

*Developing Foundations
for the Future*

Annual Report
Fiscal Year 2021

MESSAGE FROM THE PRESIDENT AND CEO



The year 2021 marks an important milestone for ENMRSH, Inc. We began providing services to the public in 1971 and 50 years later we can proclaim that we offer a robust and ever-adapting menu of supports and programs to families, children, and adults in our local communities. Over this 50-year history, the organization has grown by pursuing new projects in line with our company values, vision, and mission while reinforcing our pledge to continuous quality development along the way. I hope all employees and contractors working for this company are proud of the work they have performed in the past and each day going forward because every job is important here

and contributes to the outcomes we see each day, week, month, and year. Thank you for your dedication and hard work – we could not provide person- and family-centered supports without you.

Celebrating our 50-year anniversary should be filled with festivities throughout the year with attendance and participation from all employees and individuals receiving services. After careful consideration, we have chosen to temporarily delay many activities out of an abundance of caution for our staff and people we serve as well as to assure we maintain compliance with regulations and best practices. We will hold several celebratory activities in 2021 and beyond as conditions in our communities allow. Stay tuned, there is a lot more to come!

Many of our employees, subcontractors, families, persons served, and other stakeholders involved or associated with our company's operations have endured illness and experienced devastating loss since the pandemic began. Adapting during the pandemic has reminded us of many things, including the fact that we should embrace creative alternatives to the norm and the importance of working together and creating a compassionate environment for employees and individuals and families receiving services. I would like to rededicate our resolute commitment to everyone involved with Team ENMRSH, Inc. during our 50th year of operations. We will continue to evolve and improve to be the best company we can be each and every year with an unwavering loyalty to our mission, our employees, and every person we support.

A handwritten signature in black ink, appearing to read 'Damian Houfek'.

Damian Houfek
President and CEO

BOARD OF DIRECTORS

Cathy Mills	Board Chairperson
Frank Bean	Vice Chairperson
Randy Harris	Secretary
Randy Holland	Director
Gary Kirven	Director
Mike Morris	Director

EXECUTIVE

Damian Houfek	President and Chief Executive Officer
Barbara Marion	Vice President and Chief Financial Officer

SENIOR LEADERSHIP

Lula Brown	Director of Early Childhood Programs
Christina Chavez	Director of Adult Habilitation
Celeste Childers	Director of Quality Development
Liz Gallegos	Director of Community Living
Kathy Lynch, RN	Director of Nursing
Tony Marion	Director of Client Services
Kirk Marshall	Director of Supported Employment
Janelle Moore	Director of Accounting
Therese Musick	Director of Information Technology and Special Projects

ENMRSH, Inc.

provides services to enhance the lives of adults with differing abilities and supports the development of children and families in our programs.

Mission

ENMRSH, Inc. will develop meaningful programs and resources in the communities we serve while cultivating and supporting a diverse and highly competent workforce to sustain the valuable services we provide.

