

ENMRSH, Inc.

Developing Foundations for the Future

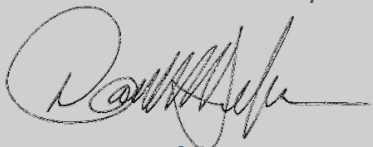
Annual Report for Fiscal Year 2022

MESSAGE FROM THE PRESIDENT AND CEO

"We are all in this together" is not a new phrase but has emerged as a description of people banding together during the monumental difficulties we all faced over the past few years, and will continue to confront in the years ahead. These six words describe the ENMRSH, Inc. team I have known over the past decades, let alone when a worldwide pandemic entered all of our lives. I believe our culture of mutual caring and empathy for others has only grown stronger as a result. Looking back over the past two and a half years when we had staff creating masks for fellow employees, staff served when there were no other options available, employees put in extra time or odd hours or quickly figured out how to provide virtual services in order to be available to keep our operations viable, workers showing up every day at our contracts to assure our customers' requirements were met (and even ramping up one of our largest and demanding contracts while the pandemic was in full swing), the many administrative, supervisory, and professional staff working quietly in the background to assure we did not stumble, and the never-ending willingness of our direct care professionals to put in more hours of support, keep everyone safe, work additional shifts, and implement complex and ever-changing precautions and mandates. Many of you are still putting in immense efforts to keep our programs running. This organization could not survive, let alone thrive, without all of you banding together for the good of us all. On behalf of the company, I cannot thank you enough.

Although we redesigned and nimbly adapted to our new reality in real time, I know we can do more – and we will do more with the aid of everyone's ongoing input. Feedback from employees, contractors, service recipients, and stakeholders is gathered in many ways, and we are acting on the common suggestions and ideas that we trust will make our organization even more effective at meeting our mission and adding value for the people we serve. For instance, during the next fiscal year you will see a revamped employee and contractor recognition program, reimagined employment milestone acknowledgements, a restructured orientation and onboarding program, leveraging our high performers to help new hires find a long-term career, marketing and community education changes to feature the incredible work that happens here every day, new ways to provide comments and critique, and a better alignment between our performance goals and our organization's mission. I will be relying on a sustained team effort to get this accomplished for the benefit of everyone that works here as well as those we support.

Upgrades to the programs we offer will continue to be a priority across the organization. Despite the fact that our satisfaction rates, feedback, and outcomes indicate we are doing well in the minds of our customers, complacency is not our style, and we will not rest. Let's keep on encouraging one another and build upon our foundations to strengthen ENMRSH, Inc. as an outstanding community asset and resource that will always weather the challenges ahead.



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
Dr. Patrick Reagan	Director
Furgus Tunnell	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

