

2025

# ANNUAL REPORT

[www.tobosa.org](http://www.tobosa.org)

# TABLE OF CONTENTS

<b>MESSAGE FROM LEADERSHIP</b>	<b>3</b>
<b>ORGANIZATIONAL IMPACT</b>	<b>5</b>
<b>HISTORY</b>	<b>20</b>
<b>EMPLOYEES OF THE YEAR</b>	<b>22</b>
<b>BOARD OF DIRECTORS</b>	<b>24</b>
<b>FINANCIALS</b>	<b>25</b>
<b>EXECUTIVE LEADERSHIP</b>	<b>26</b>

# FROM THE CHAIR OF THE BOARD

Dear Partners and Friends,

On behalf of the Tobosa Developmental Services Board of Directors, I am honored to present our Annual Report. This document reflects not only a year of accomplishments, but the unwavering commitment of our organization to the individuals and families we serve across southeastern New Mexico for more than 47 years.



**TERRI DOUGLASS**

Tobosa's work continues to be guided by a simple yet powerful mission - to support people with intellectual and developmental disabilities in living meaningful, self-directed lives. Over the past year, we have seen that mission lived out daily through the compassion of our staff, the leadership of our management team, and the steadfast support of our community partners.

As a Board, we have focused our efforts on ensuring strong governance, financial accountability, and strategic direction for the organization. We are proud of the progress Tobosa has made in strengthening its workforce, expanding quality services, and building systems that promote long-term sustainability. Each initiative we've supported is grounded in the belief that every person deserves dignity, opportunity, and inclusion.

This Annual Report offers a snapshot of that progress - capturing the outcomes, innovations, and stories that define Tobosa today. It also serves as a reminder that our success depends on collaboration. The dedication of our employees, the trust of families, and the generosity of supporters like you make our mission possible.

As we look to the future, the Board remains deeply committed to advancing Tobosa's vision and ensuring that the organization continues to be a trusted leader in the developmental disabilities community.

Thank you for being an essential part of this journey!

With appreciation,

**TERRI DOUGLASS**  
**The Chair of the Board**

# FROM THE CEO

Dear Friends and Supporters,

As we reflect on the past year, I am proud to share Tobosa Developmental Services' Annual Report - a testament to the resilience, compassion, and dedication of our staff, families, and community partners. This year challenged us in new ways, but it also reminded us of why Tobosa exists: to empower individuals with intellectual and developmental disabilities to live meaningful, self-determined lives within their communities.

We have continued to strengthen our services - from Early Intervention and Early Learning programs that give children their best start in life, to adult residential and community supports that promote independence, inclusion, and personal growth. Our teams have adapted to workforce challenges, evolved our quality improvement systems, and deepened our partnerships with state agencies and local organizations. Through it all, our focus has remained on the people we serve and the impact we make together.



**R. CURT HARRISON**  
Chief Executive Officer

Behind every statistic in this report are real stories of achievement, perseverance, and hope. I encourage you to look beyond the numbers and see the human outcomes they represent: children learning to communicate for the first time, adults achieving new levels of independence, and families finding strength through support.

As we look to the future, Tobosa will continue to innovate, advocate, and lead in building a more inclusive community where every individual has the opportunity to thrive. Thank you for standing with us in this vital work.

