

Finding Purpose: Celebrating our "Why"



Annual Report

2025



Our Mission

Rooted in Catholic values, Jennings nurtures and celebrates individuals as they age, through exceptional choices and continuous innovation.

In fulfilling our mission we commit ourselves to these values:

Respect • Compassion • Community

Discovery of Potential • Celebration of Life

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Deacon Dan M. Galla
Hugh J. Morgan

Ted F. Zawadski
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President and CEO

Allison Q. Salopeck

Dear Friends,

What gets you out of bed in the morning?

Is it the work you love? The people who count on you? The joy of learning something new? The sense that today matters—that you have something meaningful to offer? It is exciting to see residents and staff try something new, discover a hidden talent, or begin a new hobby. However, there is such joy in watching a person share an existing talent or opportunity or activity that gives ***purpose***.

You can probably imagine some of the many wonderful people who make a difference at Jennings every day. Staff whose hearts have found a career that feeds their soul. Volunteers who are filled by using their time and talents to make a brighter day. Donors whose time and treasure support our ministry and ability to care for individuals of virtually all income levels. They have ***purpose***.

Did you know that every older adult served by Jennings wakes up with that same spark inside? Some may need help getting dressed, or remembering names, or navigating their day. But their hearts, minds, and souls are still searching for purpose, for meaning, for connection. They are not done living yet.

At Jennings, our mission—rooted in our Catholic faith—calls us to see each person as a unique creation of God, full of gifts, wisdom, and potential. Our core value of discovery of potential means we don't just meet needs—we help people uncover new reasons to hope, to learn, to share, and to love.

That is the truth we see every day. One resident said, "I thought moving here meant my world would shrink. Instead, it's gotten bigger." She discovered painting at 86. Another resident, an avid reader, began leading a book club. And one former teacher—despite needing memory care—still lights up and offers an inspirational message every time she sees students, passing along a love that will live for generations.

This doesn't happen by accident. It happens because of you. Your generosity makes it possible for every older adult to live each day as a gift. And let's be honest—it isn't just residents who are aging. We're all doing it! And every one of us hopes to be seen, valued, and given the chance to keep discovering our own potential, no matter how many candles are on the cake.

Thank you for investing in purpose, dignity, and life in all its fullness. We are grateful that you give hope, meaning, and the knowledge that God still has beautiful work for them to do.

Peace and all good things,



Allison Q. Salopeck
President and CEO



Allison Q. Salopeck
President and CEO





2025 Service

Jennings served nearly 1,400 individuals through its residences and community-based services.

Residence and Service Capacity

Apartments (units) = 263
 Holy Spirit Villas (units) = 10
 Assisted living, Garfield Heights (suites) = 73
 Assisted living, Jennings at Brecksville (suites) = 74
 Short-term rehabilitation (suites) = 27
 Long-term care (suites) = 147
 Adult day services (participants) = 50
 Jennings at Notre Dame Village Apartments = 81
 Jennings at Notre Dame Village Cottages = 50
 Jennings at Notre Dame Village Memory Care = 36

Joint Ventures

Northeast Ohio Home Care
 Northeast Ohio Hospice
 Perennial Advantage Medicare Advantage Plan

