

A photograph of a man with short dark hair and a light beard, smiling and looking towards the camera. He is in a swimming pool, with water up to his chest. The background is a clear blue sky and water.

Echoing  
Hills



Connection

2024 1st Edition





I still remember my first interaction with this ministry. It was 1991, and I was a camp counselor at Camp Echoing Hills. After that summer, everything changed. Studying elementary education then, I immediately switched my major to business management. I knew I wanted to serve at a non-profit, helping to deliver the vital services others needed. Over 30 years later, I now oversee Echoing Hills, and I couldn't be more excited!

In my role, I witness the amazing things happening every day across the organization. I see individuals meeting their goals, like learning to walk again, and team members recognizing one another for displaying the different fruit of the Spirit. I'm honored to watch a long-term initiative, the Community Integration Project, come to fruition in our Northeast region. And I love seeing new camp staff and volunteers coming each season, creating opportunities for those we serve to have fun and learn about Jesus Christ. It always takes me back to my beginning.

Every day, I am thankful for the path the Lord has made for me. This journey and the joy that comes with it is possible because of people like YOU! Thank you for partnering with Echoing Hills!

God Bless,  
*Timothy D. Neville*  
Tim Neville  
President/CEO



## Team Members Generous with Time, Talent, and Treasure

“Each of you should use whatever gift you have received to serve others, as faithful stewards of God’s grace in its various forms.” - 1 Peter 4:10

Team members bring their time and talents to the ministry every day. No matter the role they serve, employees help uphold the purpose and mission of Echoing Hills. Through the Employee Giving Program, team members are also generous with their treasure.

The Employee Giving Program allows individuals to pledge a certain amount to be deducted from their paycheck each pay period. This amount goes to the fund that they have selected to support.

For Kelly Rubrecht, she is glad to contribute.



“I don’t notice a difference in my paycheck,” shares Kelly. “I may give a small amount each time I get paid; however, it adds up and makes a big difference.”

Kelly has been with Echoing Hills since June 2021. Serving as a DSP, Kelly stays because of those she serves. She contributes for the same reason.

“Giving to the ministry where I am every day supports those I work with closely. Every little bit helps, and I enjoy going the extra mile to help them in a small way.”

Jennifer Massaro, Corporate Communications Manager, oversees the program and loves to see the kindness of those she works with.

“Whenever I speak with someone who is a part of the program, one thing always comes up. Team members contribute because of the individuals we support,” Jennifer says. “It is a beautiful thing to see people share the love of Christ in their typical roles and through their generosity.”

### Employee Giving Program Numbers

**In 2023, employees contributed over \$14,390!**

**41% of employee donors are front-line workers!**

**64% of employee donors give \$5 or more each pay period!**





## From the Heart of a Faithful Servant

A relationship rich in history, Jackie Bice and her husband Bill have a heart for Camp Echoing Hills. In 2007, Jackie was blessed to join the team as the “Partners of Hope” Coordinator to recruit volunteers to serve during summer camp. She faithfully served in that capacity until she retired in 2012. She knows the value volunteers bring to the ministry and its impact on a person’s life to serve.

Jackie encourages others to get involved, “I truthfully believe you will be deeply touched by serving at Camp Echoing Hills. You can make such a difference in someone’s life when you give of your time and talents. You not only make a forever bond with the campers, but you help carry the load and make it a little lighter for the staff. And that’s what makes it very rewarding.”

Today, Jackie and her husband, Bill, continue to share their time, talent, and treasure because they know how important camp is to not only the camper but also the families. “Camp is a special place where campers can experience freedom – freedom to be themselves, make new friends, and be cherished and loved by everyone involved. They experience the pure love of Jesus Christ. It is one of the happiest weeks of their lives.”