With gratitude and determination,

**R. CURT HARRISON**  
Chief Executive Officer

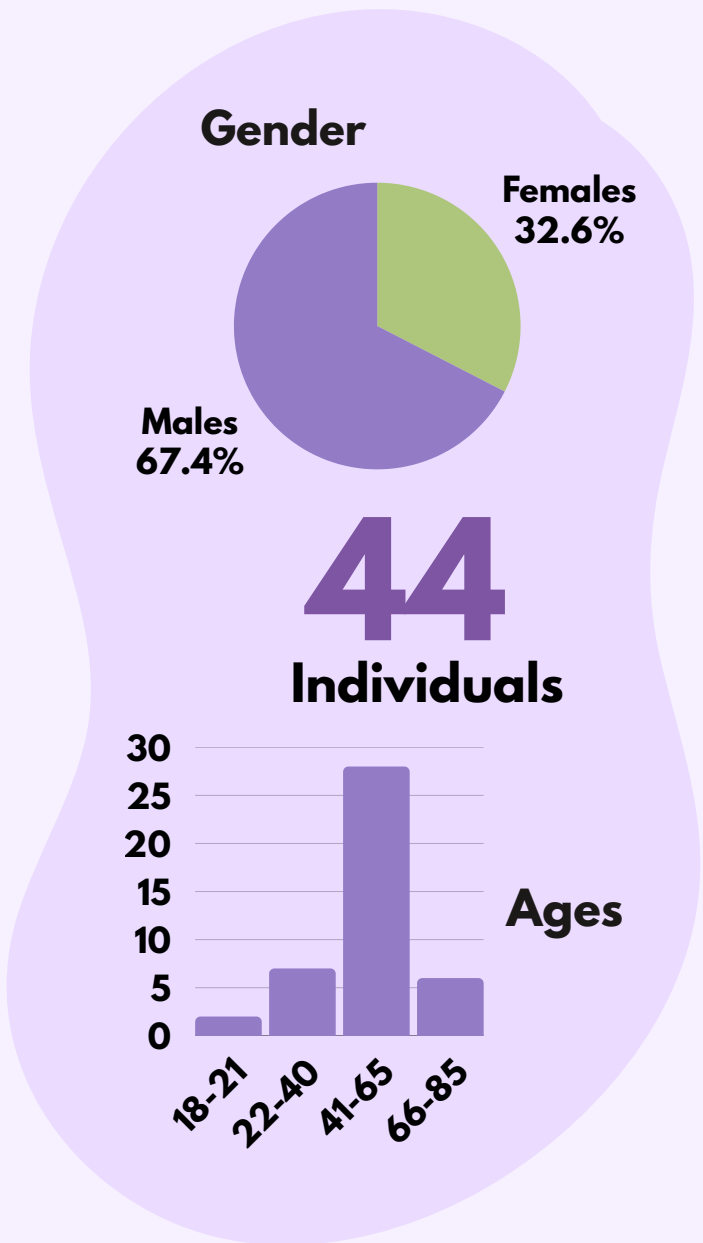
# Residential

- Individuals Served: 44
- Gender:
  - Females: 14
  - Males: 29
- Ages:
  - 18-21: 2
  - 22-40: 7
  - 41-65: 28
  - 66-85: 6

Residential Living provides safe, inclusive housing and personalized support for adults with developmental disabilities in Roswell. This year, the program increased long-term stability by expanding home ownership from 8 to 14 homes.

The program operates 17 accessible homes that promote independence, dignity, and community. Residents receive 24/7 support based on their individual needs, including daily living assistance, nursing care, medication management, meal preparation, and mobility support. Health and wellness remain key priorities, with access to nutritional guidance, monitoring, and meaningful social and recreational activities.

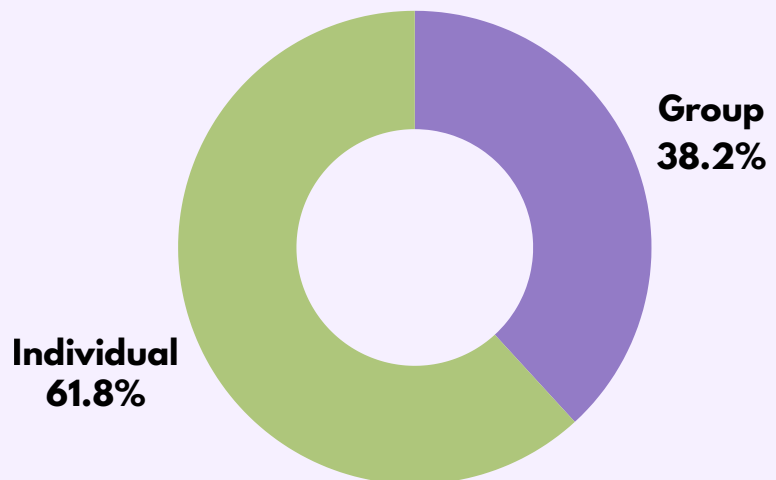
Tobosa provides opportunities for financial coaching, life skills development, and community engagement to help individuals achieve greater independence. By collaborating closely with families, the organization ensures that care is both individualized and empowering. Through this comprehensive, person-centered approach, Tobosa continues to enhance quality of life and foster meaningful connections for every individual served.



