



# ECHOING HILLS 2024 ANNUAL REPORT

inspiring hope, celebrating life





## 2024 EXECUTIVE LEADERSHIP TEAM

### **TIM NEVILLE**

President and CEO

### **CHRISTINE SEIBERT**

Executive Vice President and  
Chief Financial Officer

### **RAY SCHMIDT**

Executive Vice President and  
Chief Program Officer

### **ANGIE JORDAN**

Director of Community Relations  
and Development

### **KRIS SIMS**

Director of Human Resources

### **COLTON ZODY**

Director of Regulatory Policy,  
Compliance, and Environment  
of Care

### **EILEEN KOEHLER**

Director of Quality and  
Strategic Implementation

### **MARY ANN ANDERSON**

Director of Finance

### **JOHNNA PIEPER**

Executive Assistant

## 2024 BOARD OF DIRECTORS

### **JACLYN COLLINS**

Chairperson

### **MARK ALDER**

Vice Chairperson

### **D. CORDELL BROWN**

Founder

### **KATHERINE FREDERICKA**

Treasurer

### **RUSSELL MARTY**

Secretary

### **TODD IMHOFF**

### **JULIE BROWN**

### **CASSANDRA BOWEN**

### **PHIL BROWN**

### **KAREN WRIGHT**



### **A MESSAGE FROM OUR PRESIDENT & CEO**

In 2024, I remembered the importance of being still in the Lord. Throughout the year, Echoing Hills experienced easy and challenging times, and through it all, He remained faithful. This faithfulness was displayed and reflected in the people we support, their families, our talented team members, and the ministry's generous partners.

As you read through our Annual Report, I hope you are inspired by all that we do together. We have an invested leadership team and staff, an active and engaged board of directors, and individuals who continue to do activities meaningful to them. At the heart of it all are our gracious donors who make it all possible.

The joy we experience throughout the ministry is possible because of the work we do collectively. We truly are inspiring hope and celebrating life!

God Bless,

A handwritten signature in black ink that reads "Timothy D. Neville".

Timothy D. Neville  
President and CEO



# 2024 Snapshot

Our Year at a Glance



**\$37,257,694**

program costs



**\$42,393,669**

total operating costs



**\$4,939,522**

general & administrative



**\$1,326,310**

contributions to the mission



**\$196,453**

fundraising



**\$32,552,843**

net assets





# Individuals On the Go

## On the Move Fund Keeps Them Going

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If you live in or visit Northern Ohio, chances are you have seen those we serve and those who support them out and about. In fact, there is an adventure of some sort almost every day. These events are possible because of team members who plan and execute the activities AND because of generous partners that contribute to the On the Move fund.

The On the Move fund was established to help ensure all individuals have access to engaging activities that are meaningful to them. **“Some of those we support receive as little as \$30 a month for things they need and would like to do,”** shares Camille Adams, House Manager of the Starbuck home. **“This doesn’t go very far. Generous donors provide opportunities for many of those we support. Opportunities they may not have had otherwise.”**

Going out and engaging in the community is fun, but it also supports physical, emotional, spiritual, and mental well-being. These activities promote growth and independence, provide the opportunity to build new skills and participate in activities that are important to each person, and allow individuals to branch out and share new experiences.

**“This fund and involvement in the greater community are impactful for those we serve. It allows them to do things that matter to them,”** says Adams. **“I give to the On the Move fund myself, and I always tell people to give what they can. No matter the amount, God blesses it. I find great blessing in the giving – it’s not about receiving something in return. Although I am lucky enough to receive the joy that comes with partaking in life with those we support.”**





## Favorite Adventures of 2024

### BILLY

#### FAVORITE ADVENTURE(S):

Cleveland Cavaliers and Cleveland Guardians games

#### WHAT MADE IT SPECIAL:

Billy is an AVID fan! He enjoys the hype, excitement, vendors, and of course the food!

### NICK

#### FAVORITE ADVENTURE(S):

Ravenna Hot Air Balloon Festival

#### WHAT MADE IT SPECIAL:

Exploring vendor booths, the petting zoo, the car show, and getting to tour where the balloons were getting lifted.

### FRANCIS

#### FAVORITE ADVENTURE(S):

Put-In-Bay

#### WHAT MADE IT SPECIAL:

Being outdoors in the sun, riding the golf carts around the island, visiting the different shops, and Lake Erie perch.

