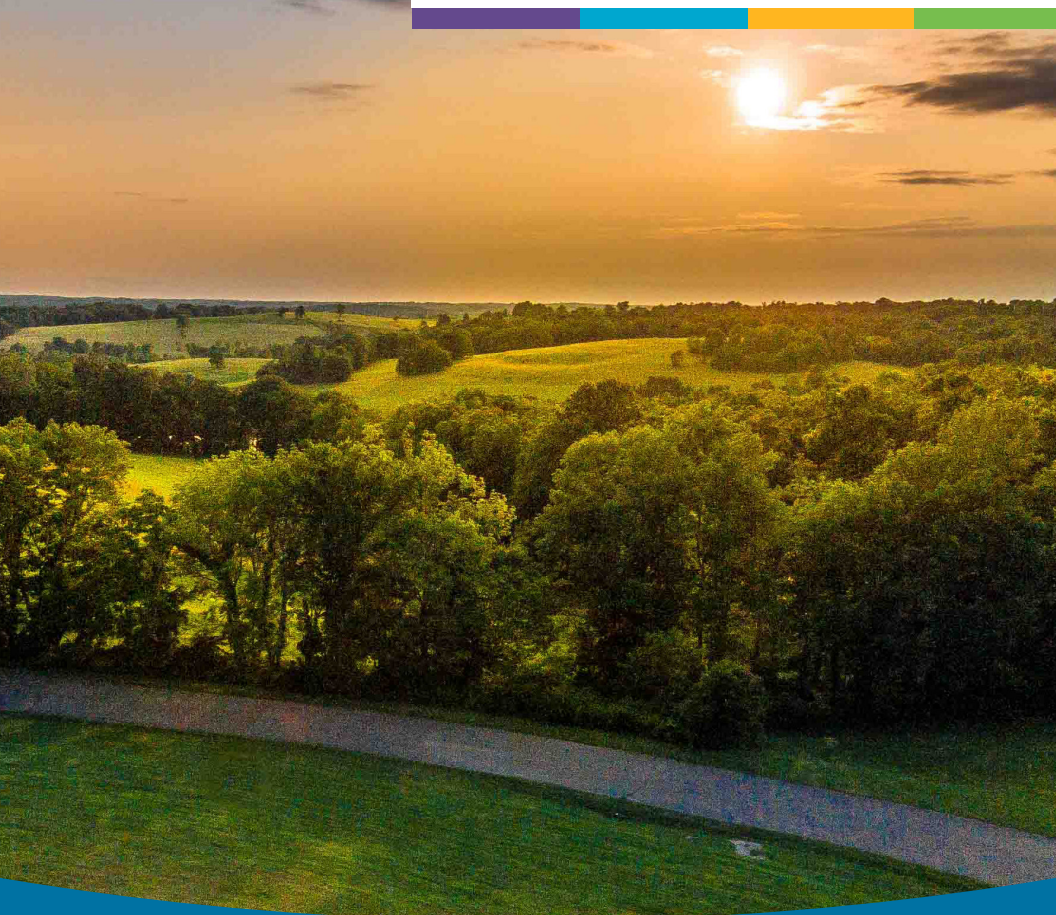




ECHOING HILLS

Inspiring Hope. Celebrating Life.



2018 Annual Report

.....
*In everything I did, I showed you that by this kind of hard work
we must help the weak, remembering the words the Lord Jesus
himself said: "it is more blessed to give than to receive."*

- Acts 20:35



As I reflect on the last 19 years, I have been so blessed to have had the opportunity to serve here at Echoing Hills. I have had the good fortune of working alongside a leadership team with shared values...to serve God and to serve others in the best way we know how.

As I leave my role here, I know I am leaving it in good hands!

I have known Tim Neville for several years and I have seen how he interacts with individuals throughout our ministry, and all of our constituents around the state. He is a true servant leader, and possesses the compassion and wisdom needed to lead this ministry into the future.

And, most importantly, I know I leave this ministry in God's hands. I say 'Thank you' to Him, and to all of you who have helped make the past 19 years successful for our ministry, and a joy for me to be a part of!

Sincerely,
Buddy Busch
 Buddy Busch

.....

The Board of Directors of Echoing Hills Village, Inc. is pleased to announce Timothy D. Neville has been promoted to President and Chief Executive Officer effective April 1, 2019. Tim has been with Echoing Hills since October 2011 and served as Vice President of Operations before stepping in to the role of President and CEO.



