



**The Arc<sup>®</sup>**  
*Southwest Indiana*

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United Way  
of Gibson County



**The Arc<sup>®</sup>**  
*Southwest Indiana*

ANNUAL  
**REPORT**  
**2023**



## CONTENTS

- Board of Directors..... 3
- Letter from the Executive Director..... 4
- Spending Profile..... 5
- Employees of the Month..... 6
- Anniversaries..... 7
- Inclusive Talent Annual Report..... 8
- Pre-ETS Annual Report..... 9
- Employment Services Annual Report.....10
- Transportation Services Annual Report..... 11
- Supported Group Living Annual Report..... 12-13
- Community Living Services Annual Report..... 14-15
- Pike Creative Arts Center Annual Report.....16
- Gibson Day Services Annual Report..... 17
- Life Skills Annual Report.....18
- WIC Annual Report..... 19
- Human Resources Annual Report..... 20-21
- Marketing & Development Annual Report..... 22-23

### DONATIONS

Cincinnati Reds  
 Guacamole Grill  
 Larry Garrett  
 Kent Walden  
 Maidlow's Package Store  
 Messmer Mechanical  
 St. Louis Cardinals  
 Cincinnati Reds

### 60TH ANNIVERSARY CELEBRATION

#### HOST

Toyota

#### SILENT AUCTION SPONSOR

Duke Energy

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Deaconess Gibson Hospital

#### TABLE SPONSORS

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 Knights of Columbus Haubstadt  
 Parker Excavating LLC  
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 The Arc of Evansville

### UNITED WAY CAMPAIGN DONATIONS

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Angela Henn	Mikala Martin
Brittany Koberstein	Nikki Priestly
Charles Miskell	Rhonda Colbert
Lori Ricketts	Shelly Everett
Kelsey Miller	Stan Keeps

### PIKE CO. ENDOWMENT DONATIONS

Chastity Brewster-Elshoff

### MEMORIALS

#### BETTY SCMITT

Ralph & Clara Mae Welp

#### TRACIE MISKELL

Miskell Family

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 Brue & Pam Cummins  
 Dave & Mary Meny  
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 Jane Schmidt  
 Karen Johnson  
 Linda McKimmy  
 Mary, Rick & Travis Balding  
 Mike & Kristine Wassmer  
 Scott & Barbara Watson  
 South Gibson VFW Post 2714 Aux







Through the generosity of businesses, service organizations, and individual donors, we are better able to support individuals. We serve. The year of 2023, saw a record amount of donations through our 9th Annual Charity Golf Benefit hosted by Millennium Steel of Texas and The Tootsie Roll Dr. held by the Knights of Columbus Princeton Council #1131 and Haubstadt Council #2215.

**ANNUAL GIFTS**

**PRESIDENT'S CIRCLE**

Hank & Terri Zunk  
 Gibson County Community Foundation  
 Knights of Columbus Haubstadt Council #2215  
 Knights of Columbus Princeton Council #1131

**PLATINUM**

James Emmett Company

**GOLD**

Gibson County Fairgrounds

**SILVER**

St. Paul's United Church of Christ

**BRONZE**

Glezen General Baptist Church  
 Hampton Inn – Princeton  
 INARF  
 John & Christina Wick  
 Todd Gander  
 Ralph & Clara Mae Welp

**GRANTORS**

Gibson County Community Foundation  
 INDOT  
 Next Level Jobs - Indiana  
 Leadership Network on Innovation Employment  
 Pike County Community Foundation  
 The United Way of Gibson County  
 The United Way of Pike County  
 Toyota Motor Manufacturing Indiana

**ANNUAL GOLF BENEFIT**

**HOST**

Millennium Steel of Texas, LP

**LUNCH SPONSOR**

German American Insurance

**HOLE-IN-ONE SPONSOR**

Steve Faulkner Chevrolet Buick GMC

**ANNUAL GOLF BENEFIT (CONT.)**

**SCHOLARSHIP SPONSORS**

Assured Partners  
 GreenPoint Metals

**A FRIEND OF THE ARC SPONSORS**

Blue & Co. LLC  
 BMO Harris Bank  
 Genoa Healthcare  
 Georgetown Metal Processing  
 Matrix  
 Genoa Healthcare  
 Mutual of America