The difference camp makes in the lives of the families who have campers attending is another reason the ministry of Camp Echoing Hills remains a priority for the couple. They are deeply moved when they hear the stories about how appreciative the families are to know their loved ones are safe and well taken care of during their time at camp so they can rest and recharge. Jackie explains, “I heard firsthand stories where some simply stayed home and slept because of the exhaustion that has overtaken them with often no break caring for their loved one. Others take their family on a vacation where they are able to focus on one another and restore missed opportunities. It’s a respite for all – family, friends, and caregivers.”

When asked why they continue to give of their gifts, they share, “What a true blessing and honor it is to be both a donor and a camp volunteer. We thank the Lord that we are able to set aside funds to help continue this ministry. We are the ones blessed by giving!”



“Camp simply could not function without the volunteers! Volunteers are the very heart of Camp Echoing Hills. From young folks to us older folks, there are so many ways to get involved. The opportunities are endless if you want to get involved in a ministry serving others.” – Jackie Bice, Faithful Servant

**Interested in serving at Camp – giving of your time, talent and/or treasure? Visit <https://ehvi.org/get-involved/>**



Bill made Recreational Services Director Jimmy McNutt’s vision a reality! Campers enjoy the fruit of their labor every day “swinging” at Camp Echoing Hills!





## **Camp Provides An Opportunity to Volunteer, Complete Missions Work – Without Leaving the Country**

A place to live purposefully, learn new skills, connect through community, play joyfully, and worship with a love for Jesus. At Camp Echoing Hills, campers learn that they were created intentionally and designed for a unique purpose.

Each summer, staff and volunteers alike come to make a difference. Learn more from those who call camp “home” year-round.

### **Meet David – Camp Caretaker**

*“This is where it all starts. Camp makes a difference – and it makes an impact on you!”*

For two years, David has worked at camp and is responsible for preparing, maintaining, and caring for the buildings and future project estimates. David felt called to camp when seeing Cross Hill. Wanting to be part of the team that would repair the grounds and care for the people, David explains, “I felt called to the original vision without knowing what the original vision was.”

At that moment, he realized he had experienced the gospel firsthand. He would make working at camp a requirement for those going into ministry.

David is excited for opening day, swimming in the pool, and learning to preach to the individuals served. His favorite memories involve the side-by-side rides and hay rides up to Cross Hill. Anyone can volunteer, and to those considering, he says, “Don’t overthink it. It will propel you to further opportunities, and you will feel rewarded.”

### **Meet Donna – Recreational Services Outreach Specialist**

*“Come for a day, stay for a lifetime.”*

Donna has worked at camp for a year with a passion for sharing Jesus with others. She coordinates volunteers and missions, handles administration and billing, and is the contact for county boards of developmental disabilities. Her involvement started before she began at work - her daughters work at Echoing Hills, too!

Learning to be generous, she has gained a healthy perspective. Donna can’t wait to see old friends and to be a blessing to the families of the individuals served. Taking a trip down memory lane, Donna describes a time when a camper would call her mom and her daughter, Emmy, sister.

Through simple tasks and fresh energy, Donna feels, “Volunteers are missionaries that do the behind-the-scenes work.” She encourages others to serve because “camp is life-changing.”

### **Meet Tanner – Recreational Services Assistant**

*“A temporary commitment turned into a lifelong passion.”*

Tanner has been at camp for two years. Serving as a counselor during the summer, he performs other jobs necessary during respite camps. Needing a summer job that first year, Tanner found a passion at Echoing Hills – seeing those with disabilities experience Jesus. “You learn to be patient, flexible, selfless, and find new ways of communicating,” he shares.

New and familiar faces and spreading the love of Jesus excites Tanner for the upcoming summer. His favorite memory was when an individual wore a dog costume and purple shoes to chapel time.

### **Meet Emmy – Recreational Services Assistant**

*“Camp will change you from the inside out. From the moment you step onto the property, you can feel the presence of God.”*

Emmy coordinates travel plans and is a counselor for camp and respites. She has served three summers, sharing, “It started as just a job, but it gave me a sense of purpose. I have a God-given passion for seeing campers come to know Jesus.”