The Ohio native realized early that his calling was to serve individuals with disabilities. "My history with the organization began in the summers of 1991 and 1992 when I worked for Camp Echoing Hills," he recalls, adding "It was through those experiences that I accepted my calling in life to serve people with intellectual/developmental disabilities."

"Experience has taught me the importance of leading with a servant's heart and compassion, inspiring a shared vision, how to be a collaborative team player and striving to be an outstanding representative of Echoing Hills to the individuals and families we serve, as well as external stakeholders."

- The Echoing Hills Board of Directors



2018-2019 BOARD OF DIRECTORS

Chairman
 Jim Schroeder

Vice Chairperson
 Mark Alder

Secretary
 Megan Jones Peters

Treasurer
 Dr. David L. Hire

Founder
 D. Cordell Brown

Ellen Ratliff
 Tom Cahoon
 Jaclyn Collins
 Phil Brown

MISSION

Revolutionizing lives where people live, learn, connect, play and worship.

CORE VALUES

The right to choose: God created each one of us with a free will

The dignity of each person: God created each of us in His image

Personal Fulfillment in God's plan: God created each of us with a purpose

A relationship with Jesus Christ: God created each of us with a relationship in mind

OUR SERVICES

Our programs and services include:

- Residential Programs
- Summer Camp
- Group Travel
- Employment Opportunities
- Adult Services
- Post-secondary Education
- Transition Program

Residential & recreational programs are also available in Ghana, West Africa.

PURPOSE

Creating opportunities for individuals with disabilities to know and experience Jesus Christ.

A NIGHT TO REMEMBER

Honoring the faithful service of President and CEO, Buddy Busch

It was a bittersweet night at the annual board dinner which was also a celebration of retirement for our President and CEO, Buddy Busch.

There were times of laughter and times of tears as many spoke about Buddy and shared their work relationship and also their personal relationship with him.

Buddy has been a mentor, a Christian example, a listening ear, and a role model for many.



He sat at the helm of Echoing Hills for 19 years, making tough and sometimes difficult decisions and yet remaining steadfast in his faith, always knowing God's purpose for Echoing Hills: to provide a safe and loving living environment for those with disabilities and making sure spiritual growth was always the forefront.

By creating opportunities for individuals with disabilities to know and experience Jesus Christ, Buddy knew

that not only the physical being but also the spiritual being was well cared for.

There were also many well wishes from around the state of Ohio as each location celebrated with Christmas parties and bid Buddy a fond farewell.

A special video played at each party with many familiar faces offering up messages of congratulations, heartfelt goodbyes and a generous

sprinkling of gratitude from those close to him.

Over the 19 years that Buddy has served as President and CEO of Echoing Hills, he has created lasting relationships along the way. Relationships with not only board members and financial supporters, but with team members and individuals who call Echoing Hills home. Relationships that will span far into the future.

Buddy, we wish you many happy years of retirement with abundant health and peaceful relaxation!





"I never thought I'd feel the presence of God and such overwhelming hope in a concrete building in Ghana. But, as I was sitting in a plastic lawn chair, surrounded by all these children without earthly things but with an abundance of heavenly things like love and hope...

God met me there."
- Kim Saxton

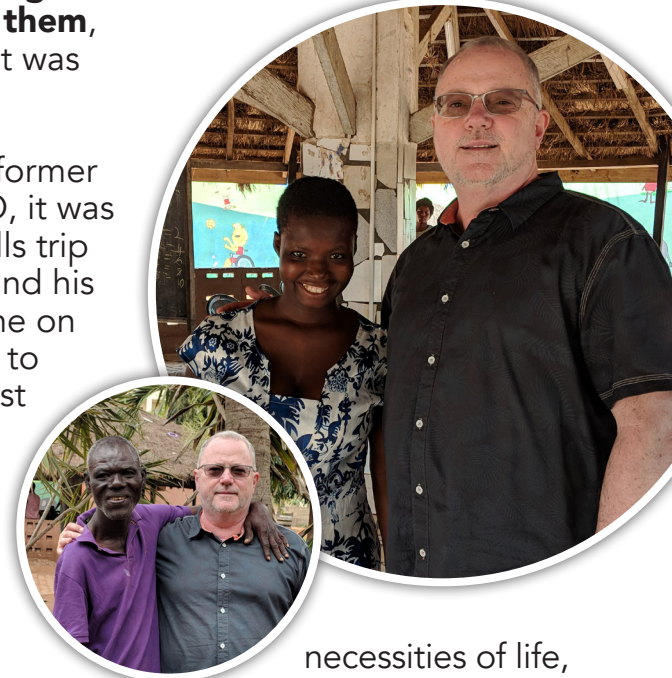
FIRST JOURNEY AND LAST JOURNEY

It was Kim's first trip to Ghana and a life changing experience. **How can you go to Ghana and serve the individuals there without falling in love with each of them,** she asks? For her, it was impossible.

