

McGregor

McGregor
PACE



2025 Impact Summary



UNITED IN PURPOSE: OUR YEAR OF IMPACT

Progress, Resilience, and Community

A Message from the President & CEO and Board Chair

Progress, Resilience, and Community—A Message from the President & CEO and Board Chair

As President & CEO and Board Chair of McGregor, we are honored to reflect together on a year that showcased extraordinary resilience and progress across our organization in 2025. Despite ongoing global and local challenges in healthcare, McGregor remained unwavering in its commitment to serving seniors throughout Northeast Ohio. Our team earned the trust of over 1,800 seniors and their families, expanded PACE centers into Lorain and Summit Counties, and maintained a 5-Star quality rating for skilled nursing. Our promise to provide safe, affordable senior housing continued, bolstered by workforce development and an ever-strengthening values-driven culture grounded in Respect, Trust, Community, and Impact.



Ann Conn, MBA
President and CEO



Bradley D. Knapp
McGregor Board Chair

Through the support of the McGregor Foundation, nearly \$900,000 was distributed to nonprofit partners, deepening our impact and broadening our reach within the community. Strategic partnerships and the successful launch of PACE in new communities have further elevated our capacity to deliver excellent service. These accomplishments are a testament to the dedication and resilience of our teams, whose passion ensures that every individual we serve receives compassionate guidance and support along life's journey.

To our staff, board, partners, volunteers, participants, residents, and families—thank you for your vision, trust, and engagement. This Impact Summary not only highlights the milestones achieved in 2025 but celebrates the collaborative journey that inspires us all to build a stronger, more inclusive future for aging adults in our region.

Thank you for your contributions, your belief in our mission, and your partnership. Together, we make a difference—today and for the years to come.

With heartfelt appreciation,
Ann Conn
President & CEO, The McGregor Foundation

Bradley D. Knapp, CFA, CAIA
Chairman, McGregor Board of Directors

THANK YOU TO OUR DEDICATED BOARD MEMBERS

McGREGOR BOARD OF DIRECTORS

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Ann Conn
President & CEO,
The McGregor Foundation
(*ex-officio*)

Executive Leadership Team

- Ann Conn, CPA, MBA
President & CEO,
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- Jennifer Hayes
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- Lee Ann O'Brien, CMP, CECC, MBA
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- Yvette Bozman-Wright, LNHA
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Housing
- Tara Regan
Director of Philanthropy and
Secretary to the Board

Congratulations to the 2025 Leadership Academy graduates



L-R: Kim Bonazza, Lesley Harden, Katrese Arogundade, Tara Bigbee Lawson, Tamara Wilson, Jennifer Forte

Meet McGregor's 4th Leadership Academy Class. Through a nomination process, eight McGregor Team Members were selected to comprise the 2025 Leadership Academy Cohort. The selected individuals possess a strong desire not only to enhance their skills as leaders but most of all provide their teams with effective guidance and leadership to be the best that they can be in their respective roles. This class expands our graduation total to 32 individual leaders.

McGregor PACE Vs McGregor softball showdown 2025



What a fantastic day under the sun! With temperatures hitting 88 degrees, McGregor PACE and McGregor Residential Housing hit the field for the annual 2025 softball game—and what a game it was! PACE came out on top with a close 6-5 win, but the real victory was the fun, laughter, and team spirit shared by all.



L-R: Bryon Fowler, Neisha McGee [back], Morgan Vaughn, Tiana Hood, Minnie Owens, Nicole Tovanche, Andre McKinney, Jason Greene, Jade Armstrong, Shenelle Suggs, Andre Burton [back] Elevate Program Director



"Congratulations to the graduates in the Inaugural ELEVATE Class of 2025, well done completing your leadership training," said ELEVATE Program Leader Andre Burton, J.D., Director, Development & Culture at

McGregor. "The Program reflects McGregor's commitment to support each staff member and caregiver in reaching their full potential, both in your current roles and future professional opportunities."

The ELEVATE Program cohort provides the opportunity to learn from both external and internal subject matter experts, collaborate with colleagues, and gain exposure to new skills, tools and experiential learning activities that will expand individual professional and personal growth.

Annual Executive Leadership Retreat laying a foundation for the future

The Annual Executive Leadership Retreat fosters ideals such as advocacy, growth, quality of care, and workforce development. Leadership establishes focused goals to align teams, build momentum, and support learning. This retreat sets the course for organizational success, strengthening cross-functional trust and collaboration across the entire organization's spectrum for lasting positive impact. The team has high hopes for 2026.

Empowering Partners: Transformative Impact of the McGregor Foundation

Since 2002, The McGregor Foundation has awarded 844 grants to multiple organizations for a total of nearly **\$20 million** in funding. In 2025, there were 51 grants awarded for a total of **\$875,456** in funding.

