



ENMRSH, Inc.

Annual Report

Fiscal Year 2023

MESSAGE FROM THE PRESIDENT AND CEO

I am happy to report ENMRSH, Inc. had another successful year despite many challenges thanks to the dedication and resolve of our Board of Directors, employees, contractors, and community stakeholders. This is not to say we did not face hurdles along the way. Challenges including threats to funding levels for all programs, inflation, COVID-19 disruptions, and staffing levels continue to affect our agency, however, we remained in good standing through the perseverance of the whole organization.



Capping off the fiscal year, ENMRSH, Inc. was surveyed by a team from CARF International (find more information at CARF.org) in June 2023. We chose to pursue accreditation as a way to confirm that our programs operate within industry best practices. The three-year accreditation outcome awarded to the organization (the highest accreditation level) is a testament to the strong devotion and commitment to our company mission.

Accredited services include:

- Governance (how the organization is operated)
- Community Employment Services: Employment Supports
- Community Employment Services: Job Development
- Community Housing
- Community Integration
- Host Family/Shared Living Services
- Respite Services
- Services Coordination
- Services for Children and Youth: Early Intervention Services

This is a big deal, congratulations to TEAM ENMRSH, Inc.!

We plan to harness the energy, positivity, and teamwork needed to reach our accreditation milestone to launch further improvements during the next fiscal year. Specifically, initiatives that will reinforce even better customer service, service excellence, stronger accountability at all levels of the corporation, community involvement, employee relations, and continued infrastructure improvements are on the horizon. As always, I welcome input from employees, contractors, and persons served and those that support them. If you have an idea or would like to see changes, please reach out to me.

Let's keep our momentum going for the benefit of everyone that counts on us to be our best.

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
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
Valerie Dewbre	Director of Adult Service Coordination
Liz Gallegos	Director of Community Living
Kathy Lynch, RN	Director of Nursing
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.