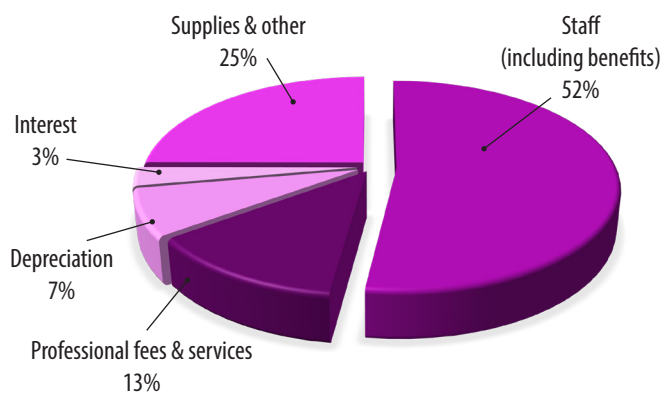
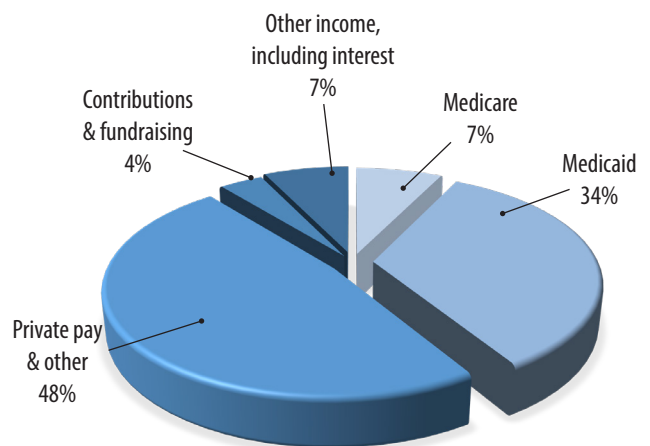
Fiscal Results 2025

REVENUES

Medicare.....	\$3,068,258
Medicaid	\$14,256,975
Private pay & Other.....	\$20,169,325
Contributions, Fundraising & Misc.....	\$1,540,222
Other income, including interest	\$3,031,249
TOTAL	\$42,066,029

EXPENSES

Staff (including benefits)	\$19,472,056
Professional fees & Services.....	\$4,752,653
Depreciation	\$2,707,636
Interest	\$1,064,185
Supplies & Other.....	\$9,306,687
TOTAL	\$37,303,217



Results exclude revenue and expenses from Jennings Manor, St. Rita Apartments, Library Court Apartments, Beacon Grove Apartments and Joint Ventures.

An Award-winning Staff

Quality. Respect. Choice. Though times have changed in our history, our commitment remains the same. We continue to progress our founders’ vision of a community for aging adults and align it with the expectations of those we serve. Our compassionate staff fulfills the ministry sponsored by the Sisters of the Holy Spirit with the heart needed to provide choices in residences, services and support for aging successfully.



283.89

TOTAL FULL-TIME EQUIVALENTS (FTE)

590,486

TOTAL HOURS WORKED

Employer of Choice:

16-time NorthCoast 99 honoree
2025 Award of Excellence for
Health Care and Social Assistance

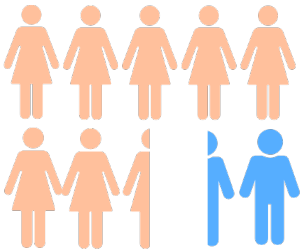
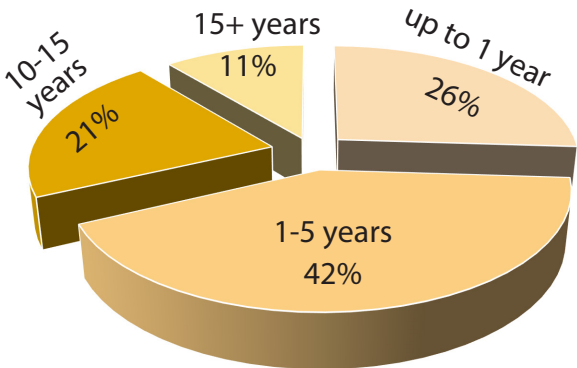


Newsweek’s Top Ohio Nursing Homes: Recognized as one of Ohio’s Top Nursing Homes for the fourth consecutive year.

Silver Accreditation for Jennings at Notre Dame Village Small Houses from Center for Applied Research in Dementia (CARD)



Staff Tenure



2025 Community Benefit

Community is one of Jennings' core values. Just as the connection to community - for our organization, for staff and for residents is essential to our purpose, so too is ensuring that our community values the contributions of aging adults. We embrace opportunities to contribute our time and talents for the benefit of the wider community - for our mission, our Catholic faith tradition and our commitment to the common good.