Vision

Effort

Quality

Integrity

Teamwork

Empowerment

Responsibility

Results

Values

Continuous Quality Improvement

Identify goals and priorities

Collect data

Discuss results

Develop plans and actions

Modify programs, processes, and activities

Evaluate outcomes

FINANCIALS: JULY 1, 2020 - JUNE 30, 2021

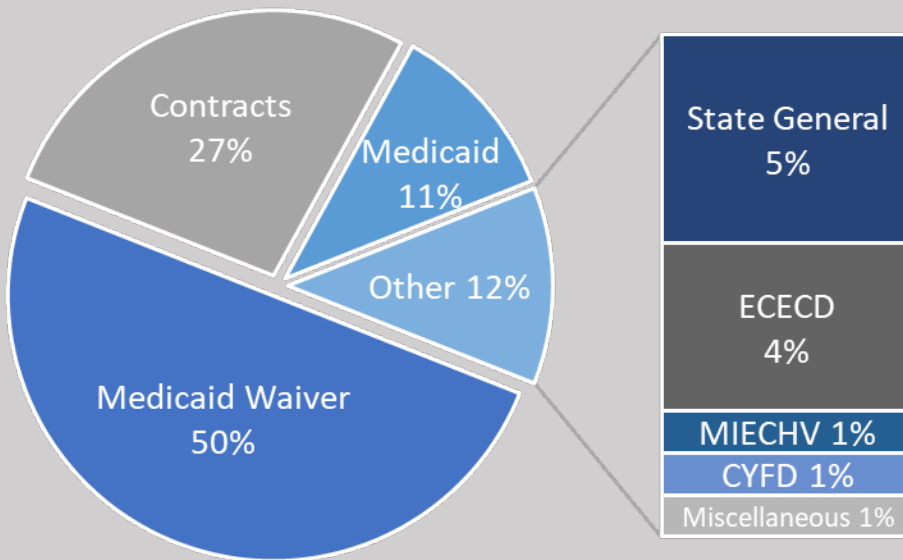
\$1,834,815

Wages paid to individuals with a disability at all ENMRSH, Inc. employment sites

122,964

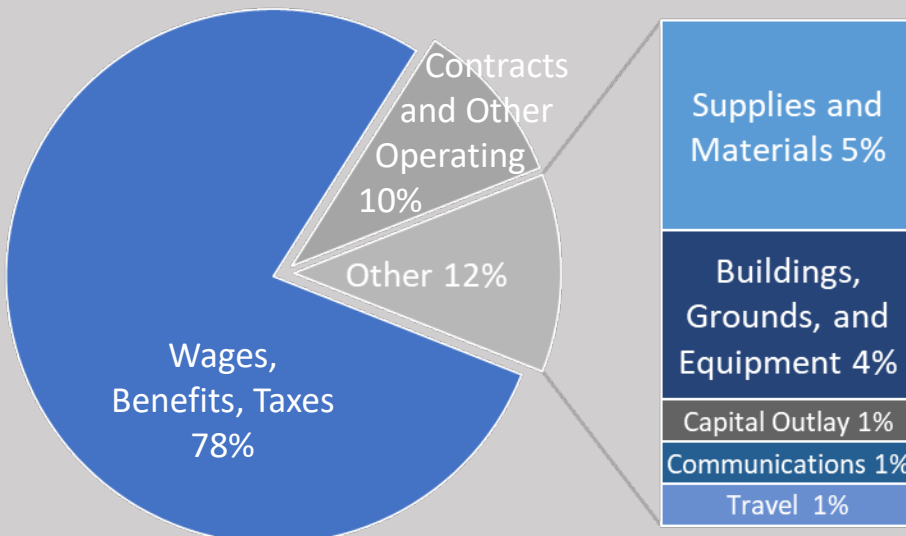
Number of labor hours worked by individuals with disabilities at all ENMRSH, Inc. employment sites

REVENUE



Revenue is used to accomplish our mission, operate current programs, and ensure company viability for the future