# Day Services

- Number of Individuals Receiving Day Services:
  - Total Individuals Served: 55
  - Group Services: 21
  - Individual Services: 34
- Day Services Hours of Service Provided:
  - Individual: 33,646 hours
  - Group: 24,967 hours
  - Total Hours: 58,613 hours
- Fundraisers for Out-Of-Town Trips:
  - Car washes
  - Candy bar sales
  - Enchilada fundraisers
  - Valentine's Couples Dinner
  - BBQ fundraiser
  - Bake sales
  - Raffles
- Trips Taken Out of Town:
  - Main Event – Lubbock, TX
  - Inn of the Mountain Gods – Ruidoso, NM
  - Hillcrest Zoo – Clovis, NM
  - Meow Wolf – Santa Fe, NM
  - CORE – Hobbs, NM
  - BioPark Zoo & Aquarium – Albuquerque, NM
  - Artesia Heirloom Acres Pumpkin Patch – Artesia, NM
  - Lincoln Historical District - Lincoln, NM
  - Carlsbad Caverns - Carlsbad, NM

## Individuals Served



# Day Services

- Activities

- UFO Festival (Roswell)
- Drawing and Painting
- Rock painting
- Guitar Lessons
- Fishing at Lake Van with Sarah Johnson
- Swimming at the Roswell Aquatic Center
- Bowling in Artesia
- Tony's All Stars monthly advocacy meetings
- Walking trails in Ruidoso
- Bingo with Kaili and Sarah
- Visiting the Roswell Planetarium
- Zumba at First Methodist Church
- Local museums and basketball games
- Karaoke
- Monthly gatherings at Caring Hearts

Tobosa Day Services provides individualized support to help participants build independence, confidence, and meaningful connections. Activities include one-on-one and group experiences such as community outings, recreational events, and social opportunities, all guided by compassionate staff who encourage personal growth and inclusion.

Over the past year, the program grew by 22 percent, reflecting community need and the program's adaptability. A new partnership with Mi Via welcomed two participants into Day services. The Day Program building continues to serve as a hub for training, therapy, celebrations, and social gatherings, supporting community involvement and fostering connections among participants, families, and partners.



# Employment Services

- Number of Individuals Receiving Employment Services:

- 10
- 1 pending

### Major Changes & Accomplishments:

- Contract Renewal:
  - Successfully renewed the contract with the New Mexico Division of Vocational Rehabilitation, ensuring continuity of employment support services.
- Professional Certification:
  - Both the Employment Manager and one Job Coach achieved the Association of Community Rehabilitation Educators Certification, enhancing department expertise.

- Employment sites include:

- New Mexico Department of Transportation Training Academy
- Tobosa Adult Services
- Mesa Rest Area
- Tobosa Learning Center
- J&J
- Tobosa Early Intervention
- Radio Station
- Direct Therapy



# Employment Services

Tobosa's Employment Program connects individuals with developmental disabilities to meaningful, competitive work in the community. Participants receive individualized job coaching, skills training, and support with résumés, interviews, and on-the-job success.



This year, the Employment Program renewed its partnership with the Division of Vocational Rehabilitation, creating expanded opportunities for job seekers. Four individuals began the DVR process, with another preparing to start, and three engaged in ongoing job search activities. Ten individuals are currently employed across multiple community sites, while four others work through ARC contracts.

The program is supported by one manager and two Job Coaches, all trained through UNM, with the manager and one coach achieving ACRE Certification. These efforts continue to strengthen employment pathways and promote greater inclusion in our community.

# Family Living

Total Individuals Served: 11

## Major Changes and Accomplishments

- Leadership Expansion:
  - A Family Living Service Director position was created and filled to provide dedicated leadership and oversight of the department. This has strengthened organizational structure, improved provider support, and aims to enhance compliance with Developmental Disabilities Waiver standards.
- Community Engagement:
  - The program prioritized educating the community about Family Living services through outreach efforts, presentations, and community involvement. As a result, awareness of services has grown significantly.
- Growth of Individuals Served:
  - Several new participants joined the program this year, reflecting the success of outreach efforts and the strengthened structure under the Family Living Service Director.

Tobosa Family Living Services provides home-based support for individuals with developmental disabilities, offering 24/7 personalized care and companionship. The program assists with daily activities, encourages hobbies and community engagement, and fosters meaningful relationships through compassionate, individualized support.

These services promote independence, confidence, and active participation in the community while building a sense of family, belonging, and emotional well-being. The 2024–2025 program year saw strengthened leadership, expanded community involvement, and continued growth, positioning the program to serve more individuals and families in the years ahead.