For Buddy Busch, former President and CEO, it was his last Echoing Hills trip to Ghana. Buddy and his wife Patti have gone on many mission trips to Ghana over the past 19 years, but this one was a little more special than the rest. Saying goodbye to many of the people he has known over the years was overwhelming, but, for Buddy, knowing that he leaves Echoing Hills, Ghana in very capable hands is reassuring.

Buddy has always cherished his time with the children and adults with disabilities who live

at Echoing Hills Ghana. So many have nothing when they arrive and though Echoing Hills cannot give them everything, they have the



necessities of life, abundant love and the opportunity to know Jesus Christ.

The future holds many hopes, plans and dreams of what retirement looks like, but knowing Buddy, it will always be a life in service to others.



CHRISTMAS TIME IS HERE

Christmas is a wonderful time to celebrate the amazing gift of our Savior.

As each location gathered to celebrate the holiday season, we also celebrated with Buddy Busch, our President and CEO.



Buddy's upcoming retirement in March is bittersweet. Over the last 19 years, he has nurtured many wonderful relationships with the people we serve as well as created strong bonds with many in the surrounding communities at all five of our locations. Buddy will be missed, but he will also be fondly remembered.





HAPPENINGS AROUND THE STATE

From Lorain County to Montgomery County and locations in between, the individuals who live at Echoing Hills have been busy!

Integration, socialization, fulfillment and inclusion are all part of the day for those we serve. From our Adult Programs at

echoingCONNECTIONS to the many outings and experiences throughout the state, and sometimes the country, we strive to make sure the important elements that lead to a happy and complete life are met for each person at all levels of ability.



TOES IN THE SAND

Teresa is a long time resident of Echoing Hills. During our trip to Hawaii, she told us she had never put her feet in the sand. We knew we had to make it a goal to get those toes into the sand and water!

Our camp staff is invested in making things possible. Sometimes we go places that are not accessible and we have to figure things out but we try our best to help make memories. Going to Hawaii is great, but knowing what the sand feels like between your toes...that is something else!

This year, individuals in Dayton, Athens, and Lorain attended Night to Shine, an unforgettable prom night experience centered on God's love. Joy radiated from faces while dancing, eating and taking photos.



LOOKING TO THE FUTURE

An increasing concern regarding care for those with Intellectual and developmental disabilities is the shortage of people to fill the essential positions of Direct Support Professional (DSP). The responsibility of everyday care and support for those who are limited in the capacity to care for themselves falls on the shoulders of direct support. Through care and support, DSPs help those they serve realize their dreams and reach their full God-given potential.

With the average rate of pay at \$11.23 per hour for DSP positions, many are not able to support themselves or their family and look to other opportunities that pay more per hour. Maintaining trust and relationship building, continuity of care, and quality of service, is very difficult when turnover is high. In our effort to offer an enriched life, we have downsized from larger facilities to smaller group homes where the setting is more "small family" and relationships are closer. Our longevity of over 50 years of person centered planning and services is a benchmark of quality. We strive to be above the best in the level of care we provide.

We know you share our concern regarding the shortage of valuable employees in the workforce. We encourage you to e-mail your state lawmakers to support the wage increase for DSPs.

Jeremiah 29:11

For I know the plans I have for you declares the Lord, plans to prosper you and not to harm you, plans to give you a hope and a future.



FINANCIAL INFORMATION

	2017	2018
Programs & Services	\$25,685,254 (92%)	\$25,966,785 (91%)
Management & General	\$ 2,091,722 (7%)	\$ 2,414,942 (8%)
Fundraising	\$ 226,468 (1%)	\$ 178,400 (1%)
Total Income	\$26,963,370	\$27, 250,075
Ending Net Assets	\$17,426,207	\$17,290,898