



# INSPIRING HOPE CELEBRATING LIFE



## A MESSAGE FROM OUR PRESIDENT & CEO

At Echoing Hills, there is a lot to be happy about. As I think back over the last several months, I can think of many things that have made us smile. Individuals have moved into their new homes in Stark County, our team members continue to make a difference every day, and we are giving back to our communities through things like blessing boxes.

Looking ahead, more smiles will be coming with the return of another summer camp season! Behind every milestone, celebration, and act of giving back is joy. A fruit of the Spirit that is found through a relationship with Him and does not change, no matter the circumstance. There is joy in new opportunities for those we serve, and in areas where we can continue to improve as a ministry.

As Echoing Hills moves forward, we are committed to keeping joy at the heart of everything we do. As Philippians 4:4 reminds us, "Rejoice in the Lord always." Thank you for continuing to rejoice with us.

God Bless,

*Timothy D. Neville*

Timothy D. Neville  
President and CEO



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### PURPOSE

Creating opportunities for individuals with intellectual and/or developmental disabilities to know and experience Jesus Christ



### MISSION

Revolutionizing Lives where people live, learn, connect, play, and worship



### IMPACT

Through team members, volunteers, and gracious donors, we serve and support approximately 900 individuals every year

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# LET'S MOVE

## NEW HOMES IN NORTHEAST OHIO

Echoing Hills of Northeast Ohio has been on the move! The transition from a sizeable residential care center to smaller homes offers the best opportunity to serve individuals. It has made an overall positive impact on community engagement. For example, during community outings, individuals can interact with those in their homes or with those from other homes. Individuals' interests and abilities became the top priority so they can reach their goals.



In late summer 2023, we broke ground. The project included five homes. Two were renovated and three were built from the ground up. Individuals were able to see through all of the different stages. Steps for the move-in process included planning, collaboration, weekly meetings, blueprints, room arrangements, town hall meetings with staff and families, training, and meeting license and regulation requirements.

Regional Director Kim Broadnax shares, **“The biggest challenge during the move was the risk of the unknown. Other challenges included the transition aspect — training staff for new jobs, for example, cooking.”** The change in structure has been positive for individuals and staff. She furthered, **“Guardians were nervous, but the process has gone smoothly. Staff have adapted to the change because of the smaller ratio. There are two staff members in each home and a staff member who floats between locations.”**

Seeing the homes for the first time brought excitement to those served and team members alike. Melody, an individual served, enjoys the closer connections. She says, **“My friends and I like flashcards, money cards, coloring, and other crafts.”** The increase in undivided attention and support from staff helped Melody continue to reach her goals.

Kim says, **“Watching the overall joy is incredible and has been the best part of the move.”**

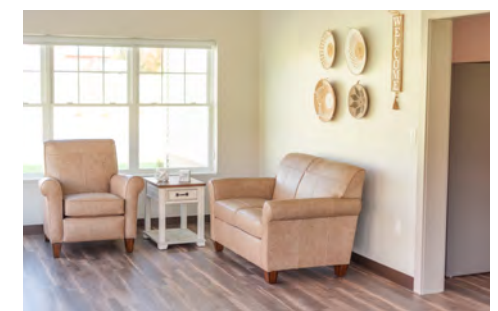
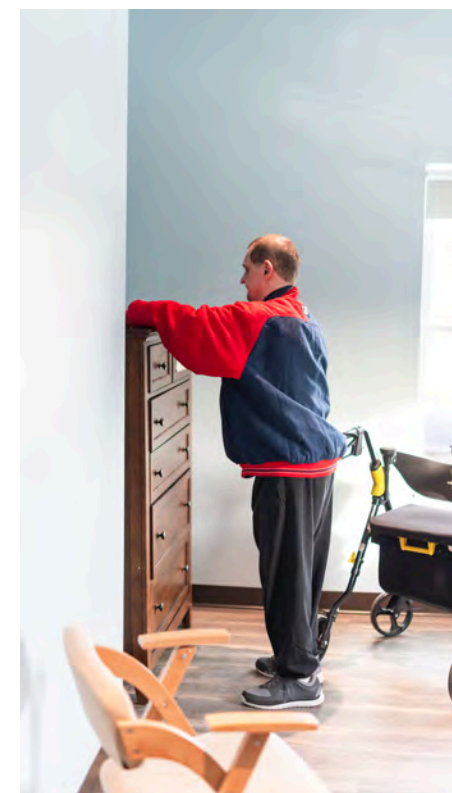
Within forty-eight hours of starting the moving process, the staff packed and prepped, and the moving company moved everything out.