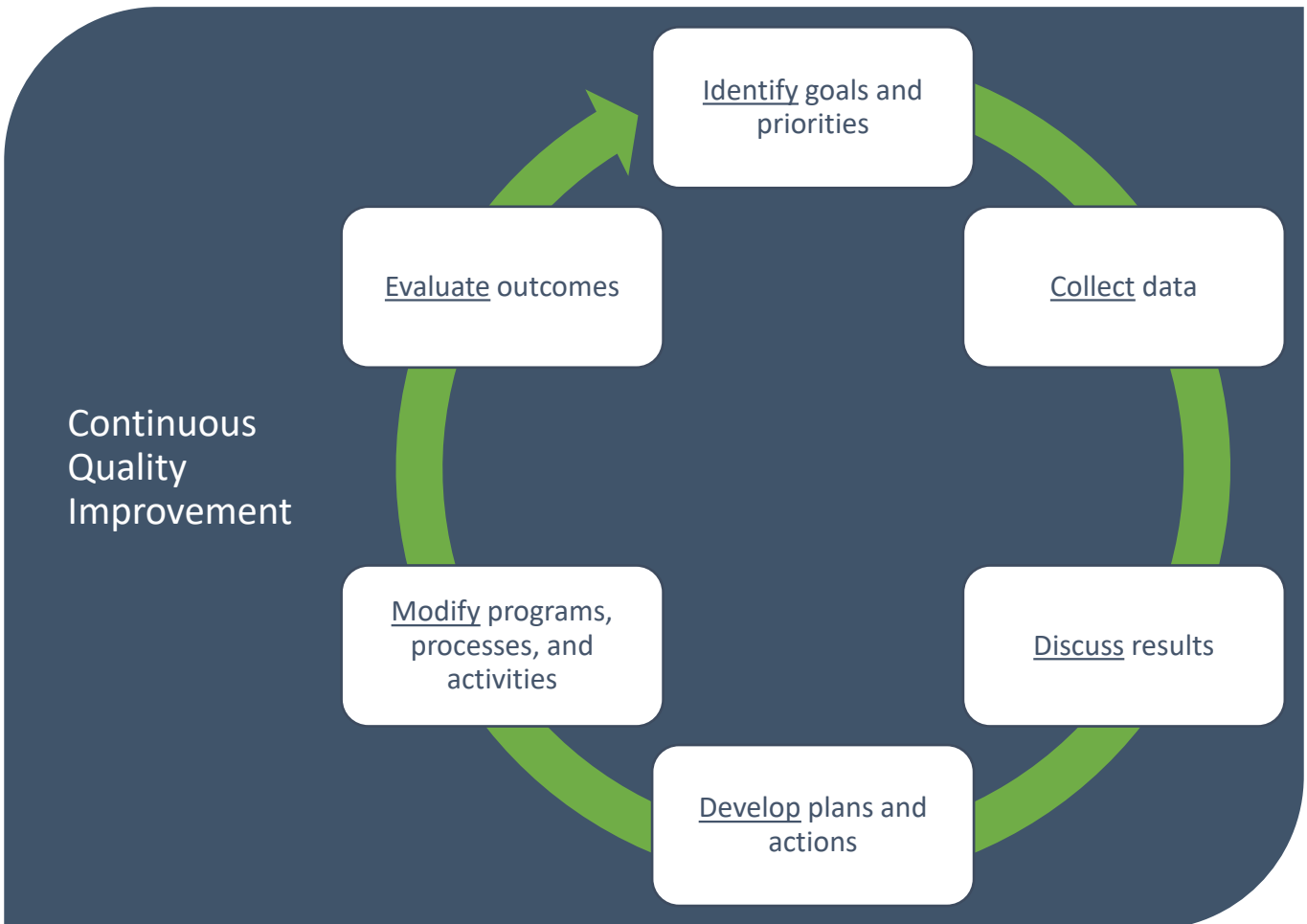
Mission

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, 2022 - JUNE 30, 2023

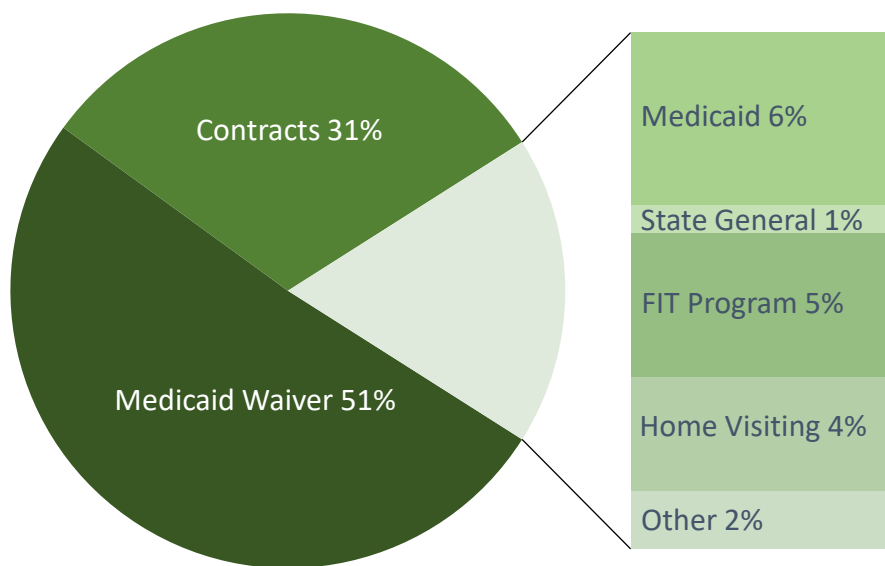
\$2,946,404

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

152,102

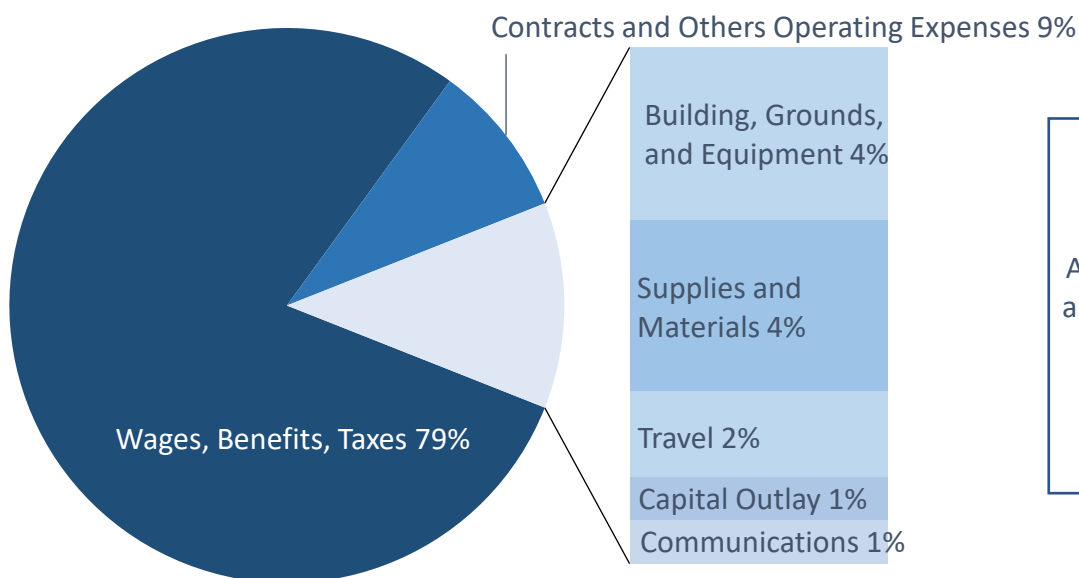
Number of labor hours worked by individuals with disabilities at all ENMRSH, Inc. employment sites

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, 2023

