



2025 ANNUAL REPORT





GALLOWAY RIDGE AT FEARRINGTON

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GALLOWAY RIDGE

Mission & Values

THE MISSION

Galloway Ridge exists to inspire meaningful and engaged lives and to assure each resident a superior quality of life and care.

CORE VALUES

Galloway Ridge's core values support the residents' engagement with the community.



caring

Showing compassion for the well-being of others.



empowering

Encouraging and engaging others.



integrity

Treating each other with honesty, fairness and sincerity.



commitment

Pledging to give our best effort.

Resident VALUES

The vision that inspired the founders of Galloway Ridge was a community in which trust, cooperation, open communication, and kindness define relationships among residents, between residents and employees, and between residents and neighbors in Chatham County.

community

Valuing Diversity. Respecting all residents, staff, and visitors. Supporting the well-being of others. Being humble about personal accomplishments. Being considerate and appreciative of others.

communicate

Listening to understand and encourage dialogue with others. Acknowledging the efforts of others. Expressing concerns accurately and directly to the appropriate person(s). Interacting with residents and staff respectfully and politely.



Welcome to Our 2025 ANNUAL REPORT

Dear Galloway Ridge Community,

Twenty years ago, a vision took root in the hills of Fearington — that senior living could be defined by **wellness, purpose, and genuine human connection**. As we reflect on this milestone year, we are proud to say that vision has never been more alive. This report celebrates not just what we've accomplished, but **who made it possible** — our extraordinary residents, dedicated employees, committed Board members, and generous donors. Together, they are the reason Galloway Ridge continues to be a place where people thrive.

2025 was a year of meaningful momentum. Our community grew to **487 residents**, our team expanded to **369 employees**, and our campus saw **\$5.8 million in capital improvements** — all while maintaining the financial strength and disciplined stewardship that protect our long-term future. Independent Living occupancy remained at effectively **full capacity**, and total revenue grew for the year — a testament to the enduring value of the Galloway Ridge experience.

Our commitment to excellence was recognized nationally. This year, Galloway Ridge received four prestigious awards honoring our culture of wellness, our dedication to exceptional senior care, and our investment in the people who make this community extraordinary. These honors belong to every resident and every team member — they are a reflection of what we build together, every single day.

The generosity of our community continued to inspire. Donors contributed more than **\$807,000** across our charitable funds and the employee appreciation fund — supporting residents in need, investing in our employees, and strengthening the Chatham County community we are proud to call home. Through our Chatham County Charitable Fund alone, more than **\$122,000** was distributed to local nonprofits, schools, and agencies — extending our mission far beyond our campus.

And we celebrated. In June, we marked **20 years of Galloway Ridge** with a month of remembrance, reflection, and joy — honoring the 1,029 residents who have called this place home, the 31 original residents still with us, and the dedicated team members who have been here since the very beginning. It was a celebration worthy of everything this community represents.

As we look ahead, we carry forward the values that have always defined us — **caring, commitment, empowerment, and integrity** — with gratitude for where we've been and confidence in where we're going. On behalf of our Board of Directors, our leadership team, and every member of the Galloway Ridge family — **thank you** for being part of this remarkable story. The pages that follow are filled with the moments, milestones, and people that make Galloway Ridge so special. We invite you to explore them with pride.

With warmth and gratitude,

Bob Zimmer | Executive Director & CEO

Dick Kahler | Board President

MEET OUR *Leadership*

Behind every meaningful moment at Galloway Ridge is a team of dedicated leaders whose vision, generosity, and commitment to excellence shape the very heart of our community.

Our Board Members, residents, and Senior Directors give selflessly of their time, talent, and passion — not only to Galloway Ridge but to the broader Chatham County community we are proud to call home. Together, they guide our mission to inspire meaningful and engaged lives and ensure a superior quality of life and care for every resident.

Their collective leadership has driven countless enhancements across our campus — strengthening our services, deepening our culture, and enriching the daily lives of those who live and work here. It is because of their dedication that Galloway Ridge continues to be a community where people don't just live — they thrive.

We are deeply grateful for each of them.