**TEAM & HOLE SPONSORS**

Fulton Speed Wash & Deluxe Cleaners  
 Messmer Mechanical  
 Ron & Julie Hawkins

**TEAM SPONSORS**

Alpha Laser  
 Brian Kleeman  
 Cintas  
 DSI  
 Floor It 41  
 Jon Walden & Friends  
 Liberty Federal Credit Union  
 Ralph Welp & Friends  
 ResCare  
 Superior Environmental Solutions  
 Vernon Lifting Products

**HOLE SPONSORS**

Better Business Forms  
 Clippinger Financial Group (NFP)  
 Dennis Simpson Farms  
 Dr. David Kolb  
 Goedde Oil, Inc.  
 Kemper CPA  
 Knights of Columbus Haubstadt  
 Pike Collision  
 Reinbrecht Homes  
 The Arc of Indiana  
 Williams Brothers

President - David Kolb  
 Vice President - Katelyn Willis  
 Secretary / Treasurer - Margaret Hughes  
 Brian Mahoney  
 Clara Mae Welp  
 Dan Cockrum  
 Linda Culbertson  
 Kim Nalley  
 Ted Brown  
 Sandra Nixon



**MISSION STATEMENT**

Through changing perspectives and innovation,  
 The Arc Southwest Indiana strives to assist persons to  
*overcome barriers to living their best life.*

**VISION**

Inspiring individuals with barriers to  
*discover and live out their best life.*

**CORE VALUES**

Pursuing our mission with *Integrity*  
 Caring with *Dedication*  
 Serving with *Compassion*  
 Celebrating *Inclusion*



## LETTER FROM THE EXECUTIVE DIRECTOR

This past year, The Arc Southwest Indiana celebrated its 60th anniversary of providing quality support and services in Gibson County. Founded by parents in 1963, Gibson County Area Rehabilitation Centers (GCARC) has steadily grown over the last 60 years, and has become the preferred provider of disability services in southwestern Indiana. Having merged with The Arc of Pike County (PCARC) in 2019, The Arc Southwest Indiana continues to advocate for, and provide opportunities to, individuals with intellectual/developmental disabilities. Further, we are proud to announce that The Arc of Indiana has named The Arc Southwest Indiana the official Arc chapter in Posey County.

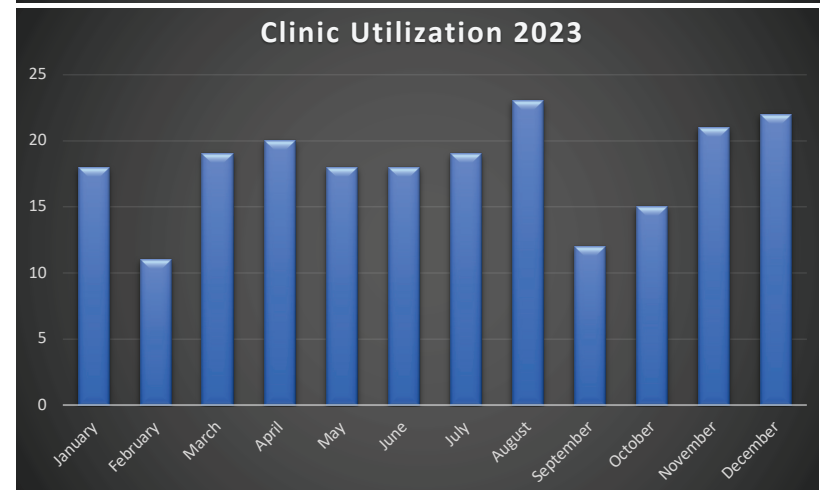
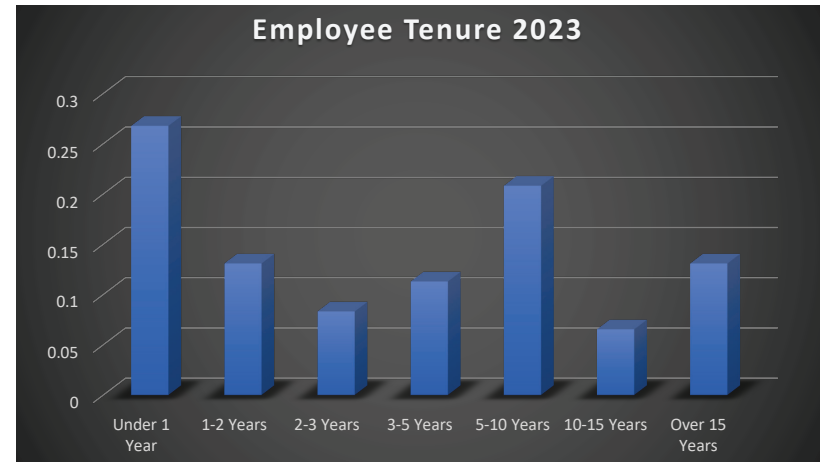
The Arc Southwest Indiana continues to be a leader in community integrated employment for individuals in our communities. Having closed our sheltered workshop in 2021 we now emphasize competitive employment and focus our programs to accomplish that outcome for our participants. The Arc Southwest Indiana participates in The Bureau of Disability Services Employment Leadership Collaborative, we hosted the Lt. Governor at Toyota to discuss disability employment and worked with Toyota Indiana to present and model our talent program to Toyota plants in Alabama, Mississippi, Missouri, and the Tsusho plant in Tennessee.