With a big-picture perspective, Kim explains, **“When I looked at the big picture of the process, it has been cool to see all of the pieces come together.”** Individuals received social stories that showed the changes in pictures to help them stay involved. The staff met weekly with the individuals and their families.

Seeing the homes complete brought peace and excitement to the staff. Director of Adult Services Laurie Miller states, **“We have been able to work as a team better than before.”** It makes the staff's job easier and they have adjusted very well.” Laurie continues,

**“There is a lot less stress and a lot more collaboration in a way they didn't have before.”** Kim adds that she feels overwhelmed with gratitude and humbled because of the investment from the executive leadership team and donors.

Through risk, challenges, and the unknown, the team at Echoing Hills of Northeast Ohio has persevered to revolutionize the lives of individuals. Joy from the individuals drives staff to continue to provide quality care. Moving into smaller homes has brought positive change.



# A BLESSING IN DISGUISE



AT ECHOING HILLS, INDIVIDUALS CAN PARTICIPATE IN VOLUNTEER ACTIVITIES AND EXPLORE THEIR INTERESTS.

The Blessing Boxes project allows individuals at Echoing Hills of Southeast Ohio to serve and give back to their community.

In December 1985, Athenians chartered the Athens Civitan Club, a club in which both men and women were equal members. The club places special emphasis on helping those with developmental disabilities. Its mission is to provide opportunities for its members to serve the needs of the local community, learn about the Athens area, and engage in fellowship. There are Civitan clubs all over the world with similar missions.

Director of Adult Services for Echoing Connections of Southeast Ohio Rachel Ulbrich explains, “I have been a member of the Civitan Club since December of 2018. I have served as President, President Elect, and am currently serving as our club’s Treasurer. I thought that partnering the two entities for the Blessing Boxes would potentially grow the reach of what Echoing Hills was

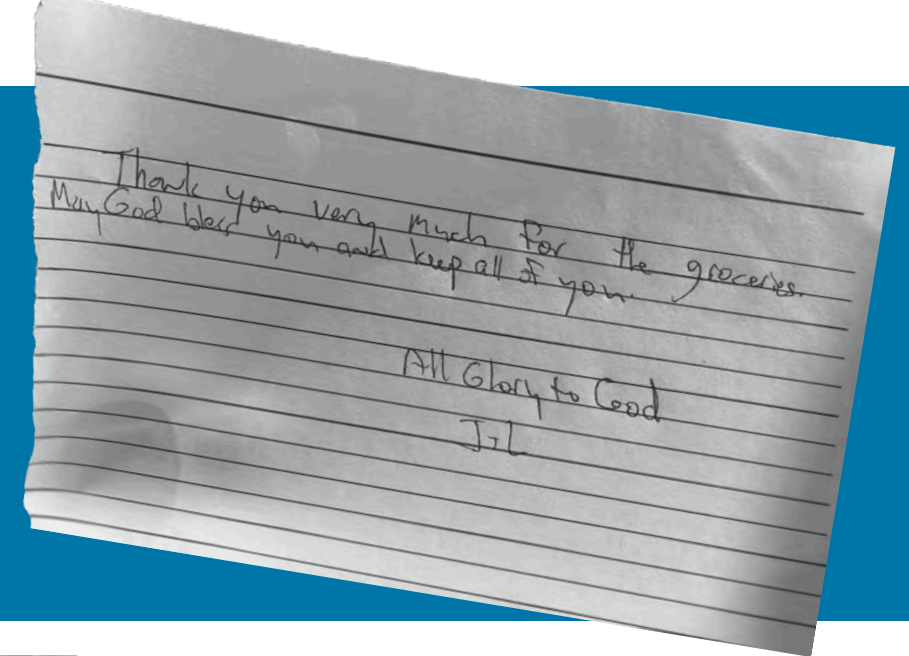
already doing and help us receive more donations to help give back to the community.” She furthers, “It takes a village and the more folks you have working toward goals, the bigger impact we can make.”