Our commitment to service is evident through our compassionate, person-centered care. In fulfilling our purpose, Jennings continually evaluates and responds to the needs of aging Northeast Ohioans. Through advocacy, collaboration, education, charity care and more, Jennings has a tangible impact on our greater community.

UNREIMBURSED CARE

Jennings provides quality care, support and dignity through a continuum of care, which extends not only to individuals with financial ability but also those whose limited means would otherwise have fewer choices. Jennings' rate-restricted services and unreimbursed charitable care substantially impacts Northeast Ohio families:

Total cost of unreimbursed care at Jennings in 2025 = \$3,183,295

- Unreimbursed long-term care = \$2,720,711
- Unreimbursed assisted living = \$462,584

Rate-restricted services

- Affordable Housing: Jennings provides nearly 300 apartments in three municipalities (Garfield Heights, Maple Heights and Shaker Heights) that serve individuals with low to moderate income. These service-enriched residences help residents live successfully with independence thanks to service coordination and life enriching activities.
- Affordable Assisted Living: Holy Spirit Ridge, a small house assisted living residence, welcomes individuals with low to moderate income and who may rely on alternative forms of financial support or federal assistance that does not cover the cost of their care.
- Community-based Support: Jennings' adult day services offer support for family members and caregivers in the community. They know their loved ones receive quality care while they attend to personal and work responsibilities. These services are partially funded by community programs and often do not cover the total cost of the care provided.

Our commitment to successful aging reaches beyond those we serve. We are grounded in the belief that thriving communities are built through education, advocacy, collaboration, and community engagement. We strive to positively impact aging adults, their families and our communities by addressing local needs, fostering opportunities, and investing in programs that enhance well-being and quality of life for all.

Community Benefit

EDUCATION AND ADVOCACY

- Engaged with students and attended community events -- high school, college, career centers -- to amplify careers in aging services
- Hosted local educators with resources, opportunities for intergenerational programs and other ways to inspire careers in aging services
- Precepted the Administrator in Residence candidates
- Provided clinical setting for students pursuing undergraduate training
- Piloted for Arena software to use artificial intelligence (AI) for recruiting and career ladders
- Collaborated with local universities to host international students for them to uniquely experience aging services

CONVENING AND COLLABORATING

- Partnered with area organizations to connect students to opportunities and create solutions to health care workforce challenges
- Hosted area professionals to obtain credentials as Certified Dementia Practitioners
- Participated in membership and best practice sharing at the local, state and national levels: Eldercare Committee of Catholic Health Association (CHA), CHA Mission Leader Group, CHA Policy and Advocacy Committee, LeadingAge Ohio, Ohio Aging Services Network (OASN), chambers of commerce, LeadingAge, Northeast Ohio Association of Activity Professionals, CCSSN Steering Committee, local aging network groups and community education groups

INNOVATION

- Engaged residents to the larger community with virtual programs, fitness classes and lifelong learning opportunities using technology in group settings as well as individual suites
- Partnered with researchers to support studies and health initiatives with the goal to benefit the greater community of aging adults

COMMUNITY ENGAGEMENT

- Hosted daily Catholic Mass, as well as scripture study, spiritual dialogues and religious events
- Welcomed community members for spiritual programs through the James D. and Joan M. Clark Fund for Resident Spiritual Support
- Provided education to the community through health events and community programs
- Assisted local community centers with engaging senior residents through holiday events, health events, community programs and meal sponsorship
- Provided arts and culture opportunities for residents and community members to remain active and engaged
- Welcomed neighborhood and local school children for holiday events and intergenerational programs

Thank you for your generosity!

The generosity of donors gives life to our purpose and enhances the choices for the individuals we serve. Thanks in part to their support, the Jennings mission continues to positively impact Northeast Ohio's aging adults consistent with the vision of our namesake, Monsignor Gilbert P. Jennings, and the work of our founders, the Sisters of the Holy Spirit. Each and every one of your donations makes a difference in what we offer every single day.

