

ENMRSH, Inc.

# Annual Report

Fiscal Year 2024



# MESSAGE FROM THE PRESIDENT AND CEO

ENMRSH, Inc. turned 52 years old during the past fiscal year. The company has dramatically changed since its founding in 1971 to keep in step with evolving expectations, service system transformations, and advances in technology and healthcare. Although rapid and persistent change can be difficult at times, the ambitious members of Team ENMRSH, Inc. choose to embrace the challenges and continue onward to meet our mission.

One of our greatest strengths is the dedication demonstrated by the Board of Directors, employees, and contractors involved with ENMRSH, Inc. The longevity and enthusiasm at all levels of the organization is impressive and indicative of a commitment to the supports we provide to individuals, children, and families throughout our service areas. Maintaining and increasing our rate of retention is a key goal that improves our service quality, program continuity, and reduces hiring and training expenses that can be earmarked for better wages as well as stability and growth initiatives.

In addition to retention, we are pursuing many other key goals critical to our stakeholders that will strengthen the company for the future as well as increase service efficiency and effectiveness. Among these initiatives are assuring support plans are carried out as written within the established timeframes, verifying training compliance and further developing staff competence regarding individual supports, maximizing child, family, guardian, and client satisfaction, supporting recommended medical care and treatment, and providing services in the community to the greatest extent possible. While these topics are only a sample of our quality development activities, we will remain focused on improving everything we do based on customer feedback and observable outcomes throughout the year. Empathy, accountability, dedication, and perseverance are essential to our efforts, and fortunately are plentiful at ENMRSH, Inc.

The old adage... *if you want to go fast, go alone... if you want to go far, go together*, seems more relevant than ever today. Let's all keep working together during our 53rd year at ENMRSH, Inc. and continue our tradition of person-centered service excellence.



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 Community Supports
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.

