ENMRSH, INC.

ANNUAL REPORT

FISCAL YEAR 2026

A MESSAGE FROM THE PRESIDENT AND CEO

ENMRSH, Inc. celebrates 55 years of operation in 2026. Everyone working for the company should feel a sense of pride and accomplishment knowing they have contributed to providing essential programs to individuals, families, and children in our communities. Despite our multi-decades long track record of service excellence, we should never stop asking, “Why are we here?” or “What is our purpose?” Our mission statement answers those questions, and our vision statement and values guide our actions to meet our mission. When combined, these concepts keep us on the right course.

There are some important themes interwoven throughout ENMRSH, Inc.’s service history in Eastern New Mexico. Respecting and protecting the rights of everyone we serve is paramount. Whether through advocacy, education, promoting independence, or assuring our supports do not infringe on a person’s free will, our organization has always focused on individual rights. Gathering and using input for person-centered planning reinforces our support for individual freedom. Feedback is continually solicited and used to build service plans, create ongoing activities, fortify or amend policies and procedures, and shape our strategic planning goals. After all, we succeed only when the people we support are receiving services in the manner that they choose for themselves.

None of our achievements over the years would be possible without the dedicated and skilled workforce that is a hallmark of ENMRSH, Inc. Whether you began working for the company this year or over 40 years ago, everyone’s contribution makes an impact, and everyone’s role is vital to meeting our mission. Thank you for choosing to be here and supporting our mission! I genuinely believe that teamwork, devotion, integrity, and never-ending positivity inherent in Team ENMRSH, Inc. sets us apart as an employer.

Ongoing performance improvement activities across the organization benefit both service recipients and service providers. Accreditation of our programs is one of the most significant ways ENMRSH, Inc. supports ongoing development across the organization. We are due for our CARF reaccreditation survey this year and I am confident our operations will receive another three-year award – the highest level of accreditation CARF offers. Although this is not mandated by anyone, we voluntarily pursue accreditation to ensure we are using leading practices every single day. Conforming to the standards required by CARF is not easy, but doing so is essential to maintain excellence for everybody associated with ENMRSH, Inc. in the years ahead. After all, isn’t this why we are all here?



Damian Houfek
President and CEO

MEET THE *Team*

Board of Directors

Cathy Mills	Board Chairperson
Frank Bean	Vice Chairperson
Randy Harris	Secretary
Gary Kirven	Director
Mike Morris	Director
Dr. Patrick Reagan	Director
Furgus Tunnell	Director

Executive

Damian Houfek	President and Chief Executive Officer
Celeste Childers	Vice President of Administration
Janelle Moore	Vice President of Finance

Senior Leadership

Cathy Bryant	Director of Training and Development
Christina Chavez	Director of Community Supports
Valerie Dewbre	Director of Adult Service Coordination
Liz Gallegos	Director of Community Living
Rosa Hammond	Director of Early Childhood Programs
Kathy Lynch, RN	Director of Nursing
Steven Robertson	Director of Supported Employment

ENMRSH, Inc. is CARF accredited, learn more at www.carf.org

Our Mission

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

Our Vision

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.