EXPENSES

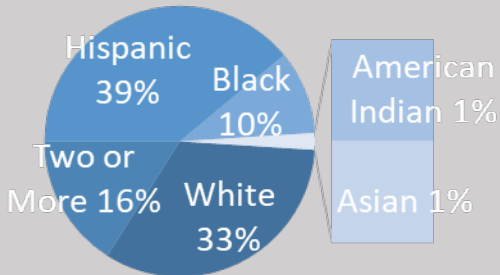


All services are on a fee for service or contract basis

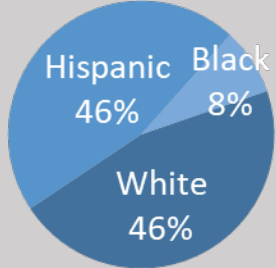
EMPLOYEE DEMOGRAPHICS

Race/Ethnicity

Entire Workforce



Senior Leadership

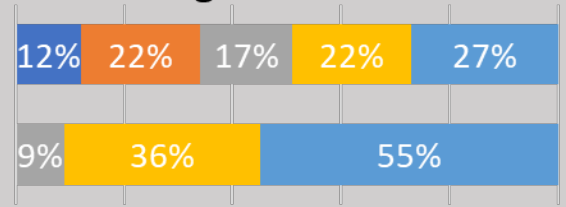


Age

Entire Workforce

Senior Leadership

18-25 26-35 36-45 46-55 56+

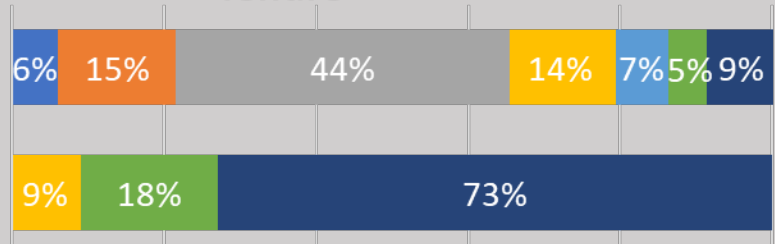


Tenure

Entire Workforce

Senior Leadership

< 90 days 90-364 days 1-5 years 6-10 years 11-15 years 16-19 years 20+ years

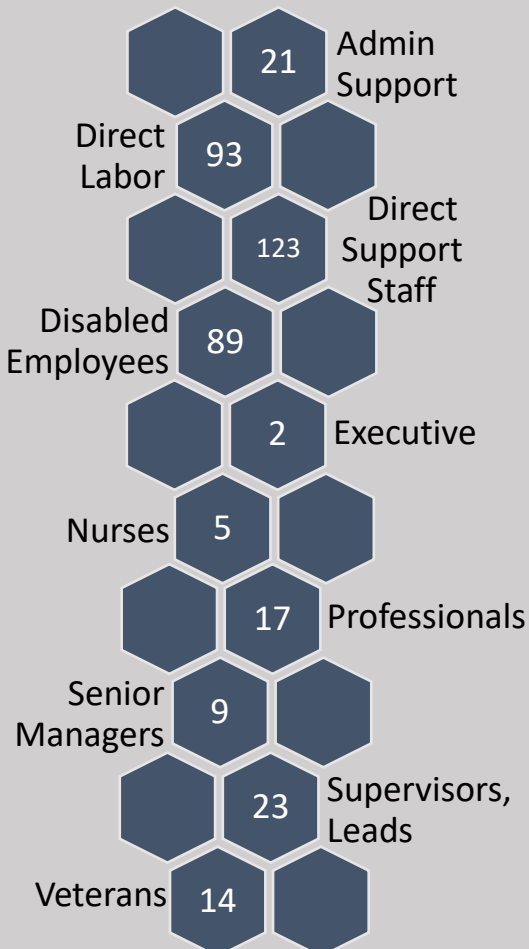
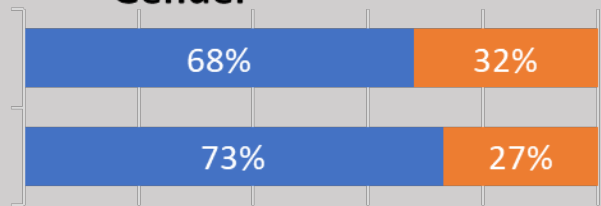