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

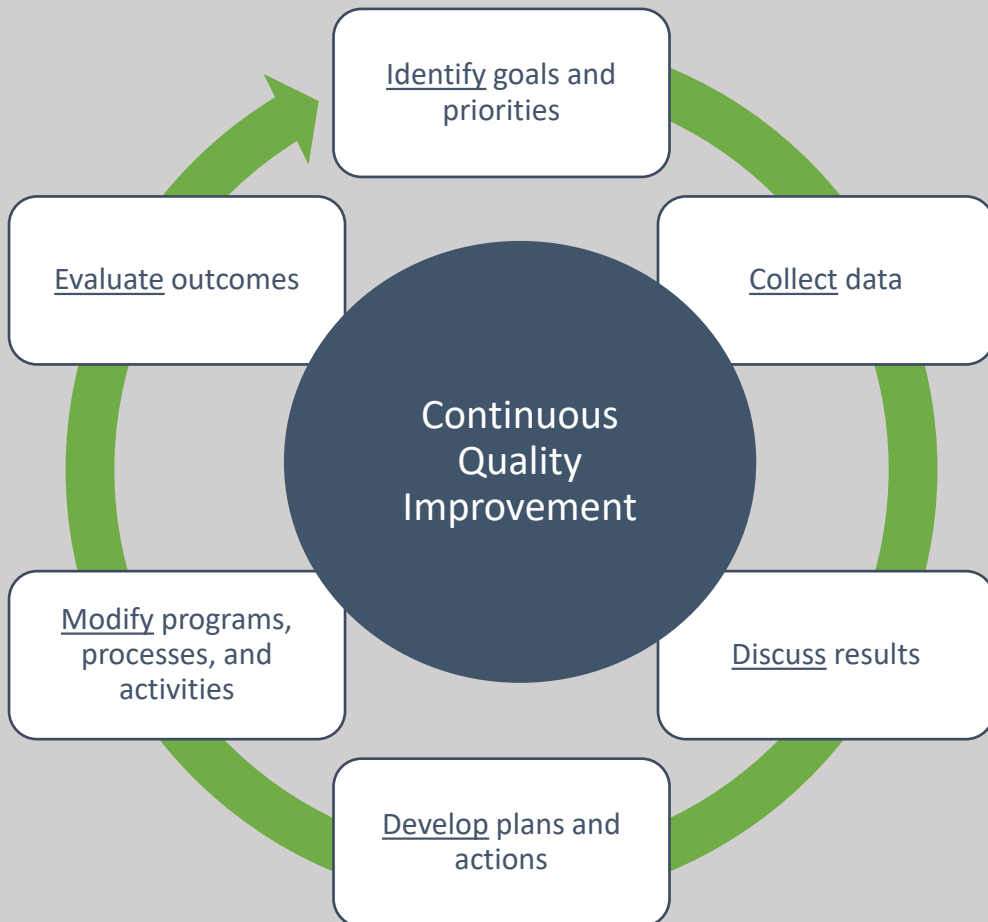
Mission

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



FINANCIALS: JULY 1, 2021 - JUNE 30, 2022

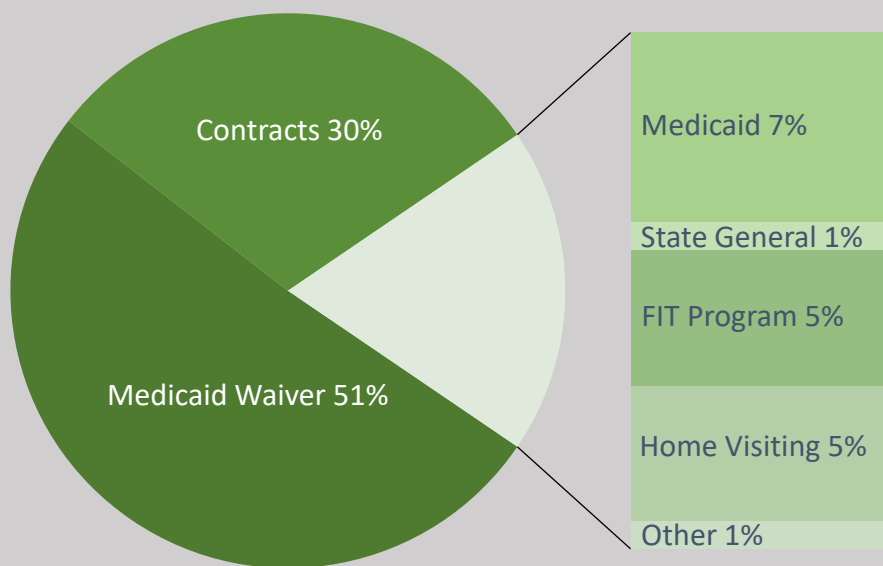