Our Values

Effort

Quality

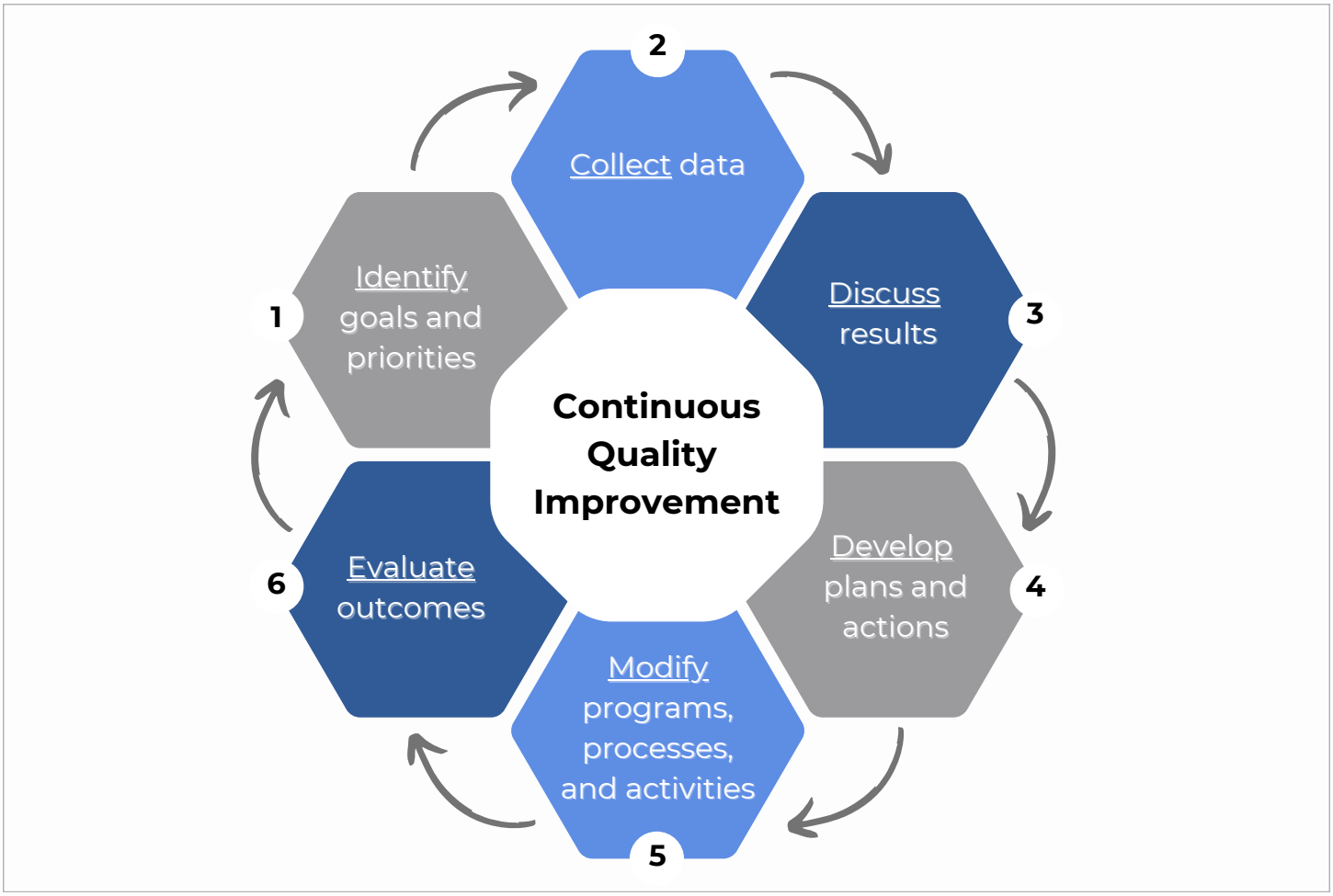
Integrity

Teamwork

Empowerment

Responsibility

Results

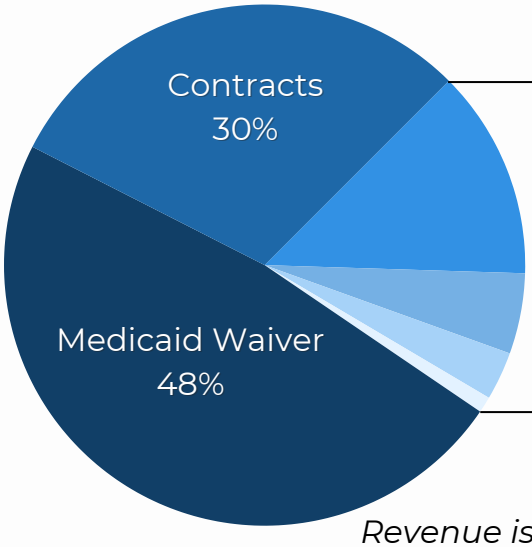


FINANCIALS: JULY 1, 2025 - JUNE 30, 2026

$3,066,604 — Wages paid to individuals with a disability at all ENMRSH, Inc. employment sites