Emmy has learned to be flexible so the team can do what God called the ministry to do. She is looking forward to new relationships and showing others the love of Jesus. She recalls a typically quiet individual who laughed at a staff member who spilled water on their face. “It was great to see them so vocal.”

Through experience, Emmy emphasizes volunteers are the “backbone of camp, and campers love seeing new faces.” To those considering missions, Emmy states, “Camp Echoing Hills is as much of a mission trip as being out of the country.”

## Meet Sarah – Recreational Services Assistant

*“It won’t look like you expect it to. It will be better.”*

Starting in June of 2023, Sarah has fulfilled many tasks, including planning activities, painting offices, and other jobs necessary to help other staff. Sarah enjoys interacting with campers as they “give a new perspective.” Getting to work with different people motivates her to serve.

She has learned, “not to take herself so seriously.”

Sarah is excited to spend more time with individuals she met last summer. She recalls one camper she joked with, offering decaf coffee when they wanted caffeine and calling that camper by the wrong name. Both things created a bond between the two of them.

To future volunteers, she shares, “You come to serve and love but end up feeling loved yourself.”



**We would love to have you join us  
this summer!**  
**You can find out more by visiting  
[ehvi.org/recreation-2/](https://ehvi.org/recreation-2/)**



## Learning to Walk Again Determination and Hard Work Lead to Reaching Goals

James loves coffee, watching and reporting the news with his microphone, and having his sister, Deb, close by. Lucky for him, she happens to work where he lives. And she's been there to witness James reach his goal – walking again!

The youngest of three children, James moved to Echoing Hills in 2020. Two years after this move, his older sister, Deb, began working in housekeeping. Her role involves providing laundry services for the individuals served. This is the first job in which she has worked with individuals with disabilities professionally.

Deb loves being close to her brother. She shares he is, “the most kindhearted and loving person, his personality is so sweet. Once you meet him, you have a friend for LIFE!” She continues, “Growing up, James was a typical boy, just with special needs. I knew I would always advocate for him.” Together, they enjoy going to church on Sundays, going out to dinner, and experiencing social events.



In 2020, James was diagnosed with severe stenosis of the neck. This type of diagnosis causes numbness in the extremities and the inability to walk. If left untreated, it could cause permanent nerve damage, including paralysis or death. Deb explains, “James had surgery and doctors said he would be in a wheelchair. The outlook was he was not going to be able to walk again. He used a wheelchair for about two years.”

With help from Jason, a physical therapist, and Ashely, a physical therapist assistant, James is once again walking. The process was long, with therapy consisting of consistent exercises every week. It is a journey that has inspired everyone involved.

Proud of her brother's new independence, Deb knows that James feels the same way. “It has been amazing. He has come a long way, and all the glory goes to God!”

Deb is grateful for Echoing Hills' encouragement and Jason's hard work with her brother. To celebrate, Deb and James went to dinner where he walked in, leaving the wheelchair at home. “That was a great meal,” shares Deb.



# Leading By the Fruit of the Spirit

In 2020, Echoing Hills began an initiative to lead and guide the ministry by the fruit of the Spirit. In this way, the organization could build trust while creating an environment where team members, individuals served, and their families could thrive. Since then, many initiatives have taken place to keep the fruit of the Spirit front and center throughout the ministry. One such project is the Fruit of the Spirit Shout Out Program.

The program launched in 2023, encouraging others to recognize team members when they see the different fruits displayed. Individuals can acknowledge love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control in the small and big things across the organization.

Jen Gatto, Employee Engagement Manager, was part of the team that created and launched the project.

“The program is great as it acknowledges the Holy Spirit in our staff. It gives glory to what makes Echoing Hills successful,” Jen shares. “We see a drive and an ambition to acknowledge everyone’s gifts. People are giving credit for all the right reasons.”

And the program means a lot to employees, too.

“It’s special to have someone recognize the God-given talents and fruits that you display in your everyday work and life,” says Emmy Shallenberger, Recreational Services Assistant. “I think it is a wonderful way for us to build each other up in the company, creating a community that encourages each other well.”