OUR TEAM OF SENIOR DIRECTORS

BOB ZIMMER

Executive Director /
Chief Executive Officer

DANA BOYLAN-WALKER

Senior Director of Finance

KIM HUTTER

Senior Director of HR &
Administrative Services

ARVILLA JOHNSON

Senior Director of
Healthcare Services

MISSY JOHNSON

Senior Director of
Resident Experience

2025 BOARD MEMBERS

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Lisa Chapman, Vice President
Rob Cannon, Treasurer
Alan Rimer, Secretary
Leah Austin
Carl Fox
Gary McKenna
David Perry
Denis de St. Aubin
Stan Wilson
Christina Winter

Nov 1, 2025 – Oct 31, 2026

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Alan Rimer, Secretary
Leah Austin
Brad Bishop
Jan Busby-Whitehead
Bob Marshall
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Renee Paschal
Stan Wilson
Christina Winter

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Leslie Mackler
Gary McKenna
Loretta Muss
Renee Paschal
George Spaeth
Kathleen Spaeth
Jim Starling
Eilean Yates



Our 2025

ACCOMPLISHMENTS

2025 BEST IN WELLNESS

The ICAA NuStep Beacon Award recognizes communities that transcend traditional care models to build dynamic cultures of wellness. This award reflects years of dedication to building a wellness-focused environment where residents and staff thrive together. From creating opportunities for physical fitness to fostering emotional, social, and spiritual engagement, the community has embraced wellness as an integrated and holistic pursuit.

2025 BEST OF CHATHAM

The Duke Center for Living has been awarded Best of Chatham 2025 Sports Club/Fitness Facility as voted by local residents.

SENIOR CARE'S 2025 BEST PLACES TO LIVE FROM WECARE CONNECT

WeCare Connect recognizes organizations among the top senior care communities in the US and Canada as backed by verified results from the leading survey provider in senior care.

FORTUNE BEST WORKPLACES IN AGING SERVICES 2025

The Best Workplaces in Aging Services™ list is determined by Great Place To Work based on employee surveys evaluating workplace culture, trust, and equity. This prestigious recognition highlights organizations that consistently create exceptional experiences for their employees. We are #5 for Small to Medium Senior Housing Communities.

We are incredibly grateful for these honors, which reflect our unwavering commitment to excellence in wellness, senior living, and workplace culture. Each recognition is a testament to the dedication of our employees, whose passion and hard work create an environment where both residents and staff thrive. These awards inspire us to continue making Galloway Ridge an exceptional place to live and work.





Who WE ARE

Where every day is an invitation to *live well*.

Galloway Ridge at Fearrington is a Life Plan Community where Southern hospitality meets worldly sophistication — and where the next chapter of life is the richest one yet.

Nestled in the scenic Piedmont of North Carolina, our community offers far more than a place to live. It is a place to thrive — through vibrant wellness programming, chef-driven dining experiences, enriching cultural offerings, and the lasting confidence of True Life Care. Here, residents pursue their passions, forge meaningful connections, and enjoy the peace of mind that comes from knowing exceptional care is always close at hand.

At the heart of it all is a culture of genuine caring — among residents, employees, and neighbors — that makes Galloway Ridge not just a community, but a home.

2025 BY THE NUMBERS

487 Residents in our community

32 New residents welcomed

66-105 Resident age range

79 Average age at move in

86 Average age of residents

83 Pets adored by residents

240 Enrichment outings attended by residents

3,822 Enrichment activities for our residents

369 Total number of employees

171 New employees

12 Employees promoted

191 Employees with 2+ years of service

2025

FINANCIAL *Report*

As Galloway Ridge ends its twentieth year of operations, it continues to mature financially. Independent Living occupancy averaged over 97% for the year which, when unit turnover is considered, is full occupancy. Overall, total revenue increased by \$1.2 million, or 2.9 percent, compared with the prior year. Operating expenses rose by 5.25 percent, driven by higher wage and benefit expense as well as general inflation. Overall, a net operating surplus of \$3.9 million was realized, and the accumulated net deficit was reduced by \$4.3 million. \$5.8 million was spent on capital improvements, with the bulk of that being used to update the interior of the healthcare building and continued renovations and improvements to the residential units.