United Way of Greater Lorain County



United Way of Greater Lorain County (UWGLC) received support from the McGregor Foundation to provide free

tax preparation and filing services for seniors earning under \$70,000. Through its countywide Free Tax Prep coalition, UWGLC serves more than 1,400 seniors by expanding filing locations and recruiting senior volunteers. Support from the McGregor Foundation will help fund host sites and expand services in partnership with the Elyria PACE site.

“The McGregor Foundation grant strengthens our ability to reach and serve older adults through our Lorain County Free Tax Prep initiative, ensuring more residents 55+ receive trusted, no-cost tax assistance and access to the refunds and credits they’ve earned,” said Ryan Aroney,



President and CEO of United Way of Lorain County. “With this support, we are making a meaningful financial impact for seniors in Lorain County.”

Founded in 1917, United Way of Greater Lorain County (UWGLC) unites individuals, businesses, nonprofits, and public partners to address the community’s most pressing challenges and create lasting change to support both neighbors and neighborhoods.

Lorain County Office of Aging



The Lorain County Office on Aging (LCOA) serves as the lead agency supporting older adults in Lorain County, providing nutrition programs, in-home assistance, and volunteer engagement opportunities.

With grant support from The McGregor Foundation, LCOA is strengthening and expanding its nutrition, in-home support and volunteer services to help seniors age successfully. Often serving as a first point of contact for community members seeking help, LCOA works to improve seniors’ health and independence, reducing food insecurity and isolation. Serving 5,057 older adults, LCOA provides volunteer opportunities, meal delivery, homemaking services, volunteer placement and resource referrals.



“The McGregor Foundation funding has been instrumental in LCOOA’s continued operation of its medical transportation program,” said Nicole Bellmore **Pierce, Executive Director of the Lorain County Office on Aging. “Given the lack of public transportation in Lorain County, medical transportation for seniors is essential to ensuring their ability to age safely in the place they choose to call home.”**

The McGregor Foundation has been a long-standing partner of the Food Bank, providing critical food assistance and helping fight hunger. In 2025, the U. S. government shutdown lasted 43 days, causing severe delays in benefits for individuals in need. At this critical juncture, the McGregor Foundation provided an emergency grant as SNAP benefits were paused and many federal employees went weeks without a paycheck during the shutdown.

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“The McGregor Foundation has been a long-time partner with the Greater Cleveland Food Bank and our partners in reducing food insecurity for older adults,” said Kristin Warzocha, President and CEO of the GCFB. **“Recently, the McGregor Foundation increased its support during the government shutdown and pause in SNAP benefits. We thank the Foundation for quickly responding to this**



emergency and for their incredible support of our Senior Nutrition Initiative programs.”

Tri-C



When students step into Tri-C’s State Tested Nursing Assistants (STNA) training space on the Westshore campus, they are now greeted by a setting that looks and feels like the places where they will soon work. Thanks to a grant from the McGregor Foundation, the training rooms have been transformed

with new hospital beds, bedside tables, and patient-room furnishings that mirror those found in rehabilitation facilities, nursing homes, and hospitals across the region.

“We are truly grateful for your support of our STNA training space and for your partnership to ensure that our students learn on equipment that mirrors real world healthcare settings,” said Maureen McGuinness, **College-wide Director of Development at the Tri-C Foundation.**



“The Foundation’s investment helps ensure that our STNA students are fully prepared to enter the workforce as soon as they complete their certification.”

By learning in spaces designed to replicate real healthcare settings, students are better equipped to master best practices and build confidence before entering the workforce. STNA training is in high demand, and for many students it serves as the first step on a broader clinical career path.

Business Volunteers Unlimited



Business Volunteers Unlimited (BVU) connects businesses and individuals to volunteer opportunities and offers board matching and nonprofit consulting services throughout Northeast

Ohio. Its free volunteer match service engages seniors in meaningful volunteer and board service roles that foster civic engagement and leadership, including opportunities in the arts, culture, animal welfare, the environment, hunger relief, education, and more.