Late in 2023, we were notified by The Martin Group that they would be phasing out of the multifamily subsidized housing business as they prepare for retirement. The Martin Group was very helpful with all of the work that went into the approval, construction, opening and management of the Lincoln Center Apartments in Princeton and the Sycamore Apartments in Petersburg. They have been the sole managers of the HUD sponsored multi family housing complexes for over 30 years. The Arc Southwest Indiana would like to extend a huge thank you to The Martin Group for their dedication, professionalism and partnership!

Finally, I would like to thank the staff of The Arc Southwest Indiana. Your commitment and compassion are what drives this agency and the participants you support are better because of you. And to the board of directors, thank you for your support, advice, and expertise.



*Stan Keepes,  
Executive Director  
The Arc Southwest Indiana*



competitions for the highest stepper throughout March and April. By the end, our collective steps surpassed 4.5 million! Monthly wellness newsletters were distributed, and onsite health screenings were conducted regularly in both locations. Additionally, we collaborated with Deaconess Mobile Mammogram to provide onsite mammograms to our employees.

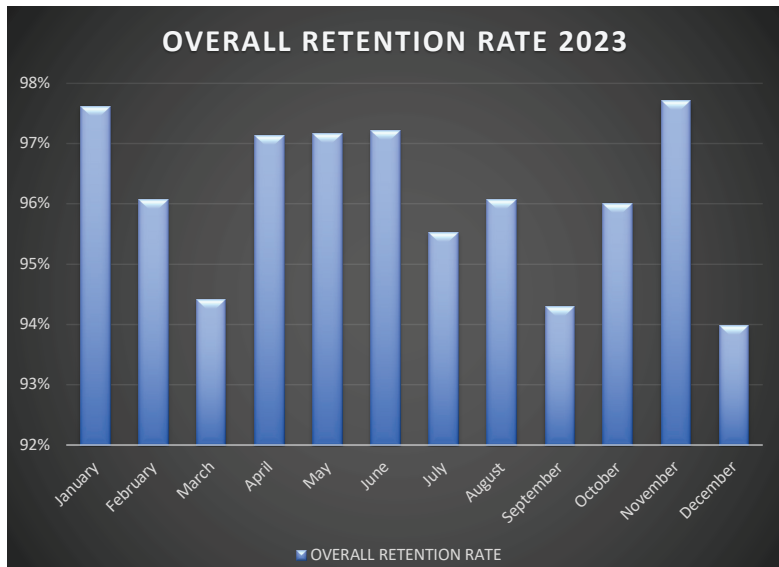
Looking ahead to 2024, I believe it's crucial for HR to prioritize mental health. To this end, we've expanded our Employee Assistance Program (EAP) to include all employees. We understand that stress, trauma, and life events can impact personal and work life, as well as overall well-being. The EAP offers free support for employees and their dependents facing emotional, financial, legal, or other challenges. Our aim is to equip our employees with the resources they need to navigate personal and work-related issues effectively.

