



# 2024 - 2025

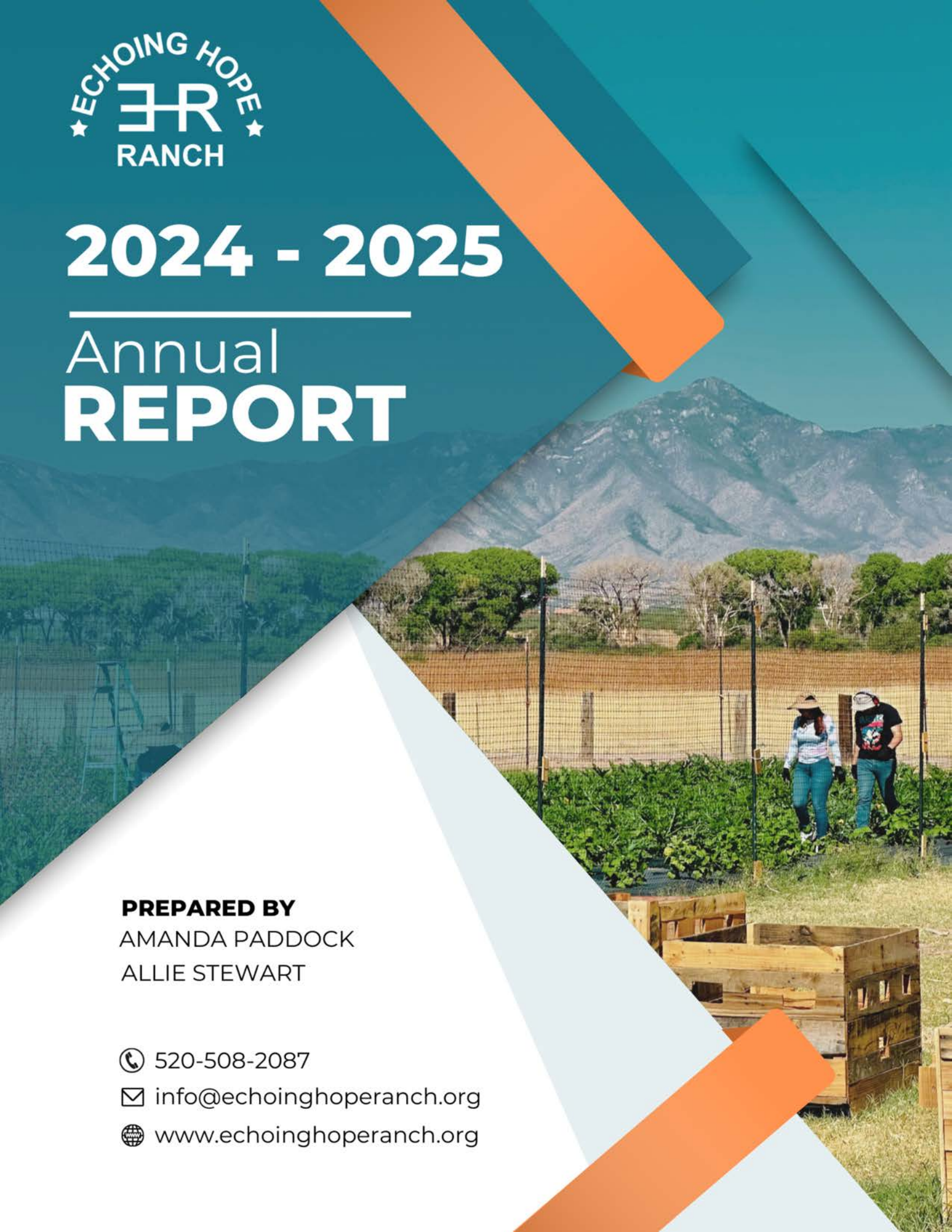
## Annual **REPORT**

**PREPARED BY**  
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# A MESSAGE FROM THE EXECUTIVE DIRECTOR



**Dear Friends and Partners,**

Each year offers a moment to pause, look back, and recognize the collective effort that makes our mission possible. This year, that reflection feels especially meaningful. What we accomplished together was not the result of any single initiative or individual; it was the product Echoing Hope Ranch's community - donors, board members, staff, guardians, and other stakeholders - committed to dignity, inclusion, and opportunity.