Abby Davis, the Habilitation Coordinator, shared ideas on service projects with the advocacy group. The members voted and gave opinions on projects. Rachel says, “The most rewarding part of our service projects is the effect on those who participate.” Echoing Hills of Southeast Ohio has been doing this project since the Spring of 2022.

Individuals love getting to help sort and enjoy going out to fill the boxes. Rachel explains, “I have watched people fulfill the need to be ‘needed’ as we make community connections. Three to five individuals help sort donations, and three or four help deliver.” Rachel continues, “When individuals we support make community connections, it helps to bridge the gap between those with disabilities and those without them.”

To raise awareness, the program posts on the Echoing Hills of Southeast Ohio Facebook page and share fliers with individuals. Additional fliers are hung in the regional office building, where other businesses that have donated previously are located.

Rachel says, “We received a letter from a blessing box outside of a church that we visited, thanking us for the groceries. The note inspired us to make the project quarterly.”



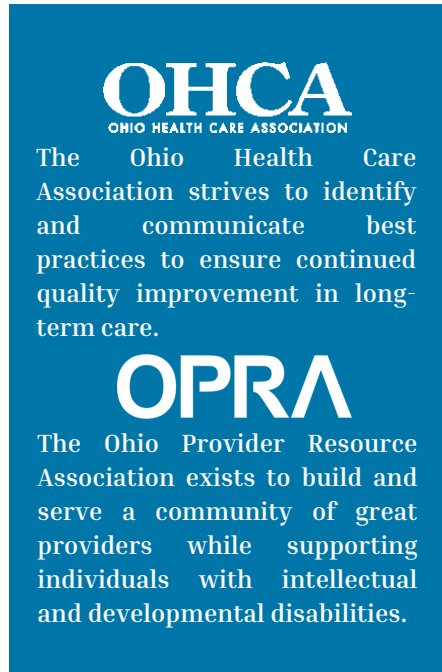
Other projects Echoing Connections help with include the Alexander Inclusive Playground Project (bake sales for monetary donation to be given), the local county dog shelter (dog toys/dog treats made on occasions and delivered), My Very Own Blanket (blanket kits are purchased from a non-profit and made to distribute to Children’s Services and Oasis Foster Care), and more!

Sarina, an individual served at Echoing Connections says, “It makes me proud to be able to help people and make others have a better life. My favorite way to help is through bake sales - making all the treats, working with them, meeting new people, and using the money for others.”

Another individual served, David, shares, “Helping the kids is my favorite. I like being able to pick toys out and play ‘Santa Claus’. It brings me joy.”



# RECOGNIZING EXCELLENCE: OHCA/OPRA



# Marsha Tyhurst

## Caring, Kind, and Compassionate – Meet Marsha!



Marsha works as a DSP in our Central Ohio region. In 2024, she was nominated and won an award from the Ohio Provider Resource Association (DSP of the Year) and the Ohio Health Care Association (ID/DD Excellence Award) for her commitment to serving individuals. Through her strong character, she continually demonstrates the mission of Echoing Hills.

We invite you to read her nomination:

With eleven years of experience, Marsha has demonstrated an unwavering commitment to the well-being of the individuals we serve. She is exceptional at getting the individuals together to do activities when they are awake, as Marsha works the third shift.

Marsha is known as the after-hours handyperson because she often fixes things that we didn't even know were broken or needed fixing. She also recognizes when current items are not working for an individual's needs, searches for solutions, and then sends them to her supervisor to address. She leads by example by showing up to work when scheduled and maintaining a persistent work ethic, encouraging others to do the same.