*Shelly Everett,  
Human Resource Director*



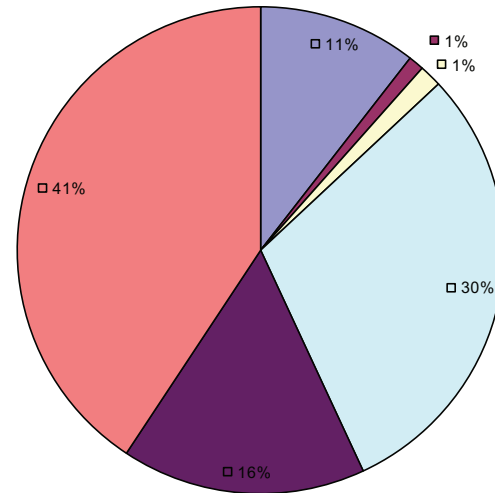
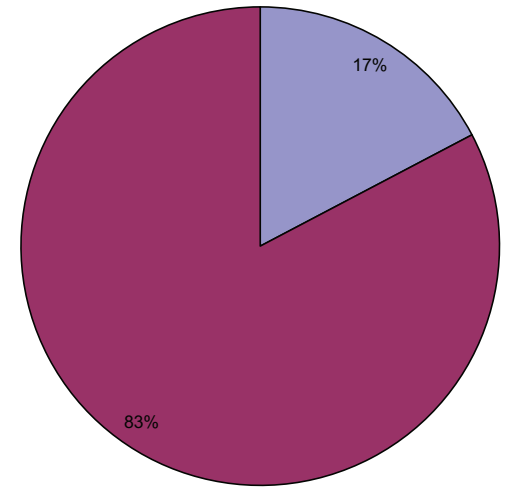
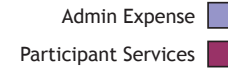
The Human Resources department has been actively engaged in fostering a positive work environment, supporting employee growth and ensuring compliance with policies and regulation throughout 2023. We were committed to employing the best qualified candidates while engaging in recruitment and selection practices that comply with all applicable employment laws. Throughout 2023, we continued to recruit Direct Support Staff. We on-boarded 74 new hires and 30 rehires. Our overall retention rate remained above average at 96%. HR spent countless hours recruiting and interviewing to select the right candidates for the job. In 2023, we applied for and were awarded \$24,000 from Next Level Jobs. This program was created for employers who train, hire and retain new in-demand positions, like Direct Support Staff.

In 2023, our Human Resources department transitioned from the traditional “Employee of the Month” program to a more comprehensive Employee Recognition Program. This shift reflects our commitment to fostering a positive work environment, recognizing individual contributions and promoting a culture of appreciation. This new program recognizes that peers play an active role in acknowledging each other’s efforts. Peer recognition is a genuine expression of praise and appreciation between coworkers. As we embrace the Employee Recognition Program, we look forward to celebrating the diverse talents and contributions of our exceptional workforce. Together, we can create a workplace where everyone feels seen, valued and motivated to thrive.

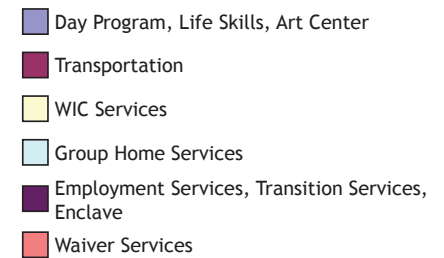


Our Wellness Clinic continues to be highly valued among our benefits. In 2023, we recorded 191 visits across both our Pike and Gibson locations. To kick off the year, we initiated a Step Challenge, engaging our employees in weekly

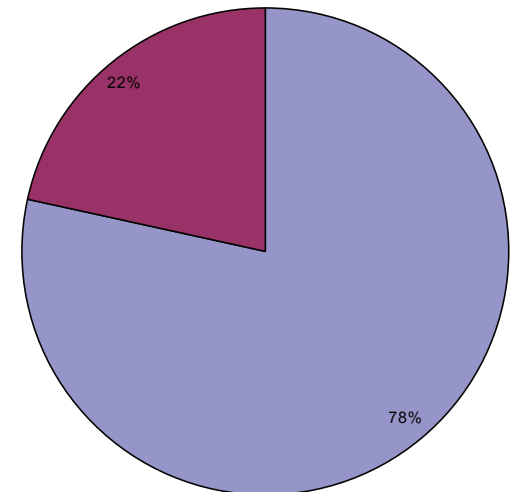
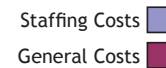
Participant Services to Total Agency Expense



Participant Service Expense by Service



Agency Expenses



# EMPLOYEES OF THE MONTH



## EMPLOYEE OF THE YEAR

**MAY**  
**DEMETRE YOUNG**

Demetre is an exceptional employee whose dedication and warmth positively impact both colleagues and participants. He consistently goes above and beyond to ensure everyone feels included, valued, and cared for, embodying the agency's mission with unwavering commitment. His infectious passion for his work fosters a supportive environment, and his expertise in technology, particularly in computer systems and editing, has been invaluable during our transition to enhanced communication practices. Demetre's willingness to assist not only his immediate team but also colleagues across different plants demonstrates his selflessness and team spirit. His compassionate demeanor and genuine concern for others make him an indispensable asset to the Arc, earning the trust and admiration of all who work alongside him. We are deeply grateful for Demetre's contributions, which have greatly facilitated our operations.