\$2,386,547

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

145,462

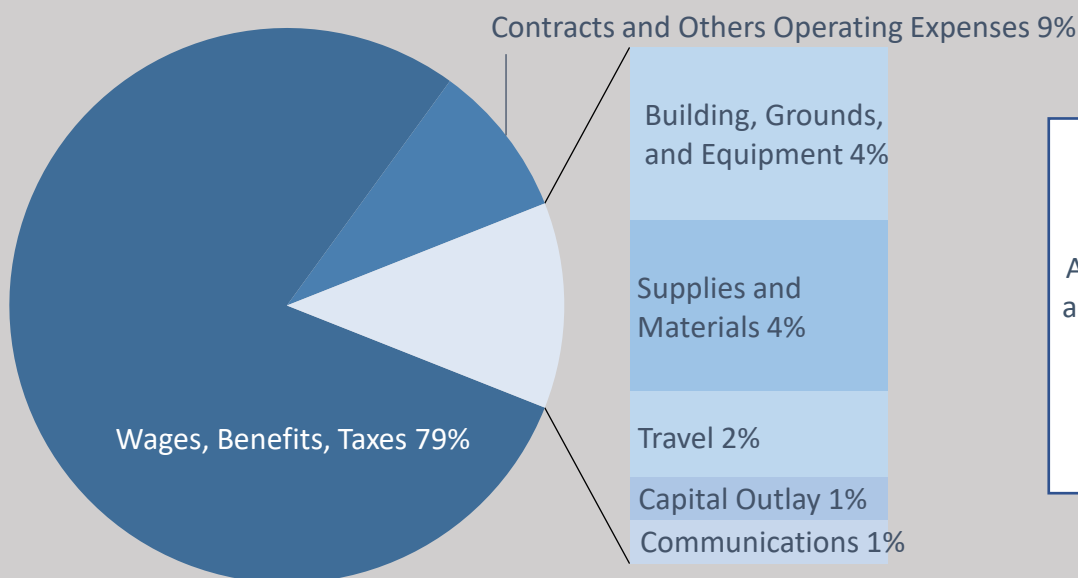
Number of labor hours worked by individuals with disabilities at all ENMRSH, Inc. employment sites