Admin Support 22

Direct Labor 99

Direct Support Staff 123

Executive 2

Nurses 5

Professionals 12

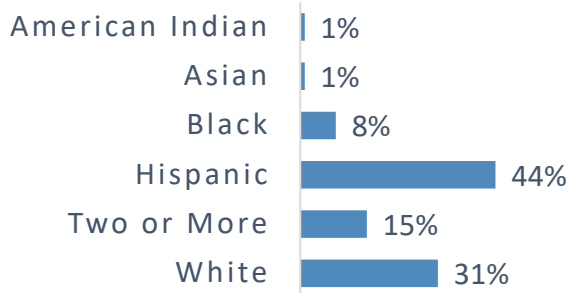
Senior Managers 8

Supervisors, Leads 22

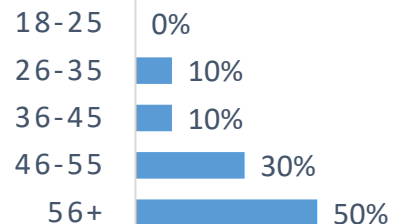
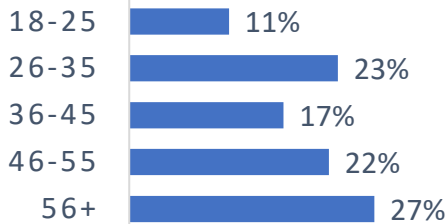
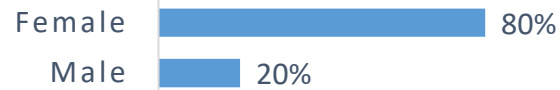
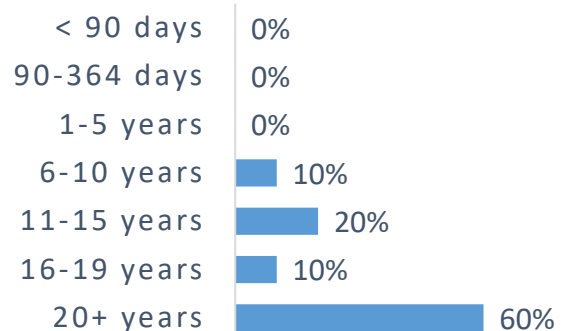
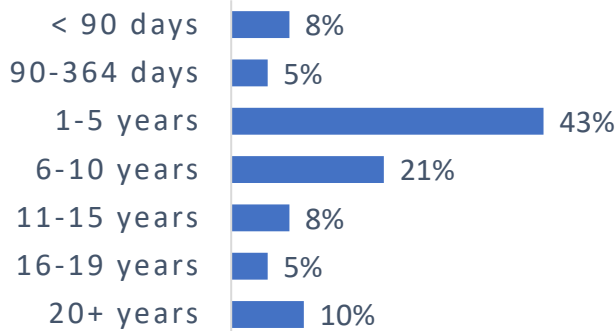
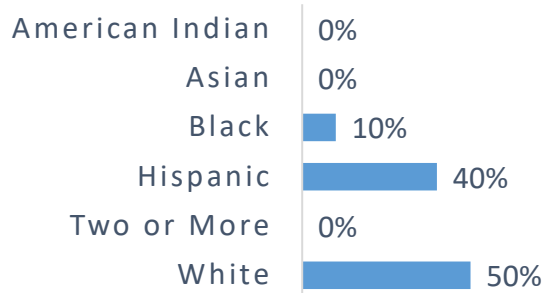
Employees with Disabilities 113