<b>JANUARY</b> <b>TYLER BEADLE</b>	<b>FEBRUARY</b> <b>JORDAN SCHAFFER</b>	<b>MARCH</b> <b>DEMETRE YOUNG</b>
<b>APRIL</b> <b>JENNIFER WOODS</b>	<b>JUNE</b> <b>ERICA FULK</b>	<b>JULY</b> <b>DESIREA MILLER</b>
<b>AUGUST</b> <b>KAREN ATKINS</b>	<b>SEPTEMBER</b> <b>APRIL WILHITE</b>	<b>OCTOBER</b> <b>ANGEL LEWIS</b>
<b>NOVEMBER</b> <b>ABIGAIL SUTT</b>	<b>DECEMBER</b> <b>AMY ANGLE</b>	

# WOMEN, INFANTS AND CHILDREN



The Arc Southwest Indiana administers WIC, a nutrition program, nationally recognized as an effective means for improving access to nutritious foods and promoting healthier eating habits and lifestyles through Indiana in Gibson county.

Our WIC program currently serves more than 750 women, infants and children. As a nutrition education program, we offer education on several topics relating to Healthy pregnancy, Breastfeeding, Infant and Child Nutrition to help the whole family eat better.

Breastfeeding promotion and education is a very important part of the WIC program. We provide breast pumps and supplies to our WIC moms who need them. Our Peer Counselor, Carrie Kissel works with all of our Pregnant and Breastfeeding Moms to be sure Breastfeeding is going well. Our Supportive staff involved with our WIC families.

Our local WIC program will be participating in the Farmer's Market Nutrition Program this year. We hope to have a farm stand at our Princeton office during clinic hours again this year. We are pleased to have the opportunity to offer this program to our WIC clients. It is a big benefit to our WIC program participants.



*Allison Moorman, RD CLS  
WIC Coordinator*

**Staff:**  
Shelby Reynolds, Nutritionist  
Elaine Cooper- Clinic Assistant  
Carrie Kissel, CLC, Breastfeeding Peer Counselor





Hello Family and Friends!

Our team of six Direct Support Professionals currently support 25 individuals, hailing from Gibson, Pike, and Posey Counties. We provide both group and individualized instruction, focusing on a variety of activities and person-centered goals. Throughout the year, we've been exploring not only our own community but also neighboring areas.

Our primary aim remains to provide a safe, enriching, and nurturing environment for all of our individuals. Their happiness and satisfaction are our top priorities.

We extend a heartfelt thank you to our consumers and their families for choosing us as their provider, and to our DSPs for their unwavering dedication to our Mission, Vision, and Core Values.

Here's to another successful year!

*Tifani Burns, Life Skills*

## SPOTLIGHT - DEAN



My name is Dean, and I'm 19 years old. I've been attending Life Skills since July 2022. I consider myself outgoing, with a great sense of humor that I love to share to make people laugh. Photography is one of my favorite hobbies, along with playing musical instruments like the guitar, keyboard, and drums. I enjoy visiting the zoo, especially to see the kangaroos, and watching IU basketball. Traveling with my Dad is another favorite activity. At Life Skills, I enjoy helping out by holding the door open for my friends every morning. Overall, I believe my staff at Life Skills are fortunate to have me...lol.

## 5 YEAR

Ashley Sutton  
Bailee Sutt  
Beau Crabtree  
Chance Wilkerson

Darrell Randall  
Donna Kiesel  
Logan Whitehead  
Tyler Beadle

## 10 YEAR

Bill Strickland  
Brian Medcalf  
Chad Greene  
Jennifer Myers  
Ryan Majors

## 15 YEAR

David Owens

## 20 YEAR

Alicia Mattingly

## 25 YEAR

Ansel Sullivan

BOARD MEMBERS

## 20 YEAR

Sandra Nixon

## 10 YEAR

Katelyn Willis  
Kim Nalley

## 5 YEAR

Ted Brown



The Arc Southwest Indiana's Inclusive Talent Apprentice Program was developed as a partnership with The Arc Southwest Indiana, Toyota Motor Manufacturing Indiana, Indiana Office of Vocational Rehabilitation, Ivy Tech and The Hampton Inn. During the 12 weeks, apprentices focus on learning work skills related to their specific placement at Toyota Indiana or a vendor, communication skills, and stay at the Hampton Inn to develop and refine their independent living skills. The goal of the apprenticeship is to fully prepare individuals to be ready to work and live as independently as they choose. It is the intent of Toyota Motor Manufacturing Indiana and their vendors to fully develop the apprentices' work skills and to be able to offer them fulltime employment at the successful completion of the program.