## How The Program Works:

1. An individual describes team members' actions on cards that match the fruit they are recognizing. That person then drops the card into a locked box.
2. Every month, a designated employee at each Echoing Hills location collects the cards from the box. They then display the cards for all to see.
3. Every employee recognized receives a certificate with a chance to win a prize. These employees are then eligible to be the quarterly winner (one per region, five total) and the yearly winner (one in the entire organization).



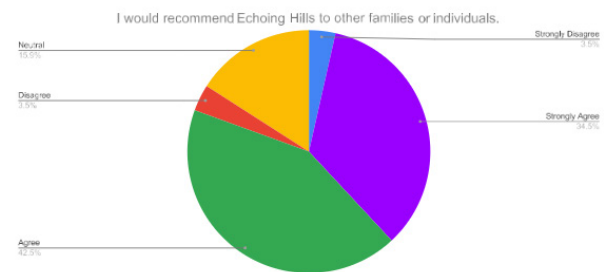
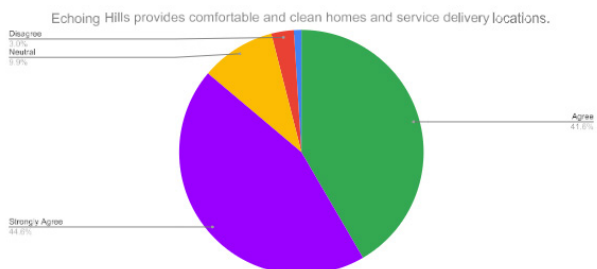
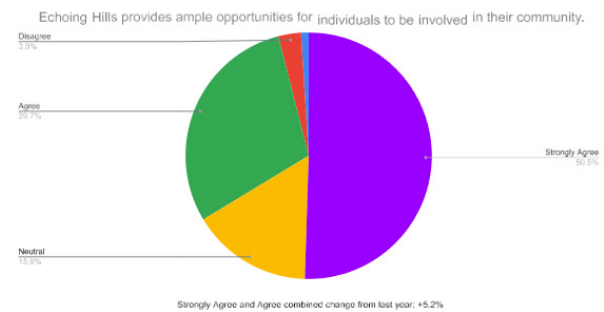
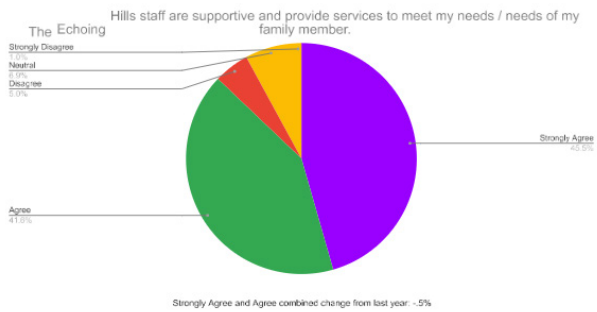
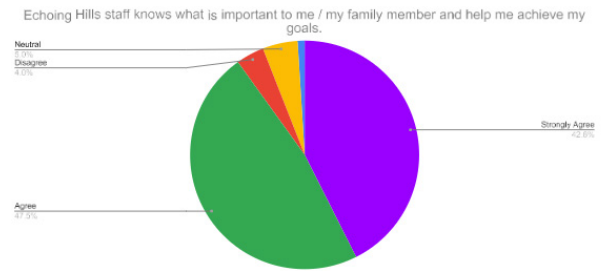
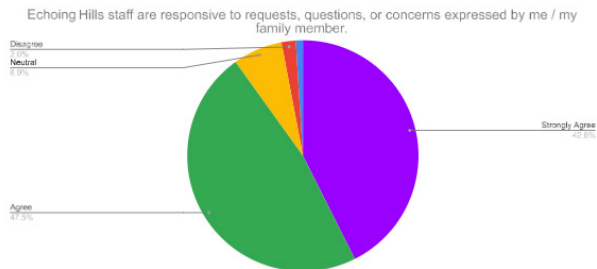
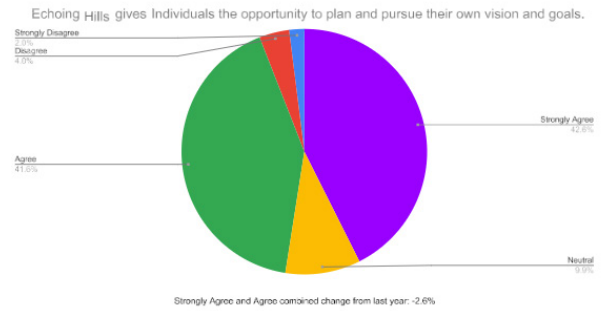
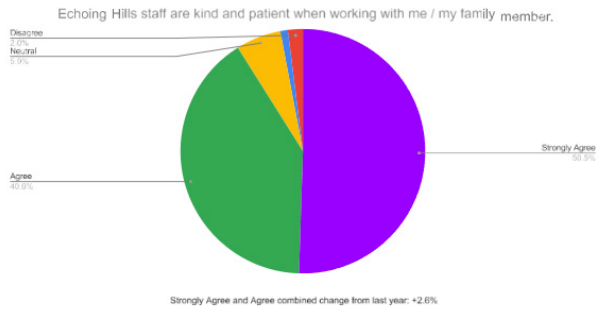