2025 AUDIT

Revenue	\$ 42,957,893
Expenses	\$ 39,069,235
Days Cash on Hand	197
Debt Service Coverage	2.15
Benevolent Care Assistance	\$ 186,097

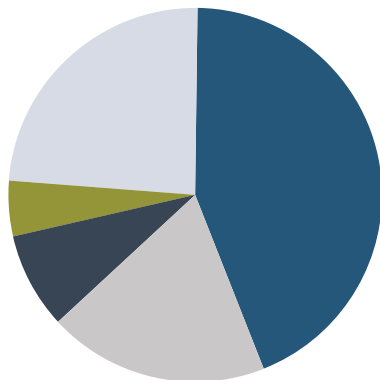
DONATIONS BY AREA

Residents' Benevolent Care Fund	\$89,370
Employee Scholarship Fund	\$82,761
Special Events Fund	\$42,680
Employee Appreciation Fund	\$474,617
Library Fund	\$21,160
Charitable Fund	\$96,070
Alzheimer's Association	\$500
Total Raised	\$807,158

CASH FLOW FROM OPERATIONS

Entry Fees Received	\$ 10,514,655
Entry Fees Refunded	\$ (1,027,370)
Net Entry Fees Collected	\$ 9,487,285

EXPENSES



Direct Resident Care	\$ 17,123,344
General Services & Utilities	\$ 7,447,189
Depreciation & Amortization	\$ 3,243,778
Interest Expense	\$ 1,887,642
Administrative, General & Mktg	\$ 9,367,282
Total Operating Expenses	\$ 39,069,235

GALLOWAY RIDGE AT FEARRINGTON

OPERATING REVENUE

Resident Services	\$ 31,866,120
Healthcare Services	\$ 5,446,817
Duke Center for Living	\$ 1,633,439
Investment Gain	\$ 1,429,525
Other	\$ 2,581,992
Total Revenue	\$ 42,957,893

EXPENSES

PROGRAM SERVICES

		Salary & Benefits	Medical & Personal Care	Food Services	Facility Services	Supplies	Utilities	Administration	Marketing
Direct Resident Care	\$ 17,123,344	\$ 16,060,320	\$ 1,063,024						
General Services & Utilities	\$ 7,447,189			\$ 2,367,591	\$ 1,737,310	\$ 84,637	\$ 974,129	\$ 2,276,195	\$ 7,327
Depreciation & Amortization	\$ 3,243,778							\$ 3,243,778	
Interest Expense	\$ 1,887,642							\$ 1,887,642	
Administrative, General & Mktg	\$ 9,367,282							\$ 7,655,524	\$ 1,711,758
Total Operating Expenses	\$ 39,069,235								

FUNDS *Breakdown*

FUNDS AT A GLANCE

Making a Difference Through Giving Each of our funds plays an important role in the success of Galloway Ridge. Through the generosity of our donors, we are able to enrich the lives of residents, support our employees, and strengthen our community.

Residents Benevolent Care Fund

Offered to residents who are unable to pay their monthly fees

Employee Scholarship Fund

Used to help recipients pursue degrees, certificates, and other opportunities

Special Events Fund

Finances special events to defray the cost of programs at Galloway Ridge

Employee Appreciation Fund

Provides holiday checks for employees each year

Library Fund

Used to keep books and other collections up to date and to purchase supplies

Galloway Ridge Chatham County Charitable Fund

A way for residents and other donors to support Chatham County agency projects

Galloway Ridge, Inc. Fund

For residents, families, and friends who wish to make an unrestricted donation

\$807,158

RAISED IN 2025

20 Years

OF GALLOWAY RIDGE

A Place to Live, Thrive, and Belong

A lot can change in twenty years. But some things only deepen.

Since our very first residents walked through the doors on June 8, 2005, Galloway Ridge at Fearnington has been home to 1,029 residents — each one adding their own chapter to a story built on wellness, connection, and community.

From the beginning, our founders envisioned a community centered on longevity, vitality, and purposeful living — and twenty years later, that vision is stronger than ever. Today, 31 of our original residents still call Galloway Ridge home, having witnessed firsthand the growth of our wellness programs, the expansion of our dedicated team, and the evolution of a community that continues to set the standard for what senior living can be.

We are proud of where we've been. And we are inspired by where we're going.



HONORING *20 Years:*

Remembrance, Reflection, and Celebration

In June 2025, we marked this milestone with a month of festivities that honored our history, celebrated our people, and looked ahead with gratitude and optimism.



A Celebration Begins JUNE 5

The anniversary festivities launched with a joyful campus-wide kickoff. Residents were greeted with 20th anniversary balloons, commemorative posters showing our original buildings displayed alongside their beautifully renovated present-day counterparts — a vivid reminder of just how far we've come.

Each resident received a custom anniversary button featuring their unique Resident Number — a symbol of their personal place in Galloway Ridge history — along with specially decorated cookies to mark the occasion.