We make every effort to ensure the accuracy of our donor lists. We apologize for any errors or omissions and invite you to contact the Development Department at (216) 581-2902, ext. 2327 with any corrections.



Holy Spirit Heritage Society

The Holy Spirit Heritage Society at Jennings is a simple, yet lasting way to support Jennings' mission for years to come. Just as the campus began with Monsignor Jennings' estate gift, planned or deferred gifts can help individuals achieve financial goals, minimize taxes and probate expenses, and create a personal legacy at Jennings. The Holy Spirit Heritage Society is a comprehensive planned giving program beneficial to both the donor and Jennings.

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 Mr. James D. Appleyard[†]
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 Frank and Anne Wade[†]
 Ethel Walsh[†]
 The Howard and
 Rita Whittaker[†] Family
 Debbie and Mike Wilson
 Charles Wohlgemuth

[†] The symbol of the cross indicates that the member is deceased.

Named Endowment Funds

The Endowment Fund helps to ensure the ongoing viability of Jennings and our commitment to care and services. Creating a named endowment fund of \$10,000 or more provides recognition for a donor's significant and lasting contribution in perpetuity. After an endowment gift is contributed or a named endowment fund has been established, the donor may continue to make subsequent gifts and encourage others to contribute at any level.

Gertrude Borowski Physical Fitness Endowment Fund

The Bette and Thomas Calevich Resident Life
Enrichment Endowment Fund

Thomas and Jane Campbell Endowment Fund

Vincent A. and Corine S. Chiarucci
Memorial Endowment Fund

James D. and Joan M. Clark Fund for
Residential Spiritual Support

Monsignor Thomas Corrigan
Resident Activity Endowment Fund

Dorothy Ebner Staff Education Endowment Fund

Rudy Eliason Staff Recognition Endowment Fund

The Goudreau Family Endowment Fund (2025)

The Goudreau Family Endowment
Fund for the Retired Religious

Paul and Muriel Greve Memorial Endowment Fund

Albert F. Hanzlick Paraclete Award

The Fr. Walter Jenne Endowment Fund

Henry P. and Kathryn A. Kurdziel Endowment
Fund for the Adult Day Center

The Harry and Carol Kutik Memorial Endowment Fund

J. Robert and Ann Snider McCabe Endowment Fund

Mildred McIntyre Volunteer Recognition
Endowment Fund

Chuck and Margaret Morelli Memory Care
Endowment Fund

The Margaret and Murlan J. Murphy
Memorial Endowment Fund

Mary Ellen Mysliwiec Resident Cooking Fund

F.J. O'Neill Charitable Corporation Endowment Fund

Josephine and Alice V. Perney Endowment Fund

Libera M. Pilla Endowment Fund

Sister Mary Philomena Excellence in
Dining Services Endowment Fund

Fred Schuckert Alzheimer's Endowment Fund

John and Petrina Simpson and Judith Simpson Magre
Memorial Education Endowment Fund

Stella Smiechewicz Safe Movement Endowment Fund

Thomas F. & Charlotte B. Twaro Endowment Fund
for Care Taking of Religious Garden Statuary

Norman & Vivian Vopat Endowment Fund for the
Support of Quality Skilled Nursing Care

Frances Weitzel Memorial Endowment Fund

Staff Honors

Christ has no body but yours,
No hands, no feet on earth but yours,
Yours are the eyes with which he looks
Compassion on this world.

-St. Theresa of Avila



The Jennings staff carries on the loving ministry of Jesus established by the Sisters of the Holy Spirit, and we recognize individuals who are outstanding examples of our values. In 2025, Jennings honored 11 individuals, who were nominated by their peers, managers, residents and families. Visit jenningsohio.org/staff-awards for videos.

