
PAY IT FORWARD

RECOGNITIONS



SEPTEMBER 2025

RAYMON NEAL

I would like to nominate Raymon Neal for the pay it forward. Monna has been at her job for many years, yet she still shows great care for the individuals we serve, and I see it every day. Seeing the relationships she has built with the clients and how much they love being around her, and how happy they are to see her every day, is so awesome to see! Monna is one of the best DSPs I've worked with!

SHERRY BLACKBURN

I would like to nominate Sherry Blackburn from Elkhart Day for the pay it forward. Seeing how much she cares for each individual client is inspirational. Recently, we had a medical emergency, and seeing the care and urgency she put into making sure the client was taken care of was wonderful to see. You can really tell she genuinely loves caring for the individuals we serve.

I would like to nominate Sherry Blackburn for a PIF. Last week, she noticed a client wasn't acting the way they usually do and brought it to my attention. They wound up needing medical care, and it was something that could have easily been overlooked had it not been for the quick actions of Sherry. She continues to show us every day that she was a fantastic choice to have at Elkhart Day. Her diligence and care towards the clients make a huge difference every single day. Thank you, Sherry - I appreciate you so much!

JACKIE WHITE

I would like to thank Jackie White and Teresa Shapland for their exceptional compassion with our clients. During a recent crisis situation, they both immediately stepped in to advocate for an individual in need, ensuring their safety and support while displaying kindness, teamwork, and commitment to caring for the individual when they most needed it. Thank you both for exemplifying our core values here at ADEC!

TERESA SHAPLAND

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ANDREA JONES

I would like to nominate Andrea Jones for pay it forward. She has so many things to do every day, but still finds time to do more somehow. She never puts client care on the back burner, and even though she may be in her office, she always makes sure her team has the help they need. I have looked up to her since starting at Elkhart Day and am so happy I have the privilege of working with her every day!

I want to nominate Andrea Jones for a PIF. She consistently goes above and beyond to ensure that clients have everything they need and are getting out into the community as often as possible. She makes so many small things possible that, in turn, make the big things possible. She is out on the floor as much as she can be, on top of getting her assigned duties done. I'm extremely proud to have her as our Team Lead. Thank you for everything you do for all of us daily, Andrea. I appreciate you!

JENICA LEWALLEN

I would like to recognize Jenica Lewallen. I am forever thankful/grateful for her leadership. She has helped me grow, not just as a manager, but as a person. I know that I can go to her with anything, and she will help me find a solution or help me realize I had the solution all along. I thoroughly appreciate that she gives me the grace to be me - without ever making feel judged by her or like I'm not enough for this position. It truly means a lot. Thank you, Jenica!!

SARAH MEDLIN

I would like to give a shout-out to my day program manager, Sarah Medlin! She is great. She tries to help me in any way she can. She takes over the log for me in the morning so I can do my running around and whatnot. She is very understanding, adaptable, and solicitous. Thank you, Sarah, for being you!

CONNIE WOODS

I would LOVE to give a HUGE shout out to Mrs. Connie!! Constance Woods. She has been a very big help at the ARC, not just for me but for everyone!! BUT especially for me! I have been able to do my job better with less worry on my mind because of her. She is willing to do anything to help and it's great just having her to talk to sometimes. She's so caring, respectful, and is a great listener. She is trying to learn all the clients' names and enjoys chatting with them as well, which is so great. Thank you, Connie, for coming over to the ARC!!

STEPHANIE CONNELL

I just want to send out a pay it forward to an amazing DSP who could totally be so much more if she wanted to!! Stephanie, you are amazing! Thank you for always doing things I ask of you, even when you don't want to. I thank you for being honest with me about everything, even if it's difficult or unpleasant to discuss. You are on top of a lot in the day program, and I just wanted to say thank you for sticking it out with us!

SAM HOOLEY

I'd like to recognize Sam Hooley as a great med flex. He always turns in the items we need at the day program right before I ask for them, it's like he can read my mind. He is a fun and enthusiastic guy, but also knows how to be serious when it's time to be. He is reliable and I can't thank him enough! Thank you, Sam, you're great!

OLIVIA WILSON

Olivia Wilson is getting it done! She does a lot around the day program, has a really good eye, sees what needs to be done, and gets it done. Very aware. She does more than is expected of her, and I truly appreciate that. She is also an amazing artist and has helped numerous clients with art pieces, clay, bookmarks, and many other items. She is kind, caring, and just an all-around great person. Thank you for all you do!

STEPHANIE NICKLAS

It's hard letting someone take over when their family members start using services, but Stephanie has been amazing. She is always person-first and does amazing work with her clients; she is caring, dedicated, and, as a bonus, incredibly funny. I am very blessed not only I but my siblings, using our services, get to experience her warmth. She is the blueprint for what a person working with people with different abilities should be; she is a role model to my family and myself!

TAMMY CLARK

I want to nominate Tammy Clark for Pay It Forward. Med Flex. Tammy is always so positive, very kind, and caring. Tammy works in a different department from mine, but she always greets me with joy. She is one of the reasons ADEC feels like family. Thank you, Tammy, for always putting a smile on my face.

MARQUAVIOUS HILL

Marquavious has a great attitude and is very helpful to our consumers at Goshen Day. He is also supportive of the other team members. Known to many as "Qua", he connects with many of the clients that he provides care for in fun and creative ways. Thank you, "Qua"! Your dedication to completing daily tasks and offering support when needed does not go unnoticed. I am glad you're part of our team. And please know that you are appreciated.

DAMARIS SONORA

Damaris has a great attitude that matches her smile. She has a great eye for arts and crafts and has supported many of our clients in creating pieces for the gift shop in Bristol. She excels at organizing and structuring her day. Damaris does a great job providing quality care and creates activities that are meaningful, interactive, and educational. Thank you, Damaris, for showing up daily and providing support, care, and positivity to those around you. I do appreciate your various contributions to our program.

STACEY ATCHISON

Stacey does a great deal to help our center operate smoothly and efficiently. She juggles many tasks daily and will pause her duties to assist other staff members when needed. Stacey is well-liked and respected. She supports her team members in various ways, including addressing client care needs. Stacey supports me in my absence and keeps me informed on events or happenings. Many times, she is the first one on the block at the start of our shift. Thank you, Stacey, for the various contributions you've provided...and continue to provide. Your care for your role here and for the people we support is evident and appreciated.

CATHERINE HALL

Catherine understands her daily assignments and typically executes them flawlessly. She has a positive attitude and connects with many of the clients we support. Catherine plans ahead and typically has vocational activities prepared for days in advance. I have attended some of her activities, and they were enjoyable and engaging. She does well with planning out her day and keeps me informed with 'need to know' information. Catherine provides great quality care and engages with our clients in a respectful manner. Thank you, Catherine! I appreciate your endurance and motivation! And your teamwork!

JODI TAYLOR

Jodi has a great attitude and a great personality. She has been with our organization for a considerable amount of time and is highly respected by those around her, including me. Jodi does well organizing and structuring her day, with meaningful activities. She supports the team in various ways and has no problem jumping in to support her team members or clients who have a need or request. Jodi consistently provides high-quality care and is often called upon, even when other staff members are nearby. Many times, she will go into her own pocket to purchase items needed for crafts we celebrate daily. Thank you, Jodi, for sharing your carefree spirit with us and your dance moves! I do appreciate your various contributions to our program.