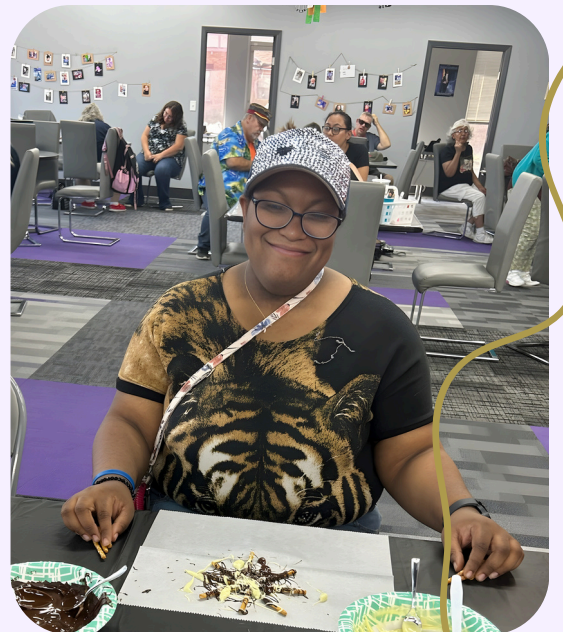
# Respite

Total Individuals Served: 12

Respite Services provides short-term support for individuals with developmental disabilities, offering caregivers essential time to rest while ensuring their loved ones receive safe, compassionate care. Services are flexible, available in-home or in the community, and offered during days, evenings, and weekends. Trained staff follow Developmental Disabilities Waiver guidelines and are certified in CPR and First Aid, delivering person-centered care that supports individual routines and comfort.



During the past year, Tobosa served twelve individuals, providing 2,880 hours of respite care. These services promote balance and stability for families while strengthening supportive relationships within the home and community.



# Independent Living

Total Individuals Served: 6

Between June 2024 and July 2025, the Independent Living program served six individuals, providing personalized assistance that promotes independence, safety, and community engagement. Participants received support with daily living tasks, medication and appointment management, budgeting, and essential life skills, along with help accessing transportation and community activities.

Individuals in the program live independently, with family, or with partners, reflecting Tobosa's commitment to person-centered care. Throughout the year, Independent Living continued to strengthen self-advocacy, stability, and meaningful routines, helping each person build confidence and thrive in a supportive home environment.

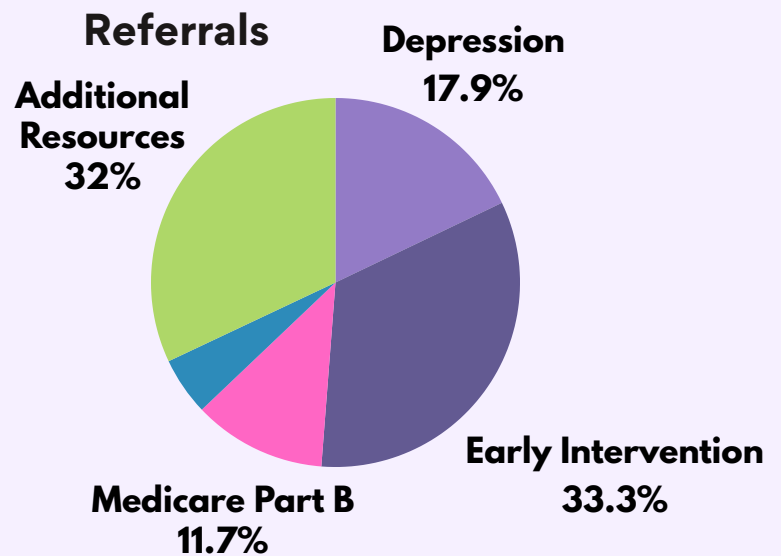


# Home Visiting

- Number of Children:
  - 265 Children (145 families)

## Major Changes and Accomplishments:

- Program Growth and Capacity
  - Enrolled 107 new children, serving a total of 265 children (145 families).
  - Added one new team member to support growing demand.
  - Exceeded contracted capacity of 135 children and ended FY25 with 140 active participants.
  - Capacity increased to 175 children for FY26.
- Community Collaboration
  - Strengthened partnerships through regular participation in Bridge to Success, Chaves County Early Childhood Coalition, CYFD, CASA, and Early Intervention Transition Conferences.
  - Improved referral coordination across Chaves and Eddy counties.
- Family Engagement and Group Activities
  - Facilitated nine group connections focused on music and movement, social-emotional development, and seasonal activities.
  - Provided activity materials, calm-down kits, and meals or snacks.
  - Delivered equivalent education and materials during home visits for families unable to attend groups.
- Screenings and Referrals
  - Conducted standardized developmental and relational screenings using ASQ, ASQ-SE, PICCOLO, and related tools.
  - Documented referrals, including 95 for depression support, 177 for Early Intervention, 62 for Part B, 27 for domestic violence support, and 170 for additional community resources.