## 2024 ADVENTURES (NOT ALL ADVENTURES REPRESENTED)

- AMISH COUNTRY
- ASIAN LANTERN FESTIVAL\*
- BOWLING
- CEDAR POINT\*
- CLEVELAND BROWNS GAME
- CLEVELAND BROWNS TRAINING CAMP
- CLEVELAND CAVALIERS BASKETBALL GAMES\*
- CLEVELAND GUARDIANS BASEBALL GAMES\*
- CLEVELAND METRO PARK ZOO
- CROCKER PARK OUTDOOR SHOPPING\*
- FISHING
- FUN ON THE FARM – FALL FESTIVAL, HINKLEY\*
- LAKE ERIE CRUSHERS BASEBALL GAMES\*
- LORAIN COUNTY FAIR\*
- LORAIN COUNTY RACEWAY PARK\*
- MOVIES AT THE MOVIE THEATER\*
- PICNICS
- PUT-IN-BAY\*
- RAVENNA HOT AIR BALLOON FESTIVAL\*
- ROCKING ON THE RIVER
- SCHUSTER'S FARM AND PUMPKIN PATCH
- SPLASH PAD
- SPORTS RETREAT AT CAMP ECHOING HILLS\*
- VARIOUS MEALS AT LOCAL RESTAURANTS\*
- VARIOUS PARTIES (BIRTHDAYS, GRADUATIONS, HOLIDAYS)
- WELLINGTON RESERVATION PARK
- WOOLLYBEAR FESTIVAL PARADE
- WRESTLEMANIA\*

\*INDICATES EVENTS IN WHICH ON THE MOVE FUNDS WERE UTILIZED



# The Impact of Camp

## Donors and Volunteers Make It Possible

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In 2024, Camp Echoing Hills served 479 campers. This incredible number is made possible by year-round team members, summer staff, donors, and the support of over 160 volunteers.

“Thinking about serving close to 500 campers is incredible to me. It reminds me of how Jesus fed the 5,000 with just five loaves of bread and two fish. Our camp team is small, but He can do great things through all of us when we show up with open hearts and hands,” Sarah Thomas, Activities Assistant, reflects. “All of this is possible because of the volunteers, too. Having people come in and walk alongside us is so encouraging. I am blessed to know them – they have prayed for me, spoken truth to me, rejoiced with me, and so much more. We couldn’t do what we do without them!”

When looking at the camp’s programs, it is remarkable to see what was accomplished and the enjoyment that accompanied it.

## SUMMER CAMP

Over eight weeks, campers, team members, and volunteers enjoyed life together. There was worship, eating, building connections, and activities. Classic programming included side-by-side rides, archery, ax throwing, swimming, and Kangaroo Court. Of course, there were new adventures, too – hockey, human battleship, and Christmas in July, to name a few.





# RESPIRE WEEKENDS

Seven respite weekends provided fun and adventure for the campers, as well as rest and recharge for their family members and guardians. Putt-putt golf, improv shows, and a pirate game show were introduced as new activities and will be added to the 2025 summer camp experience. Off-campus exploration included farm visits, Christmas light attractions, and attending church services.



# TRAVEL PROGRAM

Throughout it all, we traveled. Our destinations included a Bahamas cruise, a trip to Nashville, an adventure in California, and magic at Disney World. Visiting during Christmas made Disney even more magical. One camper jumped for joy and cheered at the top of his lungs when he saw Santa in the parade.

**"I continue to serve because I get to share the love of Jesus with everyone that comes to camp. And I find myself receiving that same love day after day. Whether it's a conversation with a camper, an encouraging note from a staff member, or a volunteer who jumps in and helps, the love of Christ is so evident in this place. This job gives me opportunities to share the Gospel and pushes me to be more like Christ," Thomas shares.**





# A Place to Call Home

## Taking Their Given Place in the Community



For the past few years, we've been on a mission to transform the lives of individuals with disabilities. The Northeast Ohio Community Integration Project is at the heart of this mission, as we work to create real, tangible change. We've renovated two six-person homes and constructed three new ones, shifting away from the larger, institutional settings to create homes that feel more like home. These smaller, more intimate spaces are vital because they foster personal choice, promote community involvement, and allow individuals to live the lives they deserve.