“With support from the McGregor Foundation, BVU served 20 nonprofits focused on senior services in 2025 through capacity-building offerings such as governance and strategy consulting, leadership training, and skills-based volunteer

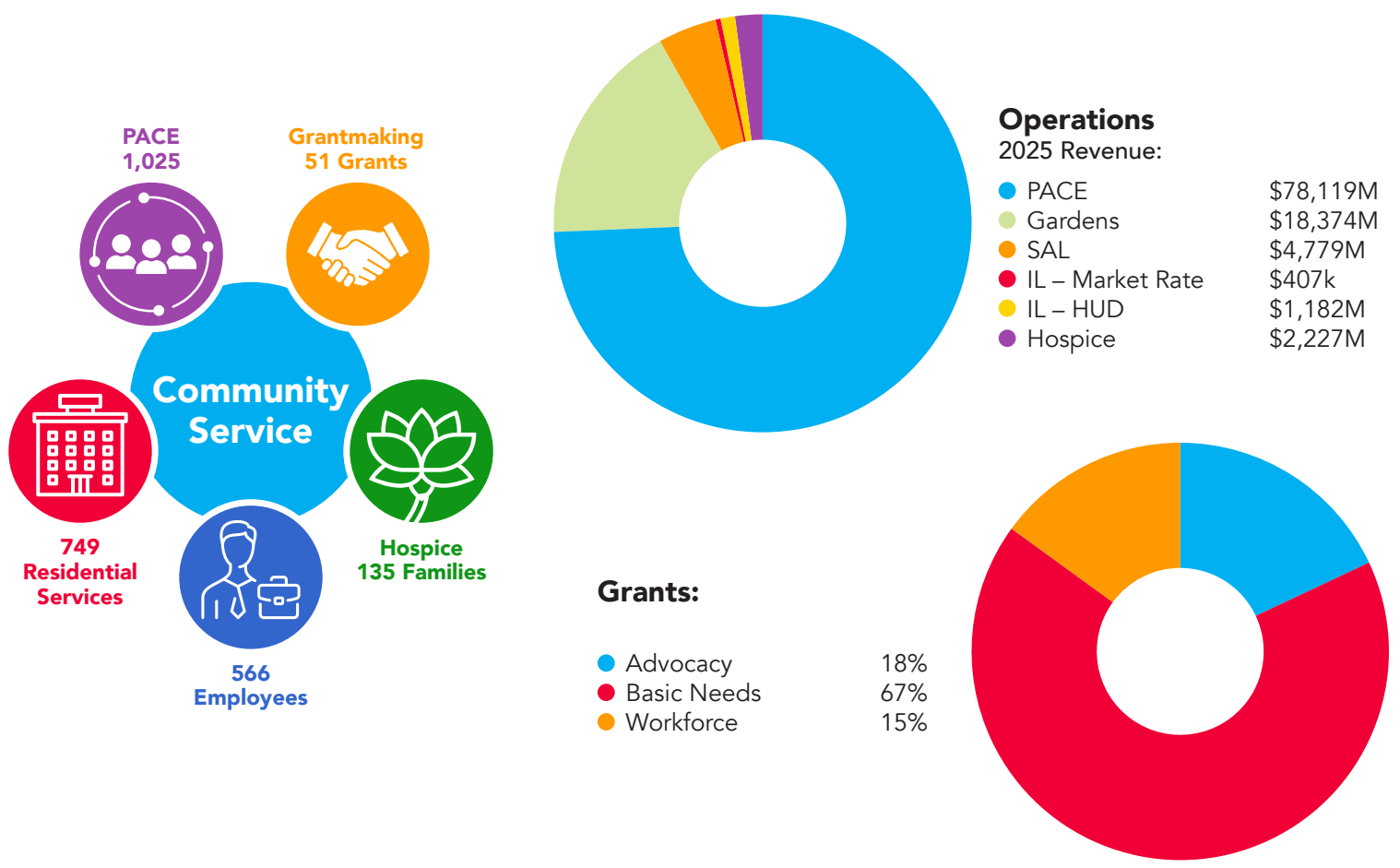


engagement,” said Elizabeth Voudouris, **President & CEO of Business Volunteers Unlimited. “Last year, senior volunteer participation in BVU’s Volunteer Center increased by 58%, and senior interest in volunteer opportunities rose by 55%.”**

McGregor and BVU have partnered since 2013. The 2025 McGregor grant emphasizes expanding senior participation in volunteerism and advancing leadership through board service.

Making a Difference

Live life at your own PACE



EXPANDING PACE TO ENHANCE SENIOR CARE

When Summit and Lorain Counties expanded their Program of All-inclusive Care for the Elderly (PACE), a new chapter began for older adults seeking to age in their own homes. The PACE model, offering coordinated, comprehensive medical and social services, quickly became a vital lifeline for those who wanted to maintain independence while accessing expert care. As the program grew, neighbors saw firsthand how PACE empowered their friends and relatives to enjoy a higher quality of life without leaving their familiar surroundings.

The expansion brought not just healthcare, but choice and a sense of belonging. Families observed their loved ones thriving, with fewer hospital visits and greater joy in daily life.

Through its growth in Summit and Lorain, the PACE program has proven invaluable, offering constituents the opportunity to age successfully in the place they cherish most—home. The value is clear: healthier, happier seniors, rooted in their communities, living life on their own terms. Live At Home. Your Goal, Our Priority!