Albert Hanzlick Paraclete Award

Sarah Barger | Emily Taylor

Sister Margaret Mary Excellence in Nursing and Life Enrichment Award

Monica Bibyk | Jessica Loudermill | Ashley Salajcik

Star of the Year

Michelle Brown | Joanie Thomas | Katherine Williams

Rudy L. Eliason Award

Antonio Love

The Sister Mary Philomena Excellence in Culinary Services Award

Tori Cromwell | Antonio "Tone" Farris

Lifetime Donors

Thank you to our loyal donors who continue to support our ministry. Our lifetime donors are placed into the following categories based on their accumulated giving throughout the years.

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(\$1,000,000 and above)

The Cleveland Foundation
Mr. and Mrs. George J. and
Lenore A. Goudreau, Sr.[†]
Mr. and Mrs. Murlan and
Margaret Murphy, Sr.[†]
The Stefanski Family

Cherubim (\$750,000 to \$999,999)

U.S. Department of Labor,
Health and Human Services

Uriel's Society

(\$500,000 to \$749,999)

Catholic Charities Corporation
Eva L. and Joseph M.
Bruening Foundation
The O'Neill Brothers Foundation
Third Federal Foundation

Gabriel's Society

(\$250,000 to \$499,999)

Steve Hrezik[†]
The Fred A. Lennon Charitable Trust
The McGregor Foundation
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Saint Luke's Foundation of Cleveland
The Sanson Company
State of Ohio

Raphael's Society

(\$100,000 to \$249,999)

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Cuyahoga County Division
of Senior and Adult Services
Dworken & Bernstein Co., L.P.A.
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The Progressive Corporation
Quality Bolt and Screw Company
Sisters of Charity Foundation
of Cleveland

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(\$50,000 to \$74,999)

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Joan Spittler[†]
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Debbie and Mike Wilson

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 Carolyn and Bill Urban
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 Timothy Zak
 Salvatore and Michele Zingale
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Angels

(\$10,000 to \$24,999)

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 Anonymous
 Mary and Kevin[†] Anthony
 Mr. James D. Appleyard[†]
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 Drs. James and Patricia Campbell
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 Fred and Trish Martin

A Purpose for every generation

Two local families are spending time with Jennings at Brecksville residents as part of their curriculum. These intergenerational visits are not only a joyful presence, but give purpose --- to the children achieving their goals and the residents who enjoy imparting their wisdom.

This relationship has created some regular intergenerational fun, such as baking together and movie nights where the children come in pajamas and bring popcorn to watch favorite films with residents.

The kids always come in with a smile on their face and heart to serve. And residents look forward to seeing the kids every week, whether it be a craft, cooking, bowling, gardening or goofy games.



Daniel and Rita McCabe
The J. Robert[†] and Ann[†] Snider
McCabe Family
The McCabe Kniely Family
Mary Jo and Ed McElyea
James and Carol McGrath
MedArbor Diagnostics
Medical Mutual of Ohio
Branden Melich
Rosemary Michaels
Michael and Barbara Mills
Charles J. Morelli, Jr.
The Murphy Family Foundation
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Patricia Nock
Jeffrey and Ann Nock
The NRP Group
Reverend Leonard G. Obloy
Kevin O'Brien and Regina
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Paladin Protective Systems, Inc.
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In Memory of Dr. and
Mrs. F.A. Spittler[†]

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Richard Zak
In Memory of John F. Zakrajsek[†]
Ted and Diane Zawadski
Rev. Anthony Zepp[†]
Dr. and Mrs. Daniel Zydowicz



A Purpose founded in faith

Every Tuesday, a small group gathers in the third floor living room at Jennings at Brecksville. They call themselves the Contagious Faith Group, and their name says everything about their spirit.

Their gathering is simple and open: everyone is welcome. They open in prayer, let the Lord lead the conversation, and invite one another to share "God moments," the quiet, unexpected ways they have seen grace show up in daily life. Residents share childhood faith stories, and one memory has a way of sparking another. Guests and family members from outside Jennings have joined.