Our team members were celebrated as well. All staff received 20th anniversary t-shirts and tenure recognition ribbons for their name badges:

Diamond — 20 years **Silver — 5–9 years**
Gold — 10–19 years **Bronze — 1–4 years**

Sharing Our Stories JUNE 25

Throughout the month, residents submitted treasured photos and memories from their time at Galloway Ridge. On June 25, the community gathered for a special Slideshow and Storytelling event, where these memories were shared on screen and in person. Many residents stood to offer their own reflections — memories of early days, lasting friendships, and the moments that made Galloway Ridge feel like home.

It was an afternoon filled with laughter, nostalgia, and the kind of connection that defines life here.



Celebrating Our Team JUNE 26 MORNING

The morning of June 26 was dedicated to the people who make Galloway Ridge exceptional every single day — our employees.

Dining rooms paused service for the morning so that team members could come together for a catered appreciation lunch, complete with a photobooth, music, and time to simply enjoy one another's company. It was a moment to pause, reflect, and recognize the dedication and heart that our staff bring to this community — day in and day out.

The 20th Anniversary Toast & Celebration JUNE 26 EVENING

That evening, residents, staff, and distinguished guests gathered in Chapin Auditorium for the centerpiece of our celebration — the 20th Anniversary Toast & Celebration.

Among those in attendance were members of the Chatham County Board of Commissioners, the Galloway Ridge Board of Directors, and many of our longest-serving team members. Guests enjoyed hors d'oeuvres and champagne while a slideshow captured highlights from our remarkable twenty-year journey.

The program featured heartfelt remarks from across our community:

Bob Zimmer honored the staff members who have been part of the Galloway Ridge family for 19 and 20 years — serving since the very beginning.

Residents shared the story of Galloway Ridge's transformation into a nonprofit organization, recalled what life was like in the earliest days of the community, and encouraged everyone to continue telling and preserving the stories that make this place so special.

Jared Cargill, our longest-tenured staff member, reflected on the relationships and moments that have made his years at Galloway Ridge so meaningful.

Leah Austin offered sentiments on behalf of the Board of Directors, expressing gratitude for the vision and dedication that have guided the community to this milestone.

Karen Howard, Chair of the Chatham County Board of Commissioners, presented an official proclamation honoring the 20th Anniversary of Galloway Ridge — a recognition of our community's lasting impact on Chatham County.



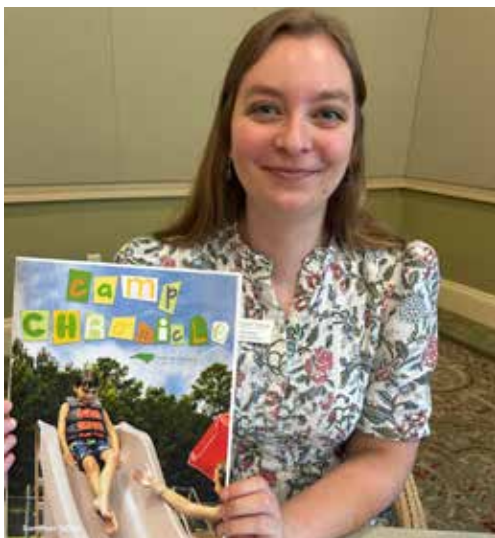
LOOKING Ahead

Twenty years ago, a bold vision took root in the rolling hills of Fearington. Today, that vision lives in every resident who calls this place home, every employee who shows up with care and commitment, and every moment of connection that reminds us why community matters.

As we look ahead to the next twenty years, we carry forward the values that have always defined us — caring, commitment, empowerment, and integrity — with renewed purpose and an unwavering dedication to our mission:

To inspire meaningful and engaged lives and to assure each resident a superior quality of life and care.

Here's to the next chapter. We're just getting started.



FUNDS at a Glance

MAKING A DIFFERENCE THROUGH GIVING

Because being part of a community means giving back to it.

At Galloway Ridge, generosity is not an afterthought — it is woven into the fabric of who we are. Through the compassion of our donors and the spirit of our residents and employees, we are able to enrich lives on campus and well beyond it.

Each of our charitable funds plays a vital role in advancing our mission — supporting residents in times of need, investing in the people who serve our community every day, and strengthening the county we are proud to call home.