121,431 — Number of labor hours worked by individuals with disabilities at all ENMRSH, Inc. employment sites

REVENUE



Family Infant Toddler Program 13%

Home Visiting 5%

Other 3%

State General 1%

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

EXPENSES

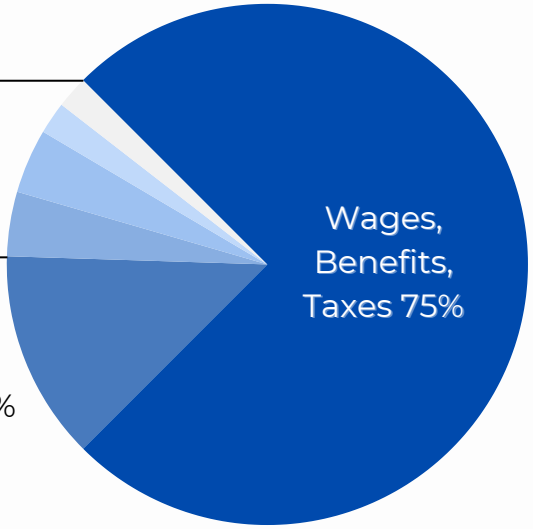
Materials and Supplies 4%

Building, Grounds, and Equipment 4%

Travel 2%

Capital Outlay 2%

Contracts and Other Operating Costs 13%



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

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EMPLOYEE STATS AS OF JUNE 30, 2026

Employee Job Categories

17 Admin Support	**124** Direct Labor	**118** Direct Support Staff	**3** Executive	**5** Nurses
16 Professionals	**6** Senior Managers	**19** Supervisors, Leads	**129** Employees with Disabilitites	**8** Veterans

	Workforce (325)	Executive, Senior Leadership (10)
Ethnicity/Race		
American Indian	2%	0%
Asian	1%	0%
Black	8%	0%
Hispanic	42%	56%
Two or more	15%	0%
White	31%	44%
Tenure		
<90 days	4%	0%
3 mo - 364 days	12%	0%
1-5 years	43%	0%
6-10 years	20%	11%
11-15 years	8%	22%
16-19 years	2%	11%
20+ years	11%	56%
Age		
18-25	7%	0%
26-35	25%	0%
36-45	19%	33%
46-55	21%	22%
56+	28%	45%
Gender		
Female	63%	89%
Male	37%	11%

Percentages may not total to 100 due to rounding.

2026 EMPLOYEE SATISFACTION SURVEY RESULTS

AREAS OF HIGH SATISFACTION, VOLUNTARY ANNUAL SURVEY, RESPONSE RATE: 40%

- Feel adequately trained 96%
- Feel safe at work 93%
- Would refer someone to work here 89%
- Feel agency is fulfilling mission 93%
- Feel satisfied with their job duties 91%
- Feel satisfied with communication 87%

EARLY CHILDHOOD SERVICES – FISCAL YEAR 2026

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	484	3222
Developmental Instruction	355	5517
Occupational Therapy	50	475
Physical Therapy	59	1026
Speech Therapy	297	6783
Family Counseling	49	265
Evaluations conducted (new children)	191	2084

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

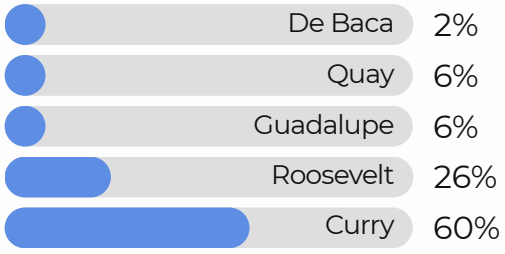
Service	Families Served	Service Hours
Home Visiting	354	8352

Respite:

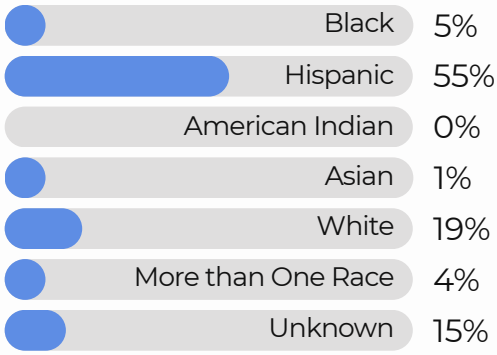
Short-term care for children with an Individual Education Plan or Individualized Family Services Plan

Service	Children Served	Service Hours
Respite	50	5434

Children and Families Served by County



Children Receiving Services by Race



Percentages may not total to 100 due to rounding.

Parent Satisfaction Rates

Survey response rate: 99%

100% satisfaction with therapist/ counselor

100% felt their input was valued

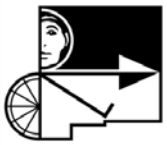
100% satisfaction with ongoing services

99% satisfaction with child's evaluation

100% timely contact after referral

Scan to learn more about our early childhood services!

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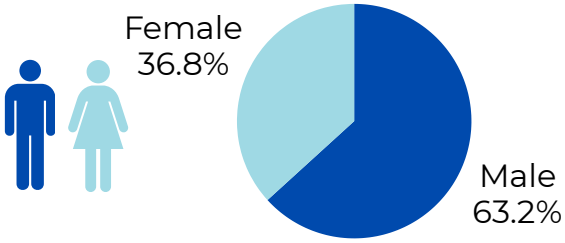
SERVICES FOR ADULTS – FISCAL YEAR 2026

Here are the client's demographics:

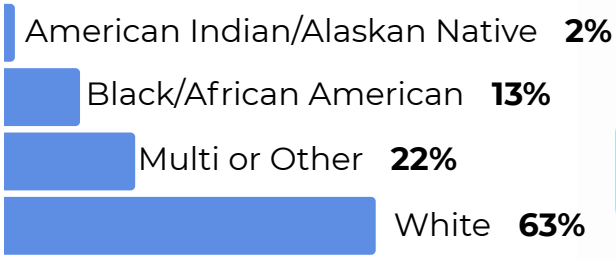
By Age

86+ **1%**	66-85 Years Old **17%**
41-65 Years Old **32%**	22-40 Years Old **41%**
18-21 Years Old **5%**	6-17 Years Old **2%**

By Gender



By Race



Service	Service Hours
Customized Community Supports: Recreational, educational, and developmental services throughout the community	69,972
Community Integrated Employment: Business ownership, job development, and job supports to encourage employment	19,033
Customized In-Home Supports: Periodic supports to promote independence at home and in the community	11,811
Family Living: Residential and community services provided by natural or surrogate families	206,677
Supported Living: Up to 24 hour supports in the home and community, nursing and nutritional counseling included	394,076

Client Satisfaction

Individual	2025	▲	**100%**
Guardian	2025	▲	**100%**

We have individuals who volunteer locally at the Lighthouse Mission, Food Bank, and the Hillcrest Park Zoo at various times throughout the year.

Individuals have enjoyed trips to Anaheim, San Antonio, Ft. Sumner Lake, and Albuquerque. They've attended Comic and Horror Cons, Texas Tech games, the annual UFO Festival in Roswell, wrestling matches, and the Freedom Celebration in Albuquerque, and experienced cultural outings such as Tony's All Stars Advocacy meetings and the Santa Fe Renaissance Faire.

We are the only SL, RPST, and AT provider in our area, and one of very few RPST and AT providers statewide.

We were excited to have a softball team again this summer!

We had an individual graduate with their bachelor's degree and begin graduate school. Another individual was placed in a job as a youth sports referee and led a youth sports camp.

ENMRSH, INC.

Corporate Office
2700 East 7th Street
Clovis, NM 88101
575.762.3718
enmrsh.org

Scan for career opportunities and to apply online!

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