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 STATS AS OF JUNE 30, 2022

Admin Support 21

Direct Labor 95

Direct Support Staff 116

Executive 2

Nurses 5

Professionals 16

Senior Managers 8

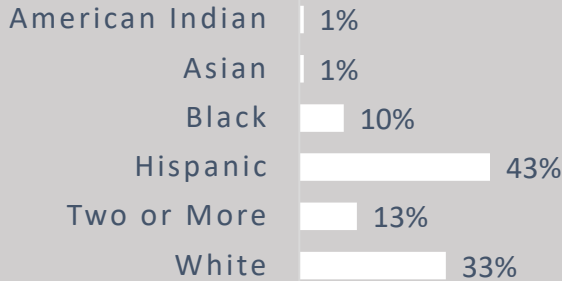
Supervisors, Leads 23

Employees with Disabilities 88

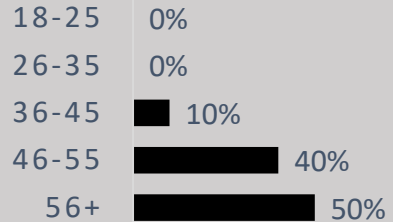
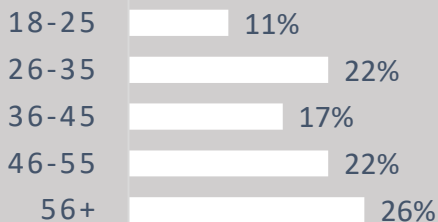
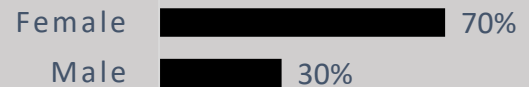
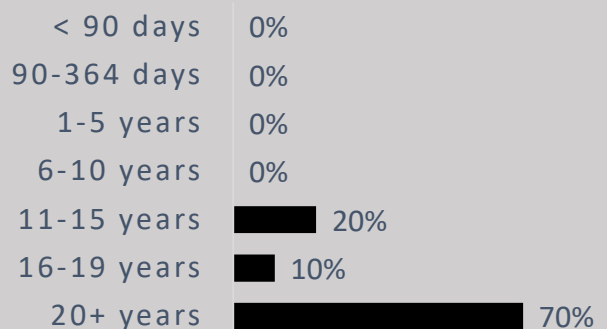
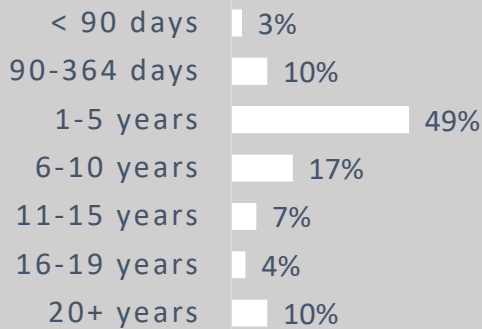
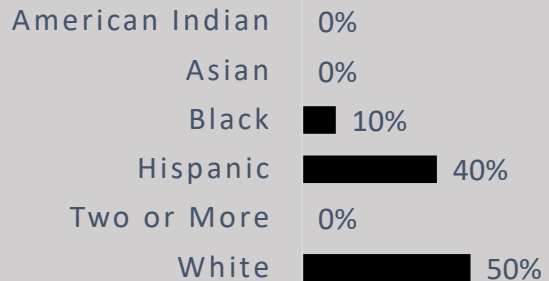
Veterans 13