Marsha encourages individuals to advocate for what they want by guiding them to pick their clothing, food items, and places they want to go. For example, an individual wanted to go to a concert, and Marsha helped him identify who he wanted to see. He has not yet gone to the concert, but we are hoping to get him to one when they are nearby.

Marsha enjoys working with individuals who cannot currently walk but are working towards walking again. Additionally, she loves researching different adaptive equipment to make this possible and will work on it with them. One individual would like to strengthen her legs - Marsha assisted her in finding a stationary foot pedal-only type of machine (typically would fit under a desk) so that this person could sit in their wheelchair and pedal whenever they wanted. She is an overall favorite staff member, according to the individuals.

She showed compassion when an individual became ill after returning from a trip by volunteering to fly to Colorado to stay with him in the hospital. Marsha displayed patience as it was her first time on an airplane, her first time in Denver, and her first time taking an Uber. She remained at our friend's bedside for almost three days, sleeping only one night. She comforted our friend during his stay by helping hospital staff with the individual's personal care needs. After his condition worsened, she gave the hospital staff critical information to provide him with the best care possible. Our friend passed away early in the morning of the third day, and Marsha was there through it all. Going out of her way to help an individual through their final hours is a gift beyond measure. An example of devotion and love, Marsha is committed to the work of a DSP.

# Camilia Adams

## Dedicated, Kind-Hearted, and Compassionate – Meet Camilia!

Camilia is a Home Manager in the Northern Ohio region. In 2024, she was nominated and won an award from the Ohio Health Care Association (ID/DD Excellence Award) for her dedication to caring for staff and individuals. Her love for others shows through her kindness.



We invite you to read her nomination:

Her exceptional ability to combine dedication with a profound sense of kindness and compassion sets Camilia apart from other supervisors. Camilia doesn't just manage tasks and projects; she builds strong, meaningful relationships with her team members. Her approach to leadership is not just about achieving goals but also about fostering an environment where everyone feels valued and supported. Her unique blend of commitment and empathy ensures the team is not only motivated but also genuinely cared for, significantly enhancing overall morale and productivity.

Camilia is genuine and caring, taking time to listen and offer support, personally and professionally. This creates a positive and nurturing work environment. Team members follow her lead, which greatly impacts where Camilia's heart is – those she serves!

The organizer of all things, Camilia, finds ways for individuals to get out into their communities. Finding a weekly church group, participating in an annual town parade, attending sporting events, going to amusement parks, and having fun at local fairs are a few examples of the MANY outings she plans. If staffing is ever an issue for our other six homes in her region, Camilia pulls her team together to make adventures happen for everyone. She voluntarily stays late and works on weekends to ensure that those we serve are living life to the fullest.

After his retirement, Camilia worked with one individual we served to create and execute his bucket list. She helped him fish on a charter boat, took him on a weekend camping adventure, joined him for a trip to Florida, and arranged for him to fly when visiting Put-In-Bay. His final wish was for a tattoo. This came in the form of a henna before he passed away. After his passing, his nephew got a permanent tattoo of the henna design he had selected.

Camilia stands out as an exceptional candidate for this award. She embodies the essence of what it means to be a transformative leader, consistently going above and beyond to support and uplift her team. Her commitment to excellence is matched only by her genuine care for others, creating an environment where everyone feels valued and empowered. Her impact has profoundly enriched the lives of those we serve. Although she would be too humble to accept this award, she deserves it more than she realizes!



# A DAY IN THE LIFE AT ECHOING HILLS

Employees are valued at Echoing Hills. We aim to support staff to provide the individuals we serve with quality care



Eugena has worked for Echoing Hills for twenty-one years. Currently, she is the Nursing Supervisor in Northern Ohio. She began as a Direct Support Professional in 2000 and has worked full-time since 2013.

She enjoys joking with individuals, teasing them, and making them laugh. Eugena explains, “**They make me want to be a better nurse. I want to care for their well-being.**” She shares that she went back to school to improve and add to her skillset as a nurse. Her favorite part of her job is lifting and empowering nurses, supporting them as they care for those we serve.