In 2023, we completed three rounds of the apprenticeships, with those sessions beginning in January, April and November. We had a total of 9 apprentices for 2023; five in weld, one in each Toyota stamping, Toyota paint, Vuteq pick line, and Securitas Fire Department. Six of the nine apprentices were offered a full-time position with their employer and all six accepted those positions.

**9** Apprentices in 2023

**6** offered employment

**6** accepted employment

**100%** still employed at 6 months

The Day Program has undergone significant changes in recent years. We are continuously transitioning towards employment-based activities and training, recognizing and celebrating the uniqueness of each individual, which makes us all awesome.

Together, we learn and grow, depending on and supporting one another. Every person we serve is valued, and their voices deserve to be heard. On average, we serve 27 individuals, with 33% female and 67% male. Currently, 41% of our individuals are over 60 years old. Our dedicated Direct Care Professionals and Habilitation Trainers play a vital role in keeping activities and outings running smoothly, and their efforts are greatly appreciated.

We assist individuals in learning a variety of skills, including soft skills, coping skills, communication, and leadership, as well as offering outings such as bowling, museum visits, volunteering, and more. Through community integration activities, individuals gain valuable life skills such as money management, safety awareness, interpersonal relationships, and work ethics.

We host annual events like Halloween and Christmas parties, Prom, and a Pool Party, with support from the Elk Lodge and Knights of Columbus. Our individuals are also actively involved in community gatherings such as the Self Advocacy of Indiana Conference and the United Way Day of Caring.

*Teresa Esche*  
Day Program Coordinator

## SPOTLIGHT - RYAN DIKE



Ryan resides with his grandmother, Nancy, and has a passion for agriculture, farming, tractors, semi tractors, trade shows, pecan picking, and more. He provided encouragement to his job coach with the words "Don't quit" during his job search. Ryan is dedicated, loyal, determined, and has made significant progress.

He began working at Meyer Family Farms, LLC in October 2023 and thoroughly enjoys his job, learning to operate a tractor and managing barns with minimal supervision. His employer, Zack, continues to nurture Ryan's confidence, self-esteem, and work experience. We are grateful for employers like Zack who provide opportunities for individuals like Ryan to showcase their abilities in the community.



# PIKE CREATIVE ARTS CENTER

Our department serves 32 individuals, including residential participants, ResCare contract services, and those living with families in the community. In our Creative Arts program, individuals can paint on canvas or engage in other projects. We provide computer skills training, group activities, and access to a Smart Board. Our Recreational Area offers various games and activities, promoting social skills and good sportsmanship. Sewing projects with donated fabrics are available, and we encourage exercise through daily stretches, biking, and walking. For Community Integration, we organize events and activities focused on skill-building and social interaction. Recent outings include movie days, scenic tours, museum visits, fire station tours, and volunteering at local facilities and parks.

*Cindy Tharp,  
Coordinator*



# PRE-EMPLOYMENT TRANSITION SERVICES



The Arc Southwest Indiana's Pre-Employment Transition Services (Pre-ETS) assists students in crafting resumes and exploring career and post-secondary education avenues. With a commitment to ensuring every student reaches their fullest potential, services are tailored to their current knowledge and needs.

Services offered for students aged 14-22 include:

- Career Exploration to discover individual interests and skills
- Work-based learning experiences both in school and within the community
- Counseling and exploration of post-secondary education or training opportunities
- Workplace readiness training, encompassing interviewing and resume building skills
- Instruction in self-advocacy and self-awareness
- Assistance in developing resources needed after high school

*Stephanie Brown,  
Pre-ETS Coach*

## PARTICIPANT SPOTLIGHT - BRADLEY CLASSICK



Bradley joined our program in January 2013 and lives at our men's home in Petersburg. He has worked in various paid positions such as handling buckets, janitorial work, packaging, lawn care, and car washing. Since August 16, 2022, Bradley has been employed at Oakland City University's Dietary Department, handling meal prep and dishwashing. His schedule includes working at OCU three days a week and attending the Creative Arts Center two days a week. He enjoys creating art, using the computer lab, and participating in community inclusion activities like volunteering and building job skills. He also served as Decorating Committee Chairman last year, overseeing facility decorations. Outside of work, Bradley enjoys spending time with family and friends, watching movies, playing video games, reading comics, and dining out.