THE GALLOWAY RIDGE CHATHAM COUNTY CHARITABLE FUND

Established in 2006, the Galloway Ridge Chatham County Charitable Fund reflects our deep and enduring commitment to being a responsible neighbor and community partner. Each year, the fund provides grants to Chatham County nonprofits, schools, and government agencies — supporting meaningful projects that improve lives across our large, rural county.

Both well-established organizations and emerging agencies are encouraged to apply, and funding is intentionally distributed across a range of communities within the county to ensure broad and equitable impact. From education and youth development to health services and community infrastructure, these grants extend the reach of our mission far beyond our campus gates.

This is what it means to be part of something bigger.

\$122,034.52

Total amount distributed in 2025

20

Awarded Grants

DISTRIBUTION OF GRANTS

\$10,000.00

Chatham CARES
Community Pharmacy

\$10,000.00

Love Chatham

\$10,000.00

Chatham Trades

\$10,000.00

Boys & Girls Clubs
of Central Carolina

\$9,000.00

El Futuro

\$8,000.00

The Learning
Trail, Inc.

\$8,000.00

Autism Society of
North Carolina

\$8,000.00

Central Carolina Community
College Foundation

\$7,000.00

Hispanic Liaison of
Chatham County /
El Vínculo Hispano

\$5,034.52

Jordan-Matthews High School
Arts Foundation (JMArts)

\$5,000.00

Vidas de Esperanza

\$5,000.00

Chatham Outreach
Alliance (CORA)

\$5,000.00

Chatham County
Literacy Council

\$5,000.00

Feed-Well Fridges

\$4,000.00

Fuel Up at Perry
Harrison School

\$4,000.00

Second Bloom of
Chatham, Inc.

\$2,500.00

Chatham Alliance

\$2,500.00

Communities In Schools
of Chatham County

\$2,000.00

Horse and Buddy
Therapeutic Riding Program

\$2,000.00

Triangle Youth Music



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Charter Member*

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Procter and Gamble
Triangle Community Foundation, Inc.
W.K. Kellogg Foundation

IN HONOR OF

Jenny Minor
Barbara Fritchel's 5 great grandchildren
Arbor Nurses
Becky Spence
Bill Sadler & Bill Hicks
Bob Holton
Carol Graceffa
Dining Dept.
Elliot Winckler
Finance Dept.
Galloway Ridge Home Care
Galloway Ridge Employees
Harriet Slaughter
Helen Kotsher
Housekeeping Dept.
IT Dept.
Jackie & Ken Durham
Jan & Anne Sassaman
Jean Zbailey
Jim Crescenzi
Jim Starling
Josh Carr

Leslie Baxter
Lisa Stokes
Lynn Savitzky
Madi Bray
Maintenance Dept.
Mark & Sue Blaustein
Martin Knorr
Mary Lucas
Pam Nicholson
Ray Luce's 90th Birthday
Ron Davis
Rossie Lindsey
Ryan Doby
Staff of Galloway Ridge
The Arbor Staff
The Havighurst's
Yasmin Zetino

IN MEMORY OF

Aileen Ward
Arnie Levine
Ashley Sharpe
Barbara L. Blank
Bill Goettman
Bill Hubbard
Bonnie Helms
Carlos Vargas
Catherine Ragland
Daniel S. Ma

David Kao
Don Tucker
Robert Wilkins
Elaine Crescenzi
Edwin P. Herman
Fred Dalldorf
Fred H. Renner, Jr.
Gerret Warner
Harriet Slaughter
Jim McGrath
Joe Graceffa
Joseph A. Cook
John Charles Goulding
John Stell
June & Roy Smoot
Karen Heilman
Ken Boggs
Leta Bretschneider
Lynn Savitzky
Margot Friedrich Sharp
Marsha Larsen
Martha Garrison
Marty Knorr
Mary Louise Webb
Michael Hornblow
Nedra VanGombos
Pam Shangler
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Peter Thormann
Phyllis Eggers

Ralph & Hortense Cobey
Richard Harrington
Robert Wilkins
Ron Davis
Ronnie Susan Mandel
Rud Turnbull
Sandy Holton
Stan Lettas
Suzanne Gougler
Suzi Daily
Terry Parsons
Tony Marshall
Tony Rand
Walter Shur
Winnie Simmons





GALLOWAY RIDGE AT FEARRINGTON



"The world changes
when we *listen* more
than we judge and *love*
more than we fear."

Frank Caprio



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