# Home Visiting

- Professional Development and Model Implementation:
  - Became affiliated with the Healthy Families of America evidence-based model in February 2025.
  - Staff completed foundational and model-specific training, including Family Resilience and Opportunity for Growth Scale training.
  - Team members attended the New Mexico Association for the Education of Young Children conference.
  - Staff earned additional certifications, including Certified Car Seat Safety Technician and Infant Massage certification

Tobosa Home Visiting is a free program that supports families from pregnancy through age five, offering personalized visits focused on play, bonding, routines, and early learning. Families receive coaching, emotional support, and connections to community resources that promote health and stability.

In 2024–2025, the program grew significantly, increasing family engagement, expanding capacity, and strengthening community partnerships. With the implementation of an evidence-based model, Tobosa continues to provide high-quality, culturally responsive support that helps parents build confidence and fosters healthy development for young children.



2025

# Early Intervention

- Number of Individuals: 360
- Therapy Hours:
  - 6,441
- Evaluations Conducted:
  - 134
- Units of Family Service Coordination:
  - 2104 Units
- Number of employees:
  - 28

Tobosa partners with families to provide compassionate, evidence-based Early Intervention services for infants and toddlers from birth to age three. This year, we offered developmental screenings and evaluations, therapy services, family coaching, transition support, and referrals to community resources. By working with children in their natural environments and empowering parents as their child's first teachers, we help families build confidence, strengthen advocacy skills, and support long-term developmental success.



# Child-Parent Psychotherapy (CPP)



- Number of Individuals:
  - Total Individuals Served: 11
- Hours of Service Provided:
  - 572 Hours

Child Parent Psychotherapy (CPP) supports children from birth to age five and their caregivers as they heal from trauma through play, connection, and strengthened relationships. This year, CPP served 11 families facing experiences such as loss, separation, medical procedures, or natural disasters, helping them process emotions together and build safety, trust, and understanding.

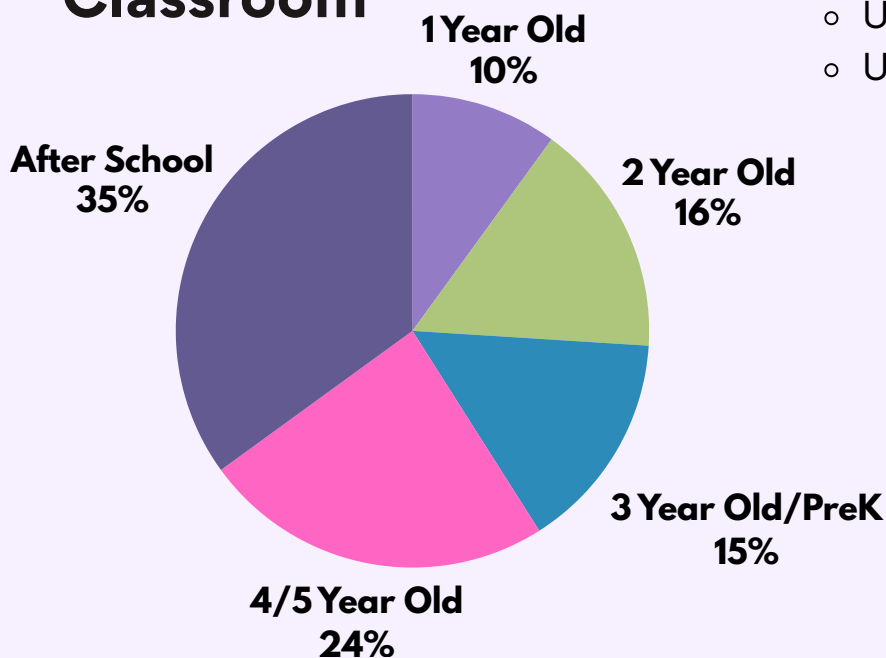


2025

# Learning Center

- Number of Children:
  - 1-year-old classroom: 10
  - 2-year-old: 16
  - 3-year-old/PreK program: 15
  - 4/5-year-old classroom: 24
  - After School: 35
- Elementary School Pick-ups:
  - El Capitan
  - Pecos
  - Nancy Lopez
  - Monterrey
  - Sunset
  - Sydney Gutierrez
  - Military Heights
  - Berrendo
  - Valley View
  - Washington
  - Missouri Ave
  - Del Norte
- Field Trip Locations:
  - Bottomless Lakes
  - Galaxy 8
  - Roswell Aquatic Center
  - Artesia Aquatic Center
  - Bricktown
  - Artesia Lanes Bowling Center
  - Carlsbad Water Park
  - Roswell Public Library
  - Cielo Grande Park
  - Lake Carlsbad Beach Park
  - Apex Cinema
  - Burger King
  - Ruidoso Pool
  - Castle Park in Carlsbad
  - Dairy Queen
  - UFO McDonalds
  - UFO Spacewalk