## BY THE NUMBERS



**106**  
students served



**28** seniors graduating



**22**  
summer jobs



**2,071**  
volunteer hours



# EMPLOYMENT SERVICES



The Arc Southwest Indiana has seen tremendous growth and opportunity in our employment service program over the last year. Our services are person centered and based on the needs and goals of the individual. Through a detailed assessment, our staff gets to know the person, which equips them to assist with not only a job, but a path towards a career. We assist with resume' writing, mock interviews, job search, assistance completing applications, on-site job coaching and follow along services if applicable, to ensure job retention. We believe that everyone should be afforded the opportunity to work in the community they live and play in.

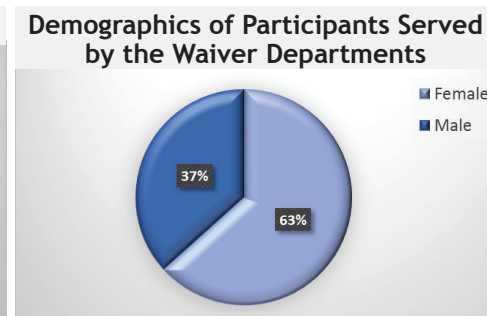
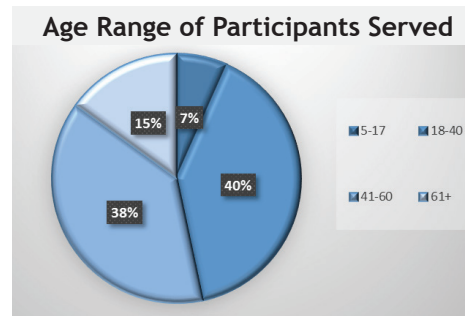
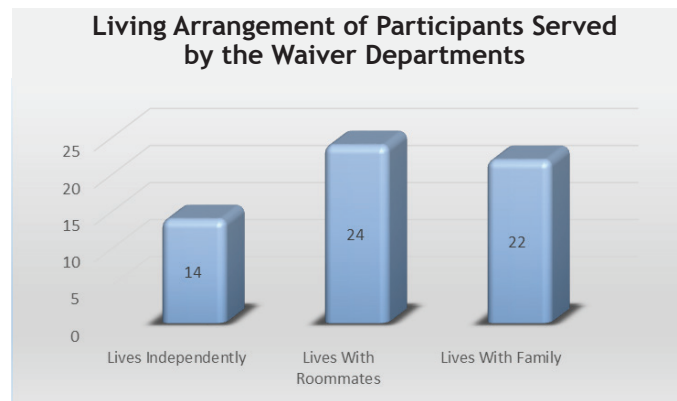
We strive to build strong employer relationships within our community, while continually developing new opportunities for partnerships. We appreciate all the support our community members and employers offer to help make our mission a reality.

*Nikki Priestly,  
Director of Employment Services*

## BY THE NUMBERS



# COMMUNITY LIVING SERVICES



## PARTICIPANT ASSISTANCE AND CARE (PAC SERVICES)

Participant Assistance and Care (PAC services) are designed to facilitate participant's ability to thrive in their own homes and actively engage in their communities. These services offer hands-on assistance, prompting, reminders, supervision, and monitoring to support participants with activities of daily living, self-care, and mobility, ensuring their health, safety, and welfare. Currently, there are 60 individuals benefiting from this program. A heartfelt thank you goes out to all our dedicated staff for their unwavering commitment to the individuals we serve. Your hard work is deeply appreciated every single day.



*Jodi Neighbors  
Director of Waiver Services*



## SUPPORTED INDEPENDENT LIVING PROGRAM (SILP)

In our extended service area, we provide highly personalized services tailored to the unique needs of each individual. Our offerings are continuously expanding to accommodate various demographics, including different age groups. Typically, program participants reside in apartments, own homes, or live with family members. Trained Direct Support Professionals offer personalized guidance, assistance, and access to resources to help individuals achieve their fullest potential and thrive in community living. Service hours range from a few hours per week to up to 10 hours per day, depending on the individual's requirements.