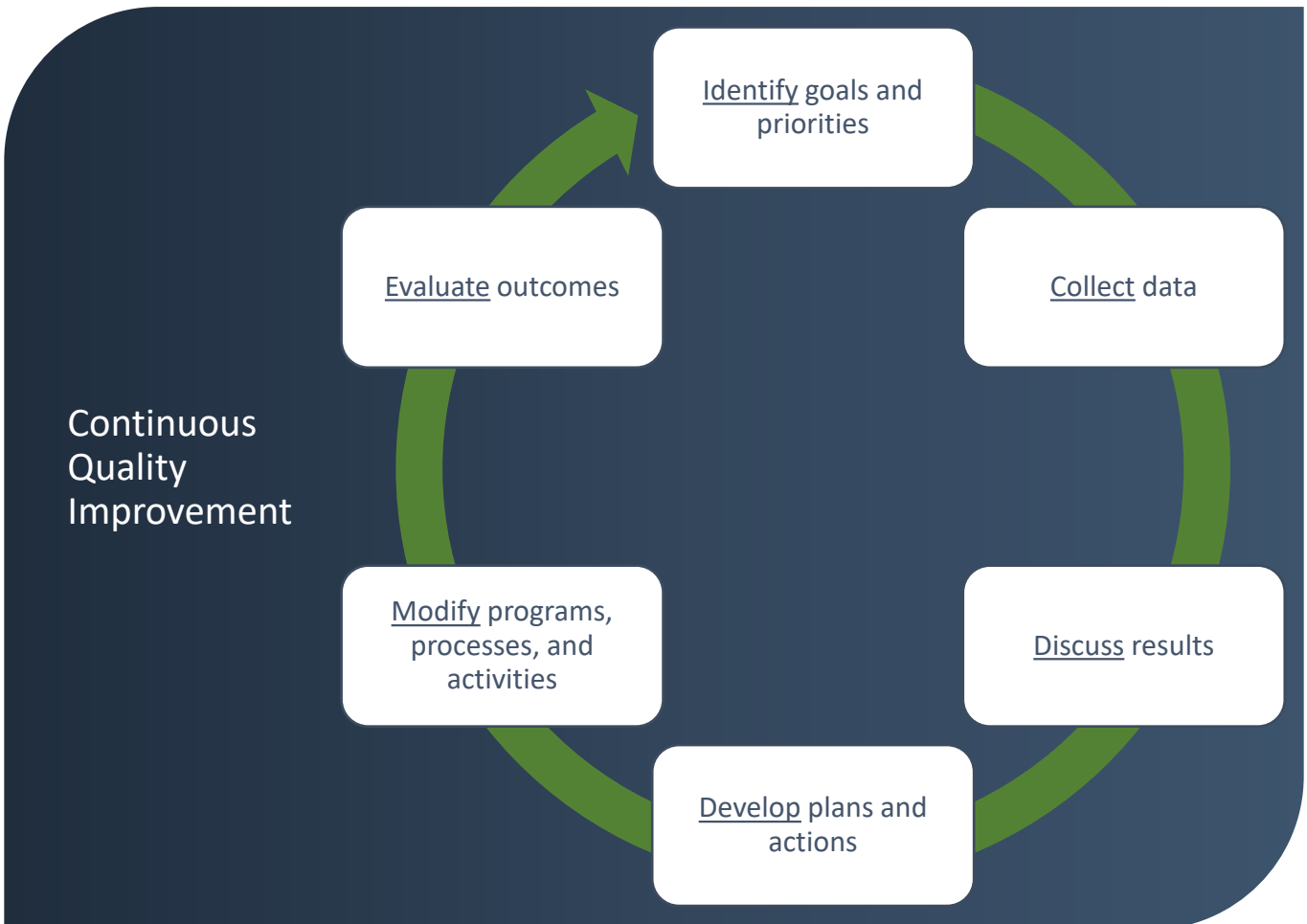
Mission

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, 2023 - JUNE 30, 2024

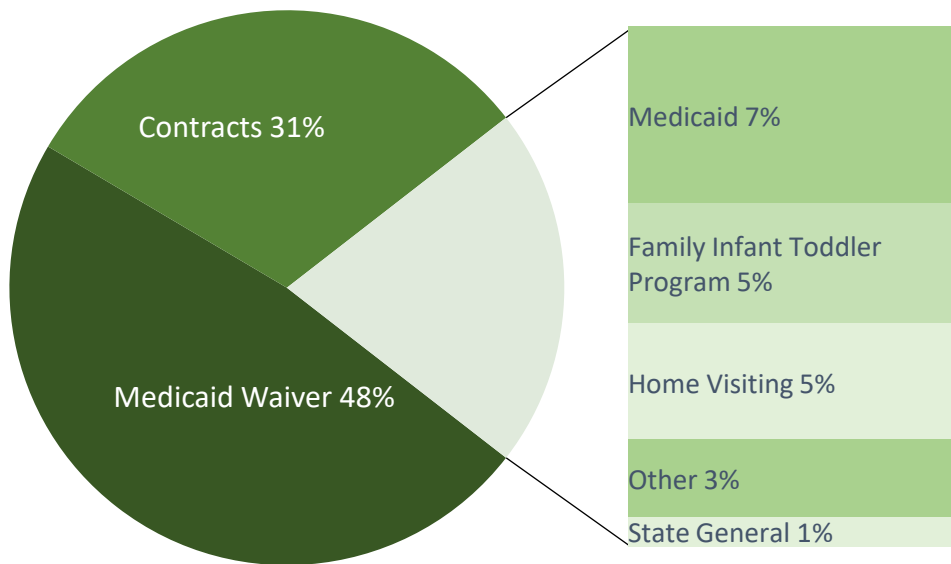
