joined the Eliza Jennings Senior Care Network in December 2023. Acquired from a respected peer nonprofit, this facility extends comprehensive care services, including skilled nursing, assisted living, and memory care support. Nestled in a picturesque, wooded area in Geauga County, the campus prides itself on offering round-the-clock nursing and support, ensuring that residents at all levels of service receive the utmost care and attention. This commitment to continuous care allows for a tailored approach to each individual's needs, ranging from basic assistance to more intensive memory care and medical support. The combination of a beautiful setting and dedicated care makes Eliza at Chagrin Falls a standout in providing a compassionate, supportive, and safe home for its residents.



Acacia Place Adult Day Center Offering Support to Older Adults and their Caregivers

Acacia Place Adult Day Center opened in 2005 on the Eliza Jennings Health Campus in Cleveland. Acacia Place was designed to meet the needs of physically and cognitively challenged older adults living at home and help them live as independently as possible by providing individualized programming, social and life enrichment opportunities, nutritious meals and snacks, medications, and assistance with bathing and grooming. Transportation is available.



Northeast Ohio Homecare Caring in the Community

Eliza Jennings offers quality aging services to meet the needs of older adults who remain in their homes in the community and provides support to help them maintain their independence and quality of life. Northeast Ohio Homecare provides a full spectrum of home health care services, including skilled nursing and therapy and nurse practitioner house call visits.



Northeast Ohio Hospice

Providing Compassionate Support

Eliza Jennings is committed to offering compassionate care to individuals facing advanced illness and end-of-life care decisions. Northeast Ohio Hospice's holistic and comforting approach supports each patient with a multidisciplinary team dedicated to helping each individual remain as independent and involved as possible. Northeast Ohio Hospice provides personalized emotional and spiritual support, comfort, and compassion for the patient, family members, and caregivers.



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