Entire Workforce*

Percentages may not total to 100 due to rounding



Senior Leadership



2022 EMPLOYEE SATISFACTION SURVEY RESULTS

95% feel satisfied with their job duties

95% feel adequately trained

93% feel respected by their coworkers

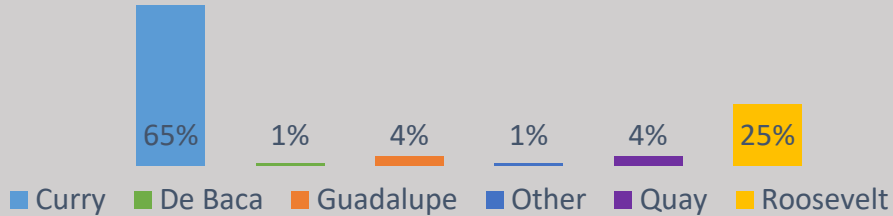
92% feel valued by their supervisor

91% feel satisfied with work environment

EARLY CHILDHOOD SERVICES – FISCAL YEAR 2022



Children Receiving Services by County



Satisfaction Rates

99% of parents were satisfied with therapist/counselor

99% of parents felt their input was valued

99% of parents were satisfied with ongoing services

100% of parents were satisfied with child's evaluation

100% timely contact after referral

Survey response rate: 99%

Percentage of Children Served by Race and Ethnicity

American Indian or Alaskan Native, 0.91

Asian, 0

Black/African American, 4.74

Hispanic/Latino, 46.9

More than 1 Race, 3.65

Native Hawaiian/Pacific Islander, 0.18

Unknown, 17.52

White, 26.09

Partner Agency

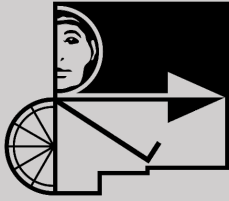


NEW MEXICO

Early Childhood
Education & Care Department

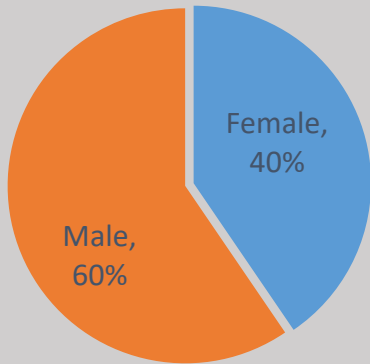
Service	Children Served	Service Hours
Family Infant Toddler (FIT) <i>Providing free developmental screenings for children birth to 3, with or without a developmental concern</i>		
Service Coordination	548	6300
Developmental Instruction	367	6974
Occupational Therapy	87	1676
Physical Therapy	81	2045
Speech Therapy	257	6117
Family Counseling	70	1128
Evaluations conducted (new children)	305	1467
Home Visiting <i>Providing educational services, child development guidance, and local community resource information for parents, caregivers, and expectant mothers, with children birth up to child's entrance to kindergarten (*families served)</i>		
Home Visiting	232*	5681
Respite <i>Short-term care for children with an Individual Education Plan or Individualized Family Services Plan</i>		
Respite	5	83
Infant Mental Health <i>Providing trauma and developmentally informed assessments and treatment for children birth to 5 years of age exposed to trauma and in state custody</i>		
Infant Mental Health	12	282

SERVICES FOR ADULTS – FISCAL YEAR 2022

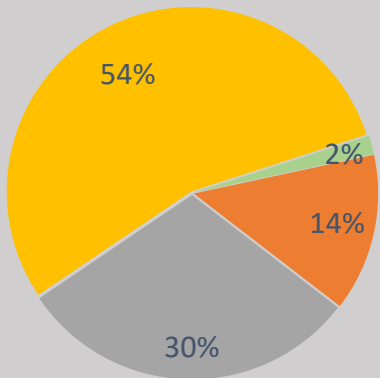


CLIENT DEMOGRAPHICS

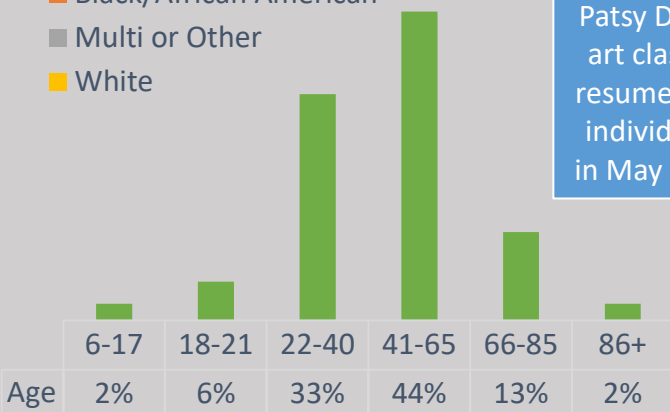
Gender



Race



- American Indian/Alaskan Native
- Black/African American
- Multi or Other
- White



Service	Service Hours
Customized Community Supports Recreational, educational, and developmental services throughout the community	79,033
Community Integrated Employment Business ownership, job development, and job supports to encourage employment	15,282
Customized In-Home Supports Periodic supports to promote independence at home and in the community	6,708
Family Living Residential and community services provided by natural or surrogate families	70,933
Respite Supports to give regular caregivers a break from routine support duties	5,936
Supported Living Up to 24 hour supports in the home and community, nursing and nutritional counseling included	325,672

Overall Satisfaction Rates for Adult Services

	2017	2018	2019	2020	2021
Individual	99%	100%	96%	95%	97%
Guardian	100%	100%	96%	100%	99%

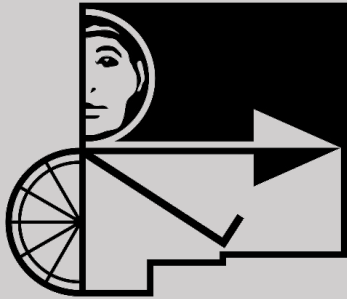
Patsy Delk's art classes resumed for individuals in May 2022

254 planning meetings were held for adult services this year

94 adults were receiving services at fiscal year end

18 assistive technology purchases were made for a variety of items such as iPads and an iPod

6 out of town trips took place throughout 2022 to include museums, ice skating, fishing, and dinner and a movie



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Find us on 

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enmrsh.org