Veterans 15

Entire Workforce (294)



Executive, Senior Leadership (10)



2023 EMPLOYEE SATISFACTION SURVEY RESULTS

96% feel adequately trained

92% feel satisfied with their job duties

91% feel valued by their supervisor

88% feel satisfied with employee benefits

87% feel respected by coworkers

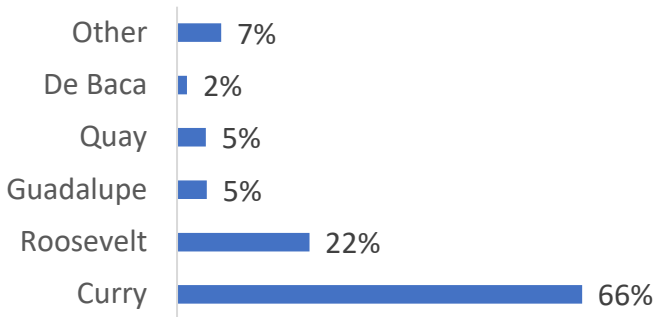
EARLY CHILDHOOD SERVICES – FISCAL YEAR 2023



Partner Agency

 NEW MEXICO
Early Childhood
 Education & Care Department

Children Receiving Service by County



Parent Satisfaction Rates

Survey response rate: 99%

99% satisfaction with therapist/counselor

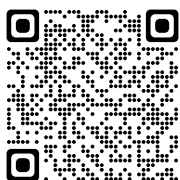
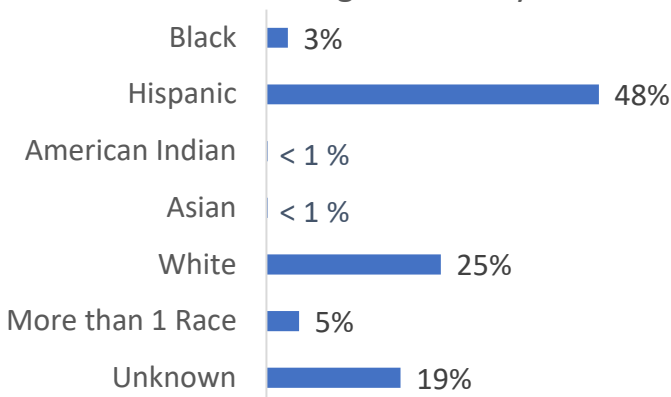
99% felt their input was valued

100% satisfaction with ongoing services

98% satisfaction with child's evaluation

100% timely contact after referral

Children Receiving Services by Race

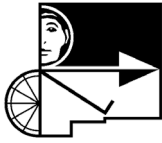


Scan to learn more about our early childhood services!