## Classroom



# Learning Center

Learning Center provides high-quality early childhood education for children of all abilities, aged 1 to 12. The program promotes growth through hands-on learning, play, and strong family partnerships in an inclusive environment. Children build confidence, creativity, and independence through structured routines that support emotional, social, and cognitive development.

Developmental progress is tracked using the Ages and Stages Questionnaire to help identify needs and connect families to community resources. The center offers full-day care with nutritious meals, as well as toddler care, preschool, and after-school programs. With safe, engaging classrooms and hours from 7:30 a.m. to 5:30 p.m., the Learning Center provides high-quality and reliable support for families throughout the year.



# Behavior Support Services



- Units of Service: 1,053
- Hours: 263.25

Behavior Support Consultants (BSCs) play a crucial role in helping individuals with intellectual and developmental disabilities manage challenging behaviors and improve their overall quality of life. Consultants' services provide individuals within the Developmental Disabilities Waiver program with support in addressing challenging behaviors. Conducting assessments, developing and monitoring behavior support plans, and providing consultation to an individual's Interdisciplinary Team is the basis of a BSC.



# History

Tobosa was incorporated in 1978 with a singular mission; to create an organization which would support the local and surrounding communities, as they faced the challenges associated with caring for members of their families, who had been diagnosed with Intellectual and/or Developmental Disabilities.

Working together with local leaders and family and friends, Tobosa Development and Training Center (TDTC) was born. The new TDTC began serving individuals in 1978 and was located on the Walker Air Force Base which provided a “school” and housing for the various individuals who would benefit from TDTC’s services. Folks shared homes and experienced what was for many, their first time away from home. TDTC would also supply educational training opportunities for those they supported. Education and training would consist of building life skills, such as cooking and cleaning, which would lead to greater independence for the individuals.

As TDTC grew, and more and more people began to receive services, TDTC would move to various parts of town. Ultimately partnering with Chaves County and building a home for Tobosa located at 110 E. Summit Street. With a new home came a new name and TDTC officially changed its name to Tobosa Developmental Services.

In addition to developing life skills and improving independence, Tobosa focused and encouraged those that were being supported to pursue work opportunities within their community. Folks were able to participate in a variety of employment and educational opportunities, including working at the local fireworks manufacturer, Longhorn Fireworks, as well as local retailers and area businesses.



# History



As time went by, and more folks became interested in employment, Tobosa expanded its efforts to include self-employment opportunities for those who had the entrepreneurial spirit and wanted to open their own business. Some of those successful businesses included Troy's Beverage Services, where soda machines were maintained throughout town, Joe Joe's Birdhouses, which made custom birdhouses for the customers and Daniel's Mobile Newsstand which sold a variety of goods to area businesses and patrons.

In addition to educational and work opportunities, there were plenty of chances to have fun. Individuals from Tobosa have participated and won numerous awards for their efforts during the Special Olympics. Individuals learned valuable lessons both on and off the field and have made numerous friends in the process. Individuals supported by Tobosa also participated in a wide variety of community events and celebrations which helped to develop the feeling of community among its members.

As Tobosa continued to grow it was decided that an all-inclusive Learning Center for our community was needed. Again, with the help of local leaders and a Tobosa staff dedicated to seeing the project completed, Little Steps Learning Center, was founded. Since opening their doors, Little Steps has become a leader in the community and a stalwart among the Daycare community. Tobosa is also blessed to have the Los Pasitos Early Intervention Team as another integral part of Tobosa's success.

As the years pass and we look back, the one thing that stands out above all else were the efforts to build community and friendship throughout all of Tobosa's work. Efforts which have led to almost 50 years of continued success and a dedication to help others to grow, to connect and to thrive.

## 2025

# Employees of the Year



## Mike Orona

For the past four years, Mike has been an outstanding and dependable member of Tobosa's maintenance team. His commitment to excellence and willingness to go above and beyond in every task have made him an invaluable part of our organization.