**\$3,193,927**

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

**159,167**

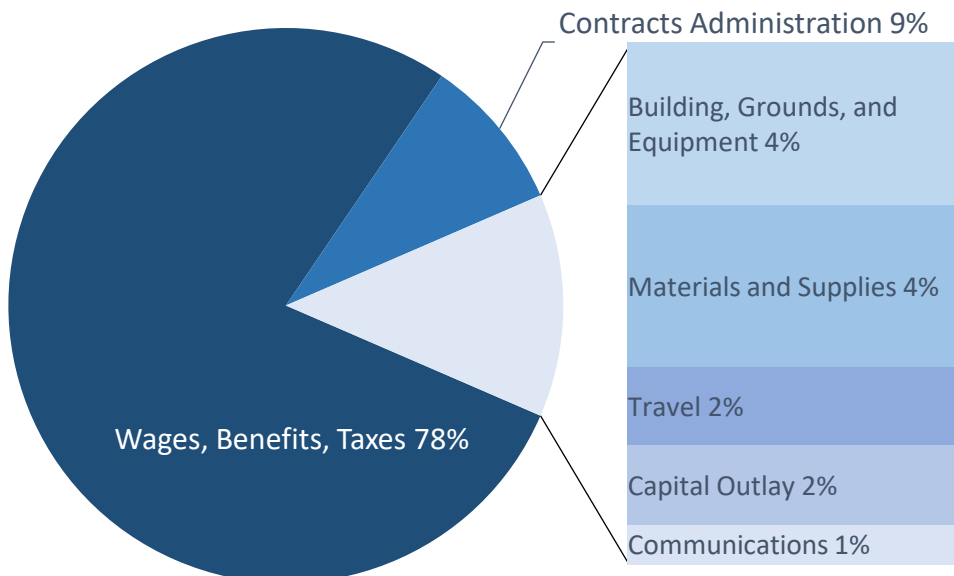
Number of labor hours worked by individuals with disabilities at all ENMRSH, Inc. employment sites