Her previous work experience as a Direct Support Professional allowed her to develop relationships with individuals and get to know their personalities and quirks, which made her more comfortable in her role as a Nursing supervisor. Recently, she graduated with her RN to grow in knowledge and gain skills to share with others. She shares that her freedom to express her religion at work brings her closer to God, enabling her to be a positive influence. Echoing Hills cares for individuals and staff, treating them with fairness, compassion, and love. Our mission is to revolutionize the lives of those we serve. To Eugena, this means putting the best interests of the individuals first.



Amber has worked for Echoing Hills for five years but has volunteered there since she was 10 years old. She first came to Echoing Hills with her mom, who works for the organization as a nurse. When Amber was four years old, she had a next-door neighbor with a disability, who eventually moved into Echoing Ridge. She is currently the Habilitation Coordinator at Echoing Connections in Northeast Ohio.

When Amber was first hired, she started as an Activities Assistant and then became an Activities Coordinator. To begin her workday, she opens the building and prepares everything for the day ahead. At 7:30 a.m. she meets with staff and the director while catching up on paperwork or planning. When the Individuals arrive at 9 a.m., Amber greets them with a warm smile. Her days are flexible, as sometimes she will catch up on paperwork or work on the floor depending on her assignments.



She strives to help individuals in any way she can. During lunch, she will assist an individual with eating. Her other tasks include problem-solving, helping with outing preparations, handling staff concerns, and checking in with staff.

Amber’s favorite part of her job is the smiles, laughter, and unconditional love from the individuals we serve. “**They don’t judge you, they don’t care about your background or where you come from — they give unconditional love.**” She continues, “**A lot of the people that we serve around here have watched me grow up, there’s a lot of reminiscing.**”

The mission of helping individuals receive the love of Jesus Christ inspires the giving nature of the organization. She explains, “**We have a chance to give these guys the best possible life and opportunities for them to be the best versions of themselves. We have opportunities to make them smile and to help them grow.**”



On June 7, 1988, Angie was hired onto the Echoing Hills team. Discovering the ministry through a friend, she has worked for Echoing Hills for thirty-six and a half years. She explains, “**A friend from school told me to try Echoing Hills. She and her husband were nurses here at that time.**”

Angie is currently an Activity Assistant but has been a nursing assistant, a state-tested STNA, and a Transportation Coordinator. She is med-certified and cross-

trained in housekeeping, laundry, and the kitchen. Additionally, she used to schedule and take individuals to their appointments.

Sharing about her connections to those with disabilities, she says, “**My uncle had a closed head injury when he was very young, and I grew up around him a lot. He lived at Echoing Hills for a while until he passed in 2023. Also, I had an aunt with multiple sclerosis. In middle school, I had a friend who had a sister with a developmental disability, and she always hugged me very hard when I went to her house.**”

One of Angie’s favorite parts of her job is taking individuals into the community. She explains, “**I like to make sure we have proper meds, money, and equipment needed for our outings. I enjoy spending one-on-one time with individuals that I serve.**”

She has previous work experience as a housekeeper at a local nursing home and is licensed in cosmetology through a local vocational school. She explains, “**Echoing Hills has been my favorite company to work for.**”

Echoing Hills’ mission is to revolutionize the lives of those we serve. To Angie, this means assisting the individuals we serve to become the best that they can be and helping them understand that the word “can’t” doesn’t impact their ability to try new things.



## Jim Gross



Jim Gross from MissionView Church encourages those considering volunteering to take a leap of faith. He says, "My entire team had an amazing experience! To see how the staff was helped by our presence was such a relief to them. Someone considering volunteering should just go and have no expectations other than to be present, engaged, involved, and willing to do anything needed, and you will be changed forever."

## Alysa Hampton



Alysa Hampton from Sevierville grew in faith as she explains, "This year our team was able to lead worship for three nights. The genuine love that campers have for worship is something that our team goes back to every time they talk. We are fearfully and wonderfully made. The world sometimes distracts us from that truth, but at Camp Echoing Hills, we are reminded of this truth and that we can walk in it."