## GIBSON PARTICIPANT OF THE YEAR

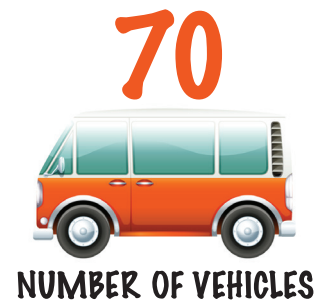
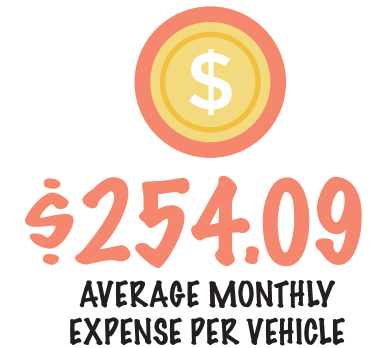
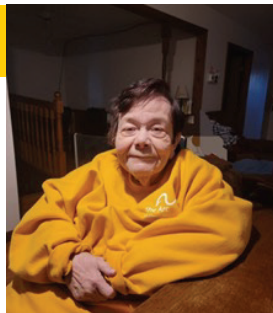
Tim Moog has realized his aspiration of community employment, leveraging the skills he has acquired as a solid foundation for his future endeavors. He is on a positive trajectory, actively bridging the gap between his dreams and reality. Beyond work, Tim enjoys listening to Christian music, dining out, shopping, and showering his girlfriend with gifts. He fosters positive relationships with peers and demonstrates kindness towards staff and others. Additionally, Tim has the initiative to prepare meals for a healthier lifestyle.

## COMMUNITY LIVING SERVICES (RHS)

Community Living Services operates eight, 24-hour waiver homes located in Gibson and Pike County. Within this program, participants reside in their own homes with up to three roommates. Our trained Direct Care Professionals offer assistance with adult daily living skills, fostering meaningful daily routines, community involvement, health management, financial literacy, exploration of community resources, and the pursuit and attainment of personal goals—all geared toward enabling individuals to thrive and successfully integrate into their communities.

## PIKE PARTICIPANT OF THE YEAR

Mary Hummel, a retiree, actively participates in the Day program five days a week, relishing outings with peers and engaging in bingo sessions. Her hobbies include genealogy, exploring Indiana's history, crocheting, and listening to 50s music. Mary takes delight in sharing her wealth of knowledge about the history of her hometown, Vincennes, Indiana. Known for her helpful nature, she readily lends a hand to friends and delights in making new acquaintances.





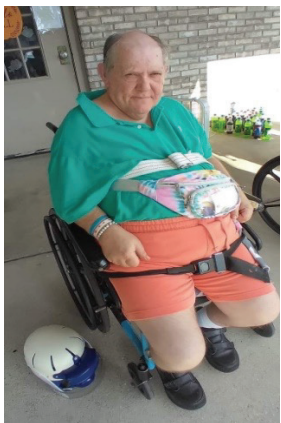
## SUPPORTED GROUP LIVING - GIBSON



Supported Group Living operates three homes in Pike County, accommodating 23 individuals, and two homes in Gibson County, housing 14 individuals. Our committed staff members provide personalized support to empower our residents to achieve their goals and foster independence. Our residents actively engage with their community, participating in activities such as visiting local libraries, attending county fairs and parades, and enjoying recreational outings in parks. Through our Day Programming, residents explore vocational training and volunteer opportunities, enhancing their skills and contributing to their personal growth. We are proud to witness our residents thriving and embracing life to the fullest extent.

*Mikala Martin,  
Director of Residential Services*

## MARK CALDEMEYER - GIBSON COUNTY RESIDENT OF THE YEAR



We have had the pleasure of providing support services to Mark since 1998. Mark possesses a deep passion for music, cherishes spending time with his sister, enjoys scenic drives, appreciates animals, relishes outdoor activities, and has a fondness for sweet tea. His love for singing is evident, particularly in his repertoire of songs from the musical "Grease." His infectious smile radiates warmth and joy, brightening any room he enters. Mark, your unique spirit and genuine kindness enrich our community.

## SUPPORTED GROUP LIVING - PIKE



## ELMER KELLEMS - PIKE COUNTY RESIDENT OF THE YEAR



Elmer became a resident of the Men's Group Home in 2012. He finds joy in playing the guitar and sharing his passion for preaching. In the summer, Elmer eagerly participates in the Indian Creek Baptist Church Camp. Known for his infectious smile and friendly demeanor, Elmer has a knack for brightening anyone's day. At Day Services, he enthusiastically engages in various craft projects. Elmer's presence enriches our community, and we are grateful to have him with us.