This journey began nearly 60 years ago with a vision from Cordell Brown, who dreamt of a place where people like him could be accepted, have fun, and thrive. A place where families could find respite while their loved ones received the care and support they needed. That vision remains unchanged, and today, we continue to pursue it with renewed passion.

The transformation we've seen over these years has been nothing short of remarkable. As many of you know, the shift from institutional care to smaller residential settings has been a long, hard-fought battle.

From large, overcrowded institutions to smaller 50-bed residential centers, this was a groundbreaking change, one that focused on person-centered care, relationships, and greater individual choice. A pivotal moment came in 2012 when the Ohio Department of Developmental Disabilities began requiring that large residential centers downsize by at least 10% in an effort to promote more choice and community integration. While we are no longer required by the state to comply, our commitment to community integration remains steadfast. In fact, the benefits of moving individuals from large facilities into smaller six-person homes have been clear. Not only do individuals experience a better quality of life, but staff and the community also thrive in this environment.

In 2024, after much prayer, planning, and preparation, a dream became reality with the completion and opening of five new six-person homes. And it's your support that made it possible. We could not have done it without you. Thank you for standing beside us and for helping us create a future where individuals with disabilities can have a place to call home.





Over the years, our commitment to community integration has strengthened, thanks to our incredible partnership with the Stark County community, family, and friends. But it all started back in 1983 with the opening of Echoing Ridge. Since then, the relationship between Echoing Hills and the local community has only grown stronger, enabling us to expand and enhance the services we provide – especially the opening of the six-person homes.

The smaller settings provide opportunities for deeper connections, which have proven to reduce behaviors and promote a greater sense of belonging. In larger settings, individuals are often overlooked or feel unheard, leading to frustration and behavioral concerns. In contrast, the one-on-one relationships in smaller homes allow each person to feel valued, heard, and seen.

This is the heart of our mission: to revolutionize the lives of those we serve, supporting them in ways that promote self-advocacy, independence, and personal growth. And that's why we have remained committed to this community initiative.

## Building a Stronger Community Together

When I first started working in this field over 40 years ago, I visited every person in my county who lived in a state institution. Back then, there were 150 people, and I heard many heartbreaking stories. Today, we provide homes where individuals can take their rightful place in the community. And I can say, with full confidence, that these homes represent the future of care—homes where people of all abilities can live and grow together.

The power of community is immense. It's a strength that comes from the relationships we form with one another. It's hard to build these connections in larger groups, but when people of all abilities are valued for who they are and the talents they bring, amazing things happen. The homes we're creating are an essential step toward realizing that dream.

Take Randy, for example. Randy has complex needs, but at his core, he is just like any of us. He craves connection. Through technology, we were able to reconnect Randy with his family, who lives across the country, opening a whole new world of possibilities. His story reminds us that, with the right support, anyone can form meaningful relationships that change their life.

I've seen this same transformation in my son, Jon. Like Randy, Jon doesn't speak, and he has autism. But when he chose to sit behind Bertha, the grumpiest lady in the church, it sparked an unlikely bond. Bertha's cold demeanor melted over time, and she and Jon formed a deep, wordless connection that lasted for the rest of her life. It taught me that when we open ourselves to one another – when we share who we are – remarkable things happen.

We don't always know when those connections will happen, but when they do, they are powerful and life changing. Together, we can create more opportunities for those relationships to grow, benefiting not just those we serve, but all of us through community integration.

Thank you for being a part of this incredible journey. Together, we are building a stronger, more inclusive community where everyone has a place to call home.

*-RAY SCHMIDT, CHIEF PROGRAM OFFICER*



# WHO WE ARE



## 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



## CORE VALUES

Choice, dignity, fulfillment, and relationship are at the heart of everything we do

# PROGRAMS & SERVICES



## RECREATION

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



## RESIDENTIAL

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



## 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





JANUARY



FEBRUARY



MARCH



APRIL



MAY



JUNE



JULY



AUGUST



SEPTEMBER



OCTOBER



NOVEMBER



DECEMBER





FOLLOW ECHOING HILLS  
ON SOCIAL MEDIA:



Echoing Hills  
36272 CR 79  
Warsaw, OH 43844



740.327.2311



ehvi.org



info@ehvi.org