Mike approaches each assignment with determination and a positive attitude. There is never a job too big or too small for him, and he consistently ensures that projects are completed to the highest standard. His knowledge and skill set allow him to handle a wide range of responsibilities with efficiency and expertise.

One of Mike's greatest strengths is his reliability. He is always willing to stay late or adjust his schedule to ensure the needs of the organization and the individuals we support are met. His work ethic, paired with his positive demeanor, makes him a role model for his peers and a true asset to Tobosa.

## Nancy Hidalgo

Nancy Hidalgo, Certified Occupational Therapy Assistant, has been selected as the 2024 Employee of the Year for Children's Services. For 20 years, Nancy has demonstrated exceptional dedication, compassion, and professionalism in her work. She consistently goes above and beyond to support the children and families she serves, ensuring they feel valued and cared for. Her unwavering commitment and passion make her an invaluable member of the Tobosa team, and we extend our sincere appreciation for the lasting impact she has made on our organization and the families we serve.



## 2025

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# Employees of the Year

## Andrew Garza



Andrew has been a dedicated member of Tobosa for the past eight years, consistently demonstrating commitment and reliability. He is always willing to step in and help cover shifts, ensuring that the individuals we support receive uninterrupted care. Andrew takes the time to truly get to know each person he supports, building trust and meaningful relationships that enhance their quality of life.

He is a true team player, fostering positive connections with his coworkers and contributing to a supportive, collaborative work environment. Andrew ensures that every task he takes on is completed with care and responsibility. His dedication, teamwork, and compassion exemplify the values of Tobosa, making him an outstanding role model for his peers and a trusted support for the individuals we see.

## Jen Amador

Jen exemplifies the qualities of an outstanding employee and is highly deserving of recognition. She consistently exceeds productivity goals and expectations, demonstrating exceptional time management skills and a proactive approach to improving processes and outcomes. Jen frequently takes on additional responsibilities without hesitation and delivers results of the highest quality, making her an invaluable asset to our organization.

Jen also shines as a communicator, ensuring that lines of communication remain open and effective across the entire team. By sharing ideas, feedback, and information in a clear and constructive manner, she strengthens collaboration and ensures alignment on goals and priorities.




**2025**

# Board of Directors



**Board Chair**  
**Terri Douglass**  
Committee Assignment(s): Human Resources, Finance/Audit, Governance, Programs & Facilities



**Vice Chair**  
**Kevin S. Price**  
CASA, Chief People Officer  
Committee Assignment(s): Human Resources, Programs & Facilities



**Secretary**  
**Diane Leven**  
HTeaO, Owner  
Committee Assignment(s): Governance (Chair)



**Elizabeth Marley Hollingsworth**  
Whiptail Interpreting Services, LLC, Owner and ASL Interpreter  
Committee Assignment(s): Finance/Audit (Chair)



**Jennifer T. Lewis**  
Berkshire Hathaway Home Services, Real Estate Broker  
Committee Assignment(s): Human Resources (Chair)



**Kimberly Spicer-Gonzalez**  
RISD - Teacher  
Committee Assignment(s): Programs & Facilities



**Barbara Evans**  
Attorney - Atwood, Malone, Turner & Sabin  
United States Magistrate Judge  
Committee Assignment(s): Finance/Audit