## Nick Campbell



Nick Campbell from Central Bearden was changed through his experience. He shares, "Camp took me out of my comfort zone. Camp also taught me patience and to love all people the same. Everyone desires to be loved, and God has a plan for each of us, Echoing Hills amplified that for me!"



# COME FOR A DAY, STAY FOR A LIFETIME

Volunteers come to serve and leave feeling loved – changed by their experience with campers who find the love of Jesus Christ. Kimberly Thomas from Convoy Methodist Church shares, "Although we went there to serve and bless the campers and staff, the campers blessed us in so many ways. We developed friendships with many of the campers, and although we were exhausted at the end of the week, it was hard to say goodbye to all of our new friends."

Some call it a mission; others may call it a calling. The reasons to serve are as numerous and unique as the volunteer opportunities. Camp Echoing Hills provides a unique service opportunity, allowing you to do mission work without leaving the country. You will have an impact on the lives of others, but leave yourself forever changed!

Camp Echoing Hills volunteers include high school and college students (some are looking to fill service hours for sports, clubs, or activities they are involved in), educators, retired individuals, churches, youth groups, civic groups, and more. Anyone can volunteer, but those under eighteen must have a guardian. Volunteers can come for a day, a weekend, or a week; however, those planning to serve for more than two days must undergo a background check. The volunteer application is on the Echoing Hills website, [ehvi.org](http://ehvi.org), and is listed under the Camp Echoing Hills page. Activities Assistant Sarah Thomas explains, "It is helpful to have people come alongside staff and assist with the smaller details that can begin to pile up."

**Camp lasts eight weeks, starting June 8th through August 1st, 2025. Volunteer opportunities include helping with the kitchen, cleaning, work projects, devotions, worship music, and being a camper buddy.**



"Camp Echoing Hills is a ministry that is near and dear to our hearts. We love partnering with like-minded believers to serve in meaningful/tangible ways to further the Kingdom of God. Do it! You will not regret volunteering your time, talents, or treasure to this ministry. Every minute is well spent being the hands and feet of Jesus."

- Hanna from MissionView

Remember that the opportunity to serve is never far away. Most of us feel we have little impact on the world around us. There seems to be very little we can do to shape someone's life for the better. And yet, changing a life is one of the easiest things we can do. There is a need everywhere, and we can personally make a difference. So, amid our busy lives, why should we make time for volunteering? Because YOU can have an impact!

**God has allowed each of us to change the lives of others, and at Echoing Hills, we can't wait to see what you can offer the individuals we serve. If you would like more information on volunteering at Camp Echoing Hills or any of our locations in Ohio, please contact [info@ehvi.org](mailto:info@ehvi.org).**

"Do not hesitate, this is a life-changing opportunity to be the hands, feet, and voice of God in the lives of incredible people who society might write off. They are amazing, and have so much love to give you! I experienced this firsthand, and you can too. Sign up and go!"

- Nick from Central Bearden



"Do it! Sign up today! It's a lot of hard work and it is tiring, but it is so rewarding."

- Kimberly from Convoy Methodist



# ECHOING HILLS

## 2024 ANNUAL SATISFACTION SURVEY

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 improve. The 2024 overall results from the survey were very favorable; however, we have identified a few areas of priority consistent with the previous year's. We received positive feedback within these areas, where we have grown and made improvements over the past year, but it remains top of mind and important for those we serve, their families, and guardians.

### COMMUNICATION

A focus on consistent, intentional, and relational communication between staff, individuals served, and families/guardians to keep everyone informed.

### COMMUNITY INTEGRATION

To offer more opportunities to get out into the community. There is a desire for outings, field trips, volunteering, and to participate in events more consistently.

### STAFFING / SUPERVISION

A focus on staff recruitment and retention especially in the frontline team.

### FOOD / NUTRITION

Create well-rounded dietary meal plans and options that serve and meet the requirements and desires of all persons at Echoing Hills.