Gender

Entire Workforce

Senior Leadership

Female Male



2021 EMPLOYEE SATISFACTION SURVEY RESULTS

96% feel satisfied with their job duties

95% feel adequately trained

92% feel we are meeting our mission

92% satisfaction with work environment

90% feel respected by their coworkers

88% feel valued by management

82% feel satisfied with employee benefits

EARLY CHILDHOOD SERVICES



OUR PARTNER AGENCY



Service				Children Served	Service Hours
Family Infant Toddler (FIT) Program Birth to 3 years of age	Service Coordination			753	5,349
	Developmental Instruction			468	5,064
	Speech Therapy			340	5,099
	Occupational Therapy			106	933
	Physical Therapy			67	1,009
	Family Counseling			97	1,078
Infant Mental Health, Parent-Infant Psychotherapy Birth to 5 years of age who have been exposed to trauma and are in state custody, and their parents				18	352
Respite Short-term care for children with an Individual Education Plan or Individualized Family Services Plan				Unable to provide services due to pandemic	
Home Visiting Parents and caregivers with children birth thru 3-5 years of age, and expectant mothers				287	2,391
Children and Families Served Across All Programs					
Curry 64%	Roosevelt 24%	Quay 6%	Guadalupe 4%	De Baca 2%	

100%

Response rate for satisfaction surveys distributed to families

Family contact made within 48 hours of referral

Parent satisfaction with child's evaluation

Parent satisfaction with on-going services

Of parents felt their input was valued

Satisfaction with the Physical Therapist, Speech Language Pathologist, and Family Counselor

Total Children Served by Race

American Indian or Alaskan Native 0.7%

Asian 0.2%

Black or African American 4%

Hispanic or Latino 44%

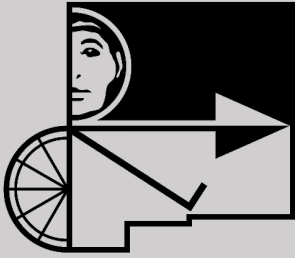
More than 1 Race 4%

Native Hawaiian or Pacific Islander 0.3%

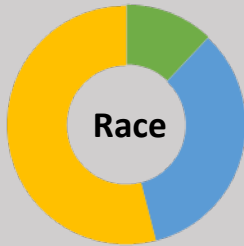
Unknown 23%

White 23%

SERVICES FOR ADULTS

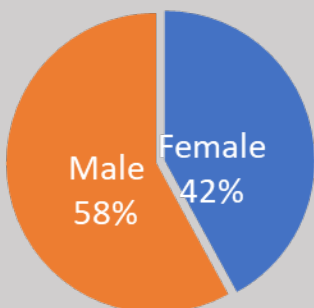
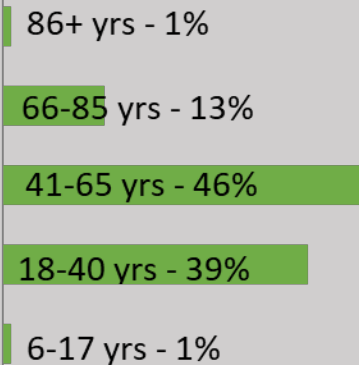


CLIENT DEMOGRAPHICS



- Black - 12%
- Multi or Other - 34%
- White - 54%

Age



Service	Service Hours
Customized Community Supports Recreational, educational, and developmental services throughout the community	93,005
Community Integrated Employment Business ownership, job development, and job supports to encourage employment	19,956
Customized In-Home Supports Periodic supports to promote independence at home and in the community	9,781
Family Living Residential and community services provided by natural or surrogate families	18,240
Respite Supports to give regular caregivers a break from routine support duties	6,261
Supported Living Up to 24 hour supports in the home and community, nursing and nutritional counseling included	358,039

Overall Satisfaction Rates for Adult Services

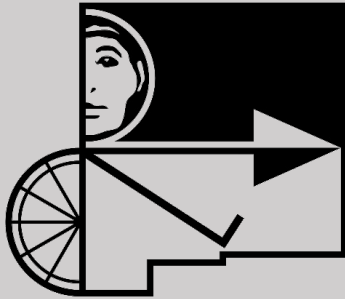
	2016	2017	2018	2019	2020
Individual	99%	99%	100%	96%	95%
Guardian	99%	100%	100%	96%	100%

347
planning
meetings
were held
for adult
services this
year

97
adults were
receiving
services at
fiscal year end

500+
Zoom activities
were offered
during the year
for persons
served

33
iPads/tablets
purchased for
individuals to
communicate
with friends and
loved ones
during the
pandemic



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