When asked what "contagious faith" means to them, residents spoke from the heart. One described it as a faith that others can see in you and want for themselves: a faith spread not by words alone, but by how you live. Another pointed to the witness of those who have suffered and not wavered. Together, they encourage one another, and whether you want to share or simply listen, you are welcome exactly as you are.

This is a community within a community: neighbors who have chosen to walk together in faith, planting seeds of hope in one another week after week.

2025 Benefactors

We gratefully recognize our generous donors who have made monetary contributions or who have pledged their support to Jennings from January 1, 2025 through December 31, 2025. Please contact the Development Office at (216) 581-2902, ext. 2327 with any questions.

FRIENDS & SUPPORTERS

Zaccheus Club

(\$10,000 and above)

Absolute Pharmacy
Anonymous
James D. and Joan M. Clark
Cuyahoga County Division of
Senior and Adult Services
William and Jeannette Divoito†
Encore Wound Care
The Goudreau Family
Jeanette Honsa
David and Martha Kutik
Mary Jo and Ed McElyea
Susan and Bob Means
Ken and Beth Misener
The O'Neill Brothers Foundation
The Sanson Company
The State of Ohio
UNITED Medical Supply Company
Jack and Jeanette Walton
Debbie and Mike Wilson

Faithful Stewards Club

(\$5,000 to \$9,999)

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Business Network Team
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Congregation of the Sisters
of St. Joseph
Sheila P. Cooley
Donna Deye
Evelyn and Mark Duffy
Edward Lamb Foundation, Inc.
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Dan Halas and Candace Madden
The Harry K. & Emma R. Fox
Charitable Foundation
The Helen F. & Louis Stoller
Family Foundation
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Volunteers transform our lives by giving of themselves with their time, talents and compassion, finding purpose in making a difference for others. Jennings is grateful for the dedicated adult, student and group volunteers who complement our staff in supporting those we serve and choosing to make our communities their priority. Volunteers included:

- 2,400 adult volunteer hours
- 420 student volunteer hours
- 120 resident volunteer hours

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A Purpose with flavor

At Jennings at Notre Dame Village, resident Toni Arnold brings the world to her neighbors one snack at a time. Each month, Toni organizes the Universal Yums Group, a gathering of about fourteen residents who share a box of snacks shipped from a different country each month. But Toni doesn't stop at the snacks. She researches the country, finds videos, and creates a quiz so the group can truly explore the culture they are tasting. A well-traveled woman herself, Toni brings her own stories to the table, sparking conversation, laughter, and curiosity.

Mexico and Indonesia brought heat. Germany and France brought the chocolate the group loved. Brazil was last month's destination. What keeps everyone coming back, Toni says, is simple: they are genuinely interested in learning. That shared curiosity is what makes the gathering meaningful. And though about fourteen people sign up each month, all are welcome.

In a room full of people who have seen much of life, the desire to keep discovering new flavors, new stories, and new perspectives, is itself a form of community.

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A Purpose through leadership

Grace is always on the move and is perhaps more involved than ever in community and leadership. Where she once found purpose in work and family, her purpose now is in faith and community. She is the Resident Council President, leading her neighbors in giving feedback about daily life and choices. The purpose she has been able to find despite her care needs. It's definitely in Grace's nature to stay active, she says "because you know what they say: 'if you don't use it, you'll lose it.' I don't want to lose it!"

She attends Mass every day in the Chapel and enjoys scripture study with Sister Valerie Sweeney. She is active in the resident choir and resident cooking club, soaks up lifelong learning opportunities with speakers, and makes art. She also enjoys playing cards in the pub during happy hour. Grace has continued to pursue her passions and interests while at Jennings, impacting her community in meaningful ways every single day.

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Herb first became involved with Jennings because he was impressed by the care provided to his mother. He now finds purpose in sharing his gifts as a board member, which benefits both Jennings and his spirit.

Learn more at
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In-Kind Gifts

Thank you to our in-kind donors. The goods received from January 1, 2025 through December 31, 2025 were used to support programs at Jennings.