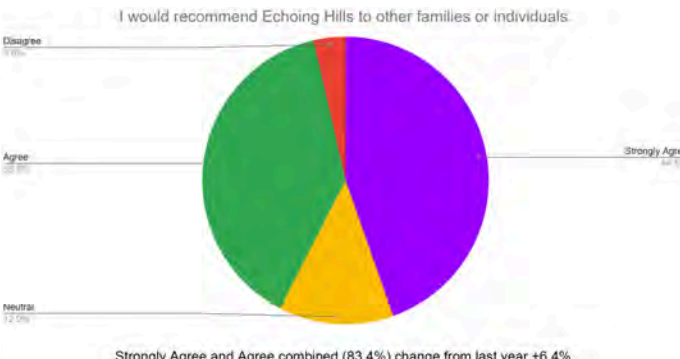
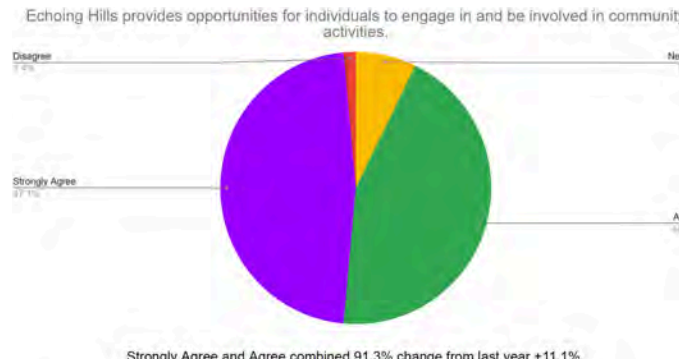
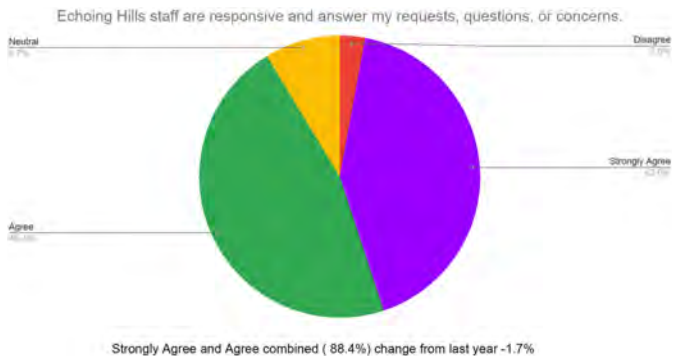
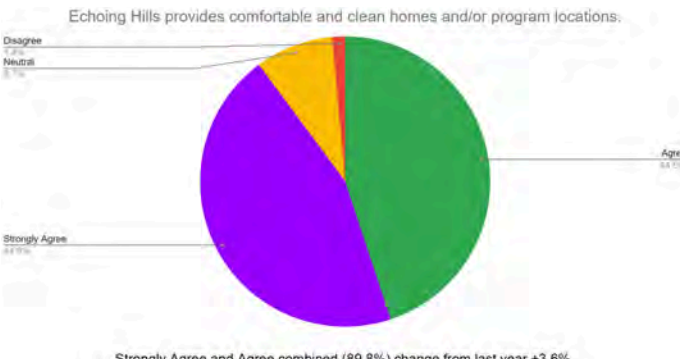
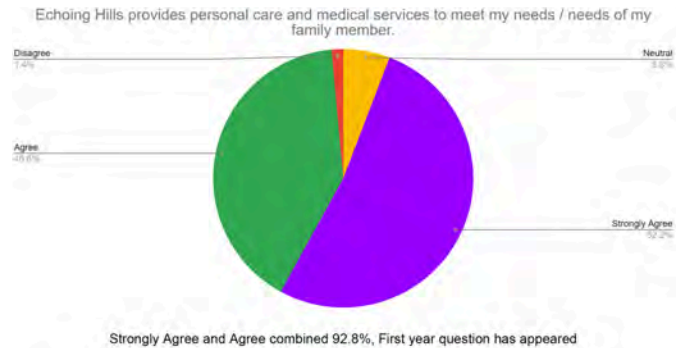
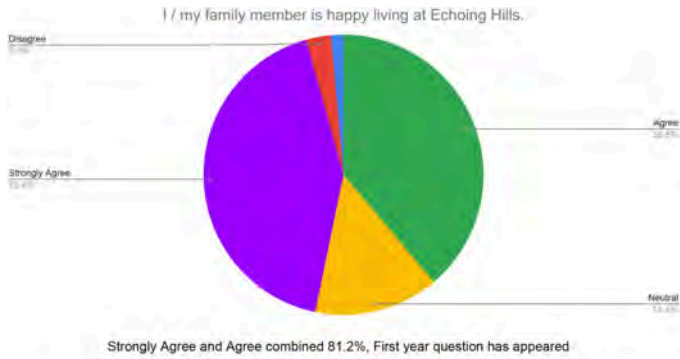
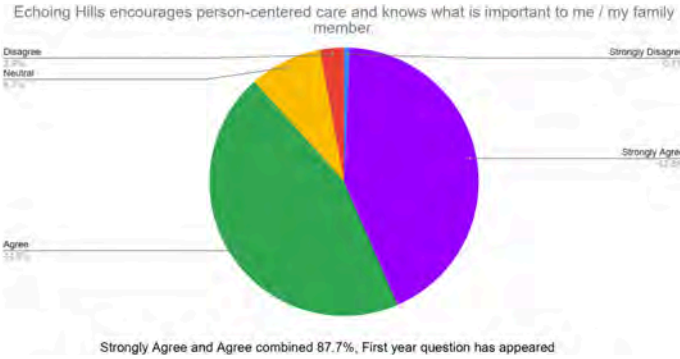
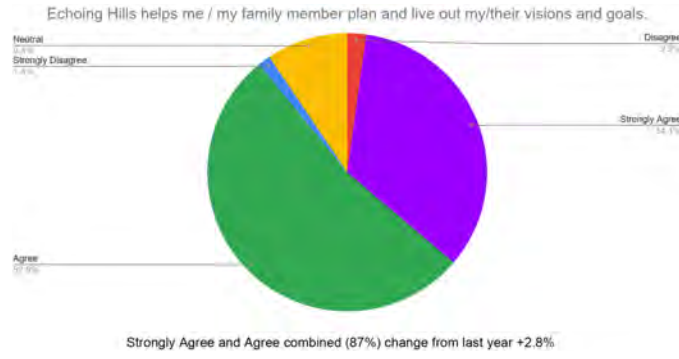
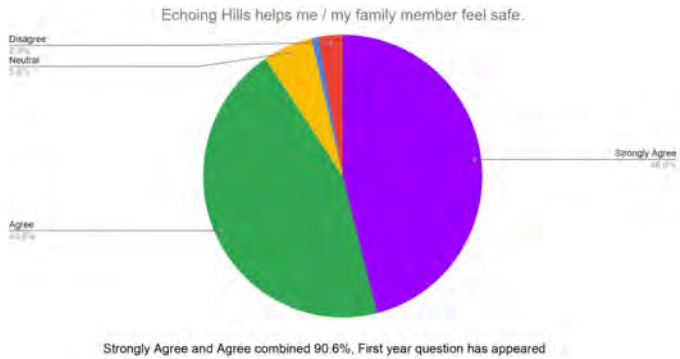
### HOUSEKEEPING

Create a standard for cleanliness.

### INDIVIDUALS-SERVED

Continue to make personal choices for those we serve a priority.

These six priorities are key takeaways from the survey, and we will diligently continue working with teams across the state to develop model practices to implement statewide.





ECHOING  
HILLS

## MINISTRY PROGRAMS

### RECREATION

Camp Echoing Hills offers a fully accessible summer program, short respite weekends, and travel opportunities.

### EDUCATION

EchoingU helps young adults continue their personal, social, and professional growth beyond high school.

### ADULT SERVICES

Echoing Connections connects individuals to the neighborhood around them through volunteerism, exploration, and building upon interests.

### RESIDENTIAL

Echoing Hills Community Living provides homes that encourage and foster independence and integration.