Service	Children Served	Service Hours
Family Infant Toddler (FIT): Providing free developmental screenings for children birth - 3, with or without a developmental concern		
Service Coordination	535	4163
Developmental Instruction	359	5241
Occupational Therapy	67	758
Physical Therapy	80	1498
Speech Therapy	238	3875
Family Counseling	92	1156
Evaluations conducted (new children)	467	1942
Home Visiting: 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		
Home Visiting	214 families served	6458
Respite: Short-term care for children with an Individual Education Plan or Individualized Family Services Plan		
Respite	2	209
Infant Mental Health: Providing trauma and developmentally informed assessments and treatment for children birth to 5 years of age exposed to trauma and in state custody		
Infant Mental Health	8	192

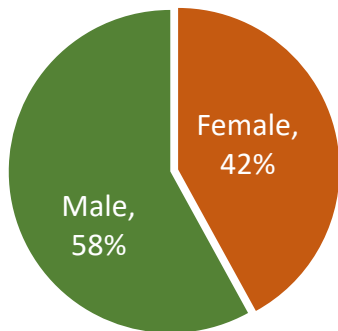


SERVICES FOR ADULTS – FISCAL YEAR 2023

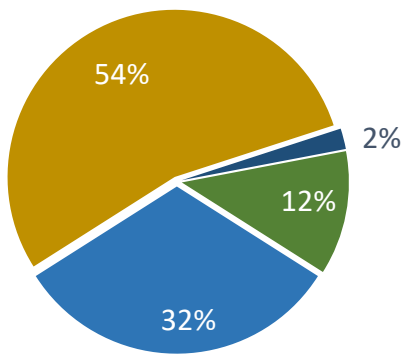


CLIENT DEMOGRAPHICS

Gender

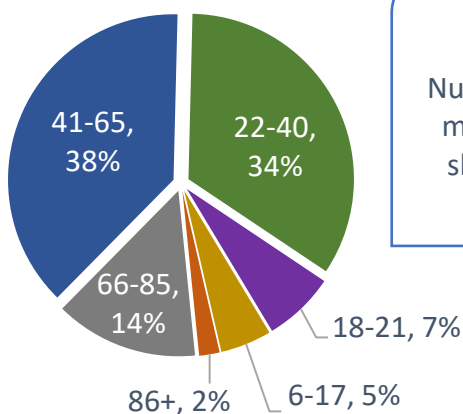


Race



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

Age



Service	Service Hours
Customized Community Supports Recreational, educational, and developmental services throughout the community	77,406
Community Integrated Employment Business ownership, job development, and job supports to encourage employment	18,258
Customized In-Home Supports Periodic supports to promote independence at home and in the community	5,364
Family Living Residential and community services provided by natural or surrogate families	116,346
Respite Supports to give regular caregivers a break from routine support duties	5,586
Supported Living Up to 24 hour supports in the home and community, nursing and nutritional counseling included	353,208

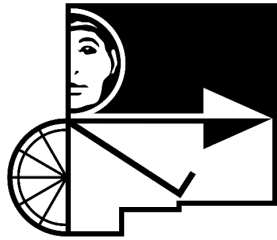
Overall Satisfaction Rates for Adult Services

	2019	2020	2021	2022	2023
Individual	96%	95%	97%	100%	100%
Guardian	96%	100%	99%	100%	100%

Out of town trips during fiscal year included Comic Con, UFO Festival, Nutcracker Ballet, Meow Wolf, museums, monster truck show, science spectrum, shopping, Amarillo Sod Poodle games, and a trip to California!

We participated in a statewide technology pilot project to find better ways to integrate technology into services and the lives of persons served

20+ assistive technology purchases were made for Chromebooks, iPads, computers, tablets, a treadmill, Fitbits, sportswear, gardening supplies, a fishing reel, etc.!



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Scan for career opportunities and to apply online!

ENMRSH, Inc. is an equal opportunity employer.

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facebook.com/enmrshinc