McGregor: a recognized leader in the industry

Empowering the Growth of Tomorrow's Leaders



The **Pillar Award for Community Service** was developed by Smart Business to honor businesses and individuals dedicated to making Northeast Ohio a better place to live. The program is designed to demonstrate the tie between the for-profit and nonprofit worlds and showcase best practices.

McGregor is the recipient of the award recognizing Nonprofit Executive of the Year Award Honoree, Ann Conn, President & CEO.



McGregor has achieved a **5-STAR rating from the Centers for Medicare & Medicaid Services (CMS)**. CMS created the Five-Star Quality Rating System to help consumers, their families, and caregivers compare nursing homes more easily and to help identify areas about which you may want to ask questions. The Nursing Home Care Compare website features a quality rating system that gives each nursing home a rating of between 1 and 5 stars.



McGregor has been recognized for the third year in a row as one of **America's Best Continuing Care Retirement Communities 2026** by *Newsweek*. Continuing care retirement communities, also known as Life Plan Communities, offer a continuum of long-term care designed to meet residents' evolving needs, from independent and assisted living to skilled nursing and memory care. For many older adults and their families, the ability to remain in one community while accessing higher levels of support is a defining advantage.

With a national footprint of roughly 1,900 CCRCs/Life Plan Communities, McGregor is ranked 150th, the landscape is broad and varied, making it essential to identify communities that consistently deliver quality, safety and resident satisfaction.



The Aging Services Impact Award is awarded to an individual or **LeadingAge Ohio** member organization for communication efforts which promote a positive image of aging services and enhances the public perception of services offered by member organizations.

Criteria The nominee must: Have established a program, event, or activity that has created a positive social awareness for the aging population. Demonstrates creativity while promoting a positive image of senior services through various outlets.

Annual Service Awards



5-year award recipients



10-year award recipients



15-year award recipients



20-year award recipients



25-year award recipients



30-year award recipients



Employee of the Year



Sales & Marketing Team



McGregor Wellness Committee



Preceptor Program

McGregor Leads the Way: Transforming Senior Care Through Storytelling



Seasons of Care: Changing the Narrative of Hospice

Hospice care, a cornerstone of compassionate healthcare since the 1960s, focuses on enhancing quality of life, providing comfort, dignity, and peace to patients and their families during difficult times. Despite its benefits, hospice is often misunderstood as solely end-of-life care; in reality, it supports living as fully and comfortably as possible, and patients can even leave hospice if their condition improves. Unfortunately, these misconceptions sometimes result in late referrals, limiting the positive impact hospice can offer.

Organizations like McGregor and Hospice of Greater Cleveland are working to change this narrative by providing education, individualized care, and emotional support. Patient experiences reveal the true value of hospice—managing pain, delivering emotional and spiritual comfort, and offering peace of mind to both patients and families. Services include pain and symptom management, nursing, medication coordination, counseling, social services, bereavement support, respite care, volunteer assistance, and 24/7 on-call support.

Hospice is not a place, but a philosophy of care that meets patients wherever they call home, tailoring support to help every individual and family make the most of their time together, with compassion and dignity.



The Benefits of the McGregor Summer Internship for Rising Seniors

The McGregor Summer Internship offers rising seniors a unique chance to gain real-world experience, develop professional skills, and receive mentorship as they prepare for life after college. The program pairs students with McGregor staff and industry professionals who provide guidance, share insights, and support both personal and professional growth.

Interns like **Meghan McGuigan**, a Cleveland State University senior majoring in communications and marketing, have used the opportunity to launch student organizations and explore career interests. **Olivia Kuhel**, attending George Washington University, excels in academics and athletics and looks to continue her pursuits in law school. **Ashleigh Williams**, a Social Work student and U.S. Marine Corps veteran, contributes her skills in research and information security while interning at the Gardens of McGregor.

Overall, the McGregor Summer Internship is more than a summer job—it is a transformative experience that empowers students to step confidently into their senior year and future careers by providing practical experience, mentorship, and opportunities for personal growth.



The **McGregor Junior Volunteer Program** was created in 2024 and is an ongoing program to build relationships with youth in our surrounding communities. We have introduced the program at several schools to help the students engage in our program we have here at McGregor. Volunteers provide companionship, support activities, and contribute to a warm, engaging environment for our seniors here at McGregor.



"Inside the Gray Area" podcast launched in summer 2024 about life choices, career journeys and what we are passionate about. It's about Life and all the gray area that is undefined. This is another communication tool that we can use to share our stories, highlight our teams, and bring educational topics to the community.





*Your journey is personal.
We help you get there.*

McGregor

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