## 2023 Echoing Hills Satisfaction Survey Results

At Echoing Hills, our mission is to revolutionize lives where people live, learn, connect, play, and worship. To ensure we are doing this, we listen and learn from those we serve and their families. We value their voices and look forward to hearing what is being done well and what can be improved. Here are the results from the 2023 Survey.







These Survey result charts are on our website too.  
<https://ehvi.org/about-us/annual-satisfaction-report/>





# Excitement Builds for Community Integration Project

Hard hats, hammers, and happy faces – work is well underway on the Northeast Ohio Community Integration Project. Our Waterside homes have flooring, paint, and appliances in place, while the three newly built homes will be at that phase soon.

Through construction and decisions, Echoing Hills' purpose, mission, and values remain at the heart of the project.

Kim Broadnax, Regional Director for Echoing Hills of Northeast Ohio, shares, "This endeavor brings into view the ministry's commitment to its core values. It provides those we serve the right to choose, upholds the dignity of each person, provides personal fulfillment in God's plan, and allows for relationships with Jesus Christ and others. It changes the trajectory of individuals' lives and opens doors to a whole new world."

The commitment to these values is shown in every detail and is felt by those served.

## CHOICE

Moving to a new home means picking out things like paint. For Betty, she loves making color decisions. "It makes me happy to have a choice. I picked light blue because it is my favorite color." Of course, there will be lots more decisions to make, and Betty is excited. "I can't wait to move. It will be different, and I'll have a new room!"

## RELATIONSHIP

As a married couple, Teresa and Lindsey love that they will have two adjoining rooms – one to use as their bedroom and one room as a living space. Teresa can't wait to share the space with her husband, "We will make things even and not forget the other person's feelings." Lindsey is also excited, "It is wonderful, fantastic, and feels good."

## FULFILLMENT

Throughout the years, Jason has had two dogs. Moving to his new home means getting a new pet! "I am looking forward to getting a dog. I don't know her name yet, but I will love her!" Jason is excited to get settled in his new place. "I can't wait to have my own space with people there to support me."

## DIGNITY

A new home comes with plenty of space, including new bedrooms. Jax loves having her own room, "It means a lot to me. A bedroom is my own private space." Although a move can be scary, Jax is glad to have her voice heard in the decision-making process.

With a late summer projected completion date, the homes are several months ahead of schedule – a fact that everyone is excited about.

"We are coordinating tours to some of the homes so that individuals can see where they will live," shares Kim. "They are excited to see their new places, and team members are eager and ready to continue revolutionizing lives! This project creates opportunities for individuals to have more community access, independence, self-determination, individual-specific services, and a true home environment."



Residential



Adult



Education



Recreation