A Taste of Excellence	Game On! Arcade & Sports Pub	Playhouse Square
AEG Presents	Elizabeth Garisek	Frances J. Poorman
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2025 Spirit and Splendor

Oh, what a night! Thank you to everyone to supported and attended our 2025 Spirit and Splendor on Friday, September 19, 2025. We had a fabulous time at Globe Iron, a new concert venue in the Flats. We are so grateful for your time and your treasures to support the mission and ministry of Jennings. Our sponsors donated nearly \$130,000 in sponsorships ahead of the event. Thanks to the generosity of donors and guests, the 2025 event raised more than \$200,000 to benefit the people we serve.

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 Apollo's Fire Baroque Orchestra
 Arcis Golf / Signature of Solon
 Arena
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From top: Jennings President and CEO Allison Q. Salopeck thanked guests for their generosity. Donors generously supported Jennings through the live auction and fund the mission.

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Thank you, Spirit and Splendor sponsors!

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 Dr. Patricia Sharpnack
 Sisters of Notre Dame
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 Towards Employment
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Staff stars shine bright at Jennings!

Each year, LeadingAge Ohio celebrates the dedication of individuals who care for aging Ohioans through the field of aging services. It is a wonderful way to lift up the front-line, non-management staff members who use their gifts to work diligently and selflessly for those we serve. In 2025, Jennings is proud to recognize ten staff stars at a luncheon in their honor. LeadingAge Ohio Director of Workforce Development & Initiatives Randi Hamill recognized each star as their supervisors and nominators applauded them.



We're proud to recognize them for their care and joyful presence: Deb Tables, India Williams, Michelle Eagle, Rebecca Russell, Dawn Gambino, Barb Pinter, Vic Gigliotti, Connie Hill, Brittney Reed, and Zakiyyah Williams.

Deb Tables was nominated for the STARS Award by Sr. Juanita Shealey. This nomination earned Deb a special recognition as a LeadingAge Ohio Servant's Heart Award. What a significant moment, since Deb attended a ceremony in which Sr. Juanita was honored with the 2025 Bishop Roger Gries Heart of a Servant Award. Sister Juanita's nomination read:

I nominate Debbie because she is the epitome of loving, caring and sharing – not “now and then” but all the time and to everyone. I have met so many people in my 94 years so there are people I admire, and Debbie is on the top of the list. She is someone you meet and recognize God's goodness.

Debbie is authentic in the way she treats everyone. She has an appreciation for people who don't really know what day it is or what to do, because she has a keen understanding of everyone's needs. She will greet you and help you, or come to your door and invite you to be part of something. When Debbie comes through the door, everyone changes for the best. It's a feeling of sunshine or having chocolate ice cream! It comes so naturally to her, and it's genuine and in abundance.

I watch how she makes a difference with everyone. One man was always pretty quiet and kept to himself with a demeanor that reminded me of a sergeant. Through her respect and kindness, Debbie got him to be comfortable and do things with us. I have been in the world a long time, and she is like an angel for the way she treats people, she makes us feel a million blessings coming right from God.

Debbie does ordinary things in an extraordinary way. So much love comes out genuinely because it's part of how she walks through life for people. She is the sunshine of my life and God's blessing to us.

Visit jenningsohio.org/2025-stars to learn more about each honoree.

A Purpose through performance

It is an annual tradition at Jennings' Garfield Heights campus to host A Walk through Holy Week, thanks to the participation of residents from our nursing home and assisted living residences in conjunction with our life enrichment staff.

During this powerful event, guests walk through live scenes to reflect on the events of Holy Week - from Jesus' triumphant entry to Jerusalem to His Resurrection. Visitors received a reflection packet as they entered, read the story at each scene, and watched as the volunteers enacted the scene. As they exited, they received a gift as a token of both this moving experience and the holy days ahead.

What a sense of purpose this brought for those who participated by enacting the scenes. One individual, who took part in portraying the Last Supper, said, "Thank you for today! I felt like I was really at the table with Jesus."



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