**Barry Anderson**  
Grace Community Church, Equipping Pastor  
Committee Assignment(s): Programs & Facilities (Chair)

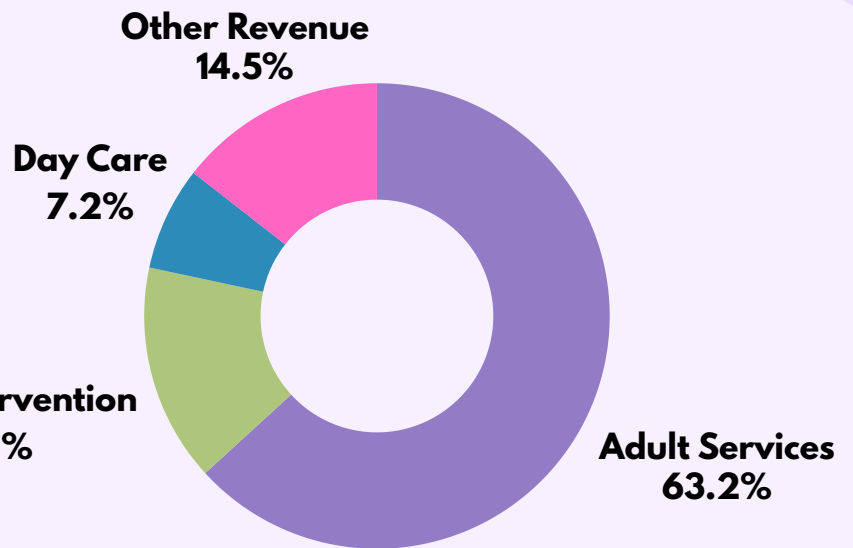
# FINANCIAL SNAPSHOT

## \$12.2M

### TOTAL REVENUE

- DD Waiver \$ 7,706,363
- EI \$ 1,849,412
- Day Care \$ 878,554
- Other Revenue \$ 1,762,199

### Total Revenue

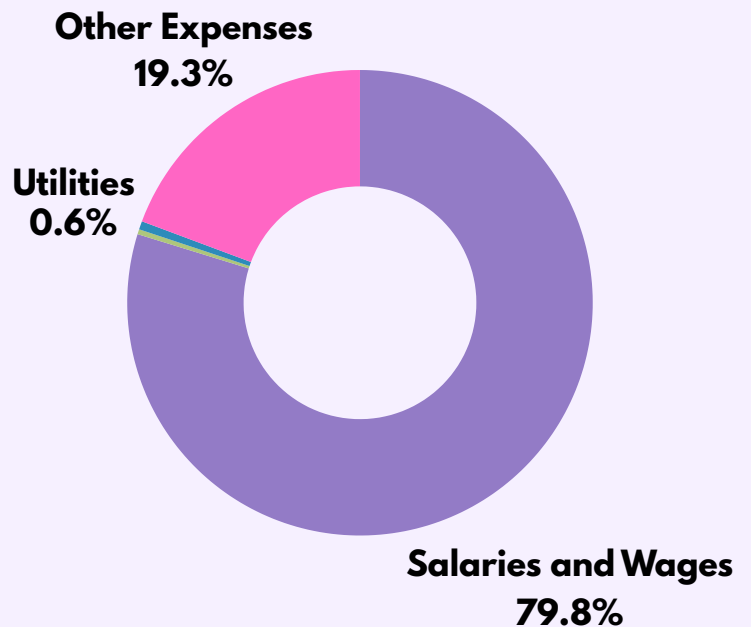


## \$12.5M

### TOTAL EXPENSES

- Salaries & Wages \$ 9,935,705
  - 412 employed from July 2024 - June 2025
- Repairs & Maintenance \$ 43,490
- Utilities \$ 72,090
- Other Expenses \$ 2,405,440

### Total Expenses



## 2025

# Executive Leadership Team



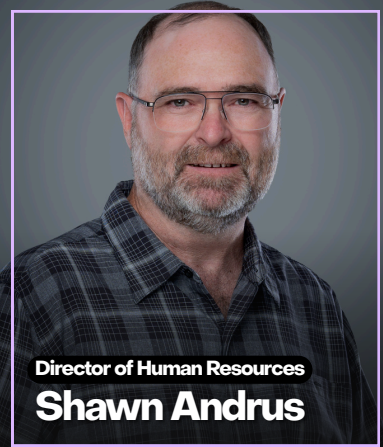
Chief Executive Officer  
**Curt Harrison**



Chief Programs Officer  
**Michelle Pruitt**



Director of Finance  
**Crystal Armendariz**



Director of Human Resources  
**Shawn Andrus**



Director of Facilities  
**Matthew Castillo**



Director of Quality Assurance  
**Steve Kane**



Director of Residential Supports  
**Carlos Payanes**

2025

# Executive Leadership Team



Director of Nursing  
**Valerie Ibarra**



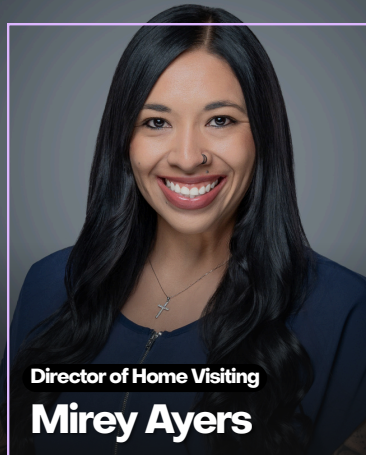
Director of Day Program  
**Sara Fleming**



Director of Learning Center  
**Katherine Castillo**



Director of Early Intervention  
**Jasmin Melendez**



Director of Home Visiting  
**Mirey Ayers**