## REVENUE



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

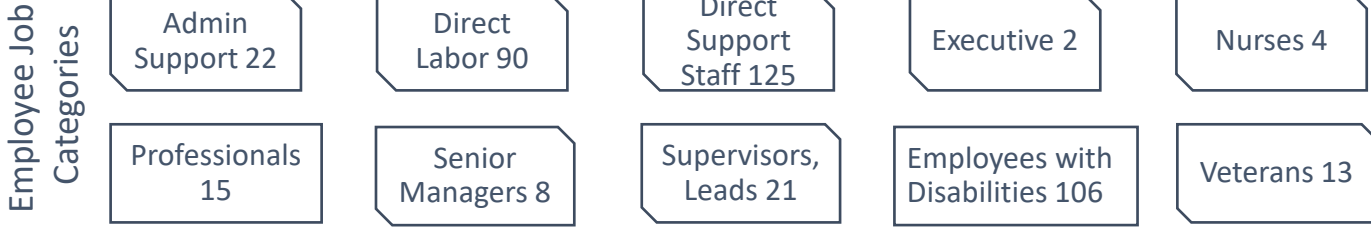
## EXPENSES



All services are provided on a fee for service or contract basis

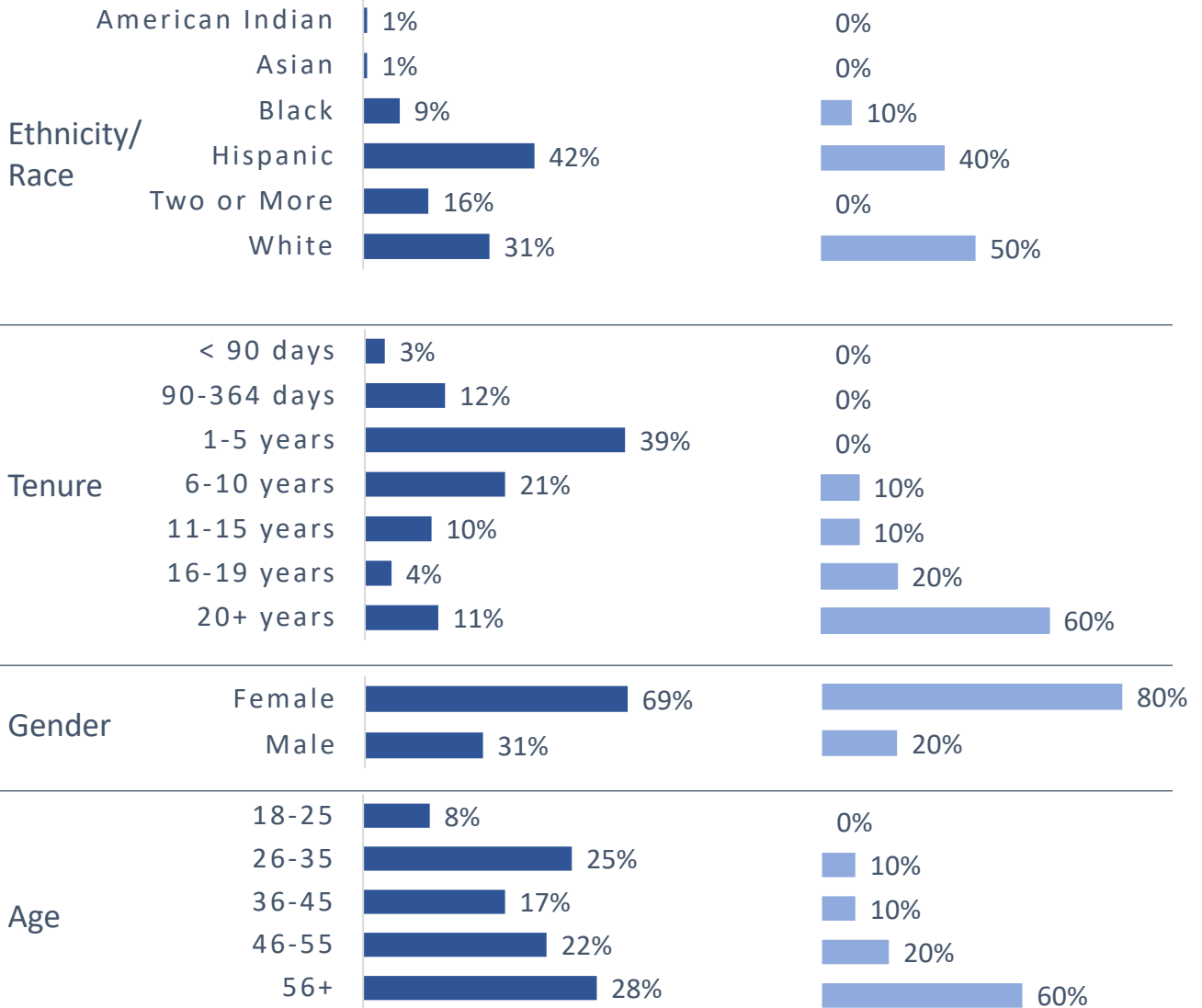


# EMPLOYEE STATS AS OF JUNE 30, 2024



## Entire Workforce (287)

## Executive, Senior Leadership (10)



## 2024 EMPLOYEE SATISFACTION SURVEY RESULTS

Voluntary annual survey, response rate: 37%

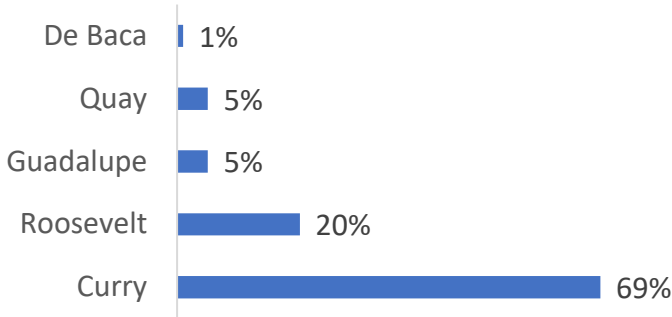


# EARLY CHILDHOOD SERVICES – FISCAL YEAR 2024



Partner Agency  
  
 NEW MEXICO  
**Early Childhood**  
 Education & Care Department

## Children and Families Served by County

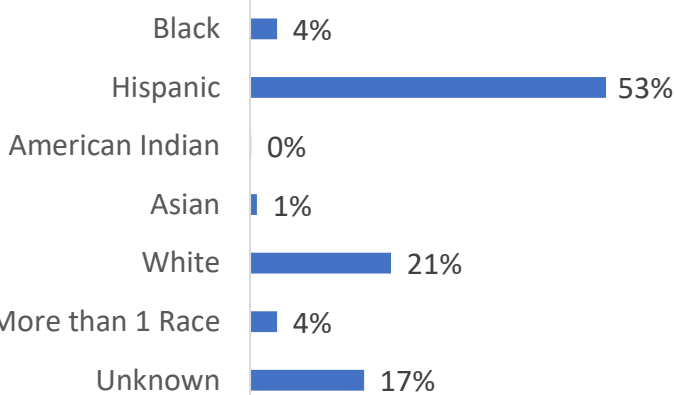


## Parent Satisfaction Rates

Survey response rate: 99%

- 100% satisfaction with therapist/counselor
- 100% felt their input was valued
- 100% satisfaction with ongoing services
- 100% satisfaction with child's evaluation
- 100% timely contact after referral

## Children Receiving Services by Race



Scan to learn more about our early childhood services!

## Early Childhood Service Delivery, Number of Children Served, and Service Hours

**Family Infant Toddler (FIT):** Providing free developmental screenings, ongoing therapy services, vision and hearing screenings, and service coordination for children birth thru 3 years of age, with or without a developmental concern

Service	Children Served	Service Hours
Service Coordination	528	4454
Developmental Instruction	372	5343
Occupational Therapy	61	665
Physical Therapy	67	1122
Speech Therapy	258	4589
Family Counseling	82	801
Evaluations conducted (new children)	295	1233

**Home Visiting:** Providing educational services, child development guidance, and local community resource information for parents, caregivers, and expectant mothers, with children birth up to the child's entrance to kindergarten

Service	Families Served	Service Hours
Home Visiting	285	8633

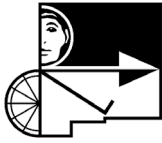
**Respite:** Short-term care for children with an Individual Education Plan or Individualized Family Services Plan

Service	Children Served	Service Hours
Respite	19	2073



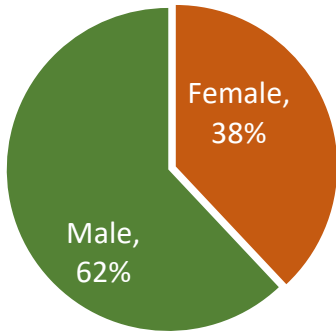


# SERVICES FOR ADULTS – FISCAL YEAR 2024

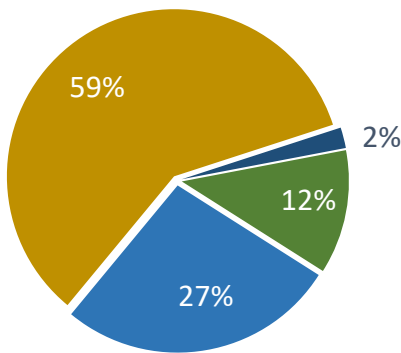


## CLIENT DEMOGRAPHICS

**Gender**

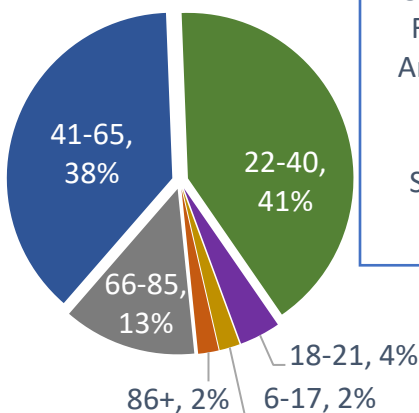


**Race**



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

**Age**



Service	Service Hours
<b>Customized Community Supports</b> Recreational, educational, and developmental services throughout the community	66,093
<b>Community Integrated Employment</b> Business ownership, job development, and job supports to encourage employment	17,751
<b>Customized In-Home Supports</b> Periodic supports to promote independence at home and in the community	5,375
<b>Family Living</b> Residential and community services provided by natural or surrogate families	164,017
<b>Respite</b> Supports to give regular caregivers a break from routine support duties	3,861
<b>Supported Living</b> Up to 24 hour supports in the home and community, nursing and nutritional counseling included	413,655

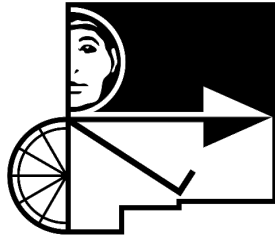
### Overall Satisfaction Rates for Adult Services

	2020	2021	2022	2023	2024
Individual	95%	97%	100%	100%	100%
Guardian	100%	99%	100%	100%	100%

Out of town trips included Comic Con, UFO Festival, Various Concerts, Museums, San Antonio, Fishing, Shopping, Dallas Cowboys game, ABQ Bio Park, iMax & Drive-in movies, Renaissance Fair, Science Spectrum, Carlsbad Caverns, and regional self-advocacy meetings in Roswell.

We now have two sports teams, basketball and softball! Both played various games against local teams and surrounding cities.

We are one of the first agencies to participate in StationMD, which provides 24/7 access to doctors and clinicians specialized to support individuals with developmental disabilities.



ENMRSH, Inc.  
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Clovis, NM 88101  
575.762.3718



Scan for career  
opportunities and to  
apply online!

*ENMRSH, Inc. is an equal opportunity employer.*

Find us on 

[facebook.com/enmrshinc](https://facebook.com/enmrshinc)

[enmrsh.org](https://enmrsh.org)