Our programs grew in depth and impact, our team strengthened its capacity, and our organization continued to evolve with clarity and purpose. We navigated challenges with resilience, adapted to new needs with creativity, and stayed grounded in the values that guide every decision we make. Whether through expanding services, refining our leadership frameworks, or strengthening our governance practices, we worked intentionally to build a foundation that supports both excellence and compassion.

Financial stewardship remained a central priority. We invested wisely in the people and programs that drive our mission forward, while maintaining transparency and accountability. The trust you place in us - through your time, your resources, and your belief in our work - is something we honor with great care.

Looking ahead, we are energized by the opportunities before us. We will continue to enhance our programs, deepen our partnerships, and strengthen the systems that support long-term sustainability. Most importantly, we will keep centering the individuals we serve, ensuring that every effort, every improvement, and every innovation reflects their needs, their strengths, and their potential.

Thank you for standing with us. Your support fuels our momentum and makes every success in this report possible. Together, we are building a future rooted in hope, belonging, and possibility.

**With gratitude,**

Amanda Paddock  
Executive Director





## **Mission:**

Growth, discovery, and lifelong learning  
in safe, respectful homes and  
communities

## **Vision:**

Positively impact the lives of those with  
autism and/or other intellectual and  
developmental disabilities.

## **Values:**

1. Integrity
2. Compassion
3. Passion for the Vision
4. Dependability
5. Collaboration



# YEAR IN REVIEW

## Program & Community Highlights

The 2025 fiscal year presented Echoing Hope Ranch with both growing demand and increasing operational complexity, requiring intentional investment, strategic partnerships, and infrastructure expansion to remain sustainable. As program participation and community engagement continued to rise, the organization addressed capacity and accessibility challenges by strengthening core systems rather than scaling services prematurely. Each decision remained anchored in our guiding philosophy: “to acknowledge each person as a dynamic human being and to help them build a full and satisfying life.”

### Key Challenges and Strategic Solutions

Increased attendance at public events, higher program enrollment, and expanded educational outreach placed greater demands on facilities, safety systems, and staffing capacity. To address these pressures, Echoing Hope Ranch leveraged grant funding, corporate sponsorships, and community partnerships to stabilize and strengthen operations. Large scale events such as the Harvest Festival, which served more than 800 attendees, required enhanced logistics, safety planning, and employee leadership. These needs were met through structured volunteer coordination, expanded sensory accommodations, and increased roles for supported individuals, reinforcing inclusive operations while maintaining program integrity.

### Program Expansions and Service Growth

Program growth was highly evident in the Daytime Treatment (DTA) and Training and Group Supported Employment (GSE) programs. DTA experienced increased participation, prompting renovations that expanded life skills training and improved sensory accessibility. In response to regional demand, the organization initiated plans to purchase a community-based DTA facility in Sierra Vista in 2026, extending service reach while preserving continuity of care at the ranch. The GSE program expanded enrollment, launched the Ambassador Program to formalize leadership pathways, and increased certification and mentorship opportunities. These expansions addressed workforce readiness challenges while ensuring that program participants remained central to service delivery and community engagement.

### Facility Improvements and Infrastructure Investment

Facility limitations emerged as a critical challenge as programming diversified and participation increased. Targeted investments in the barn, animal care areas, and woodshop addressed safety, workflow efficiency, and instructional capacity. Upgraded fencing, enclosures, and feed storage improved stewardship environments and supported the reopening of the egg production program. Woodshop improvements modernized tools, strengthened safety protocols, and expanded project scope, enabling deeper vocational skill development and supporting a new partnership with Bisbee High School's Career and Technical Education program. Renovations within the DTA building, including a redesigned kitchen and sound reduction systems, created accessible and functional spaces, aligned with the needs of our supported individuals. Collectively, these solutions strengthened operational resilience, supported sustainable growth, and ensured program quality across all service areas. The outcomes of the 2025 fiscal year demonstrate Echoing Hope Ranch's ability to respond to challenges with data informed planning, strategic investment, and mission-centered decision making, positioning the organization for continued stability and impact in the year ahead.





# EHR BY THE numbers

**7,000 lbs** of produce grown and distributed throughout Cochise County

**49** individuals with intellectual and developmental disabilities supported by our programs\*

**5** new supported individuals enrolled in programming

**16** individuals who have progressed to new learning tiers in our Group Supported Employment Program

**6** individuals who have graduated in our EHR Ambassador Program

**\* Service Enrollment Breakdown**

DTA: 19 individuals  
GSE: 24 individuals  
IDLA/HAJ: 17 individuals  
HAH/Respite: 14 individuals

**96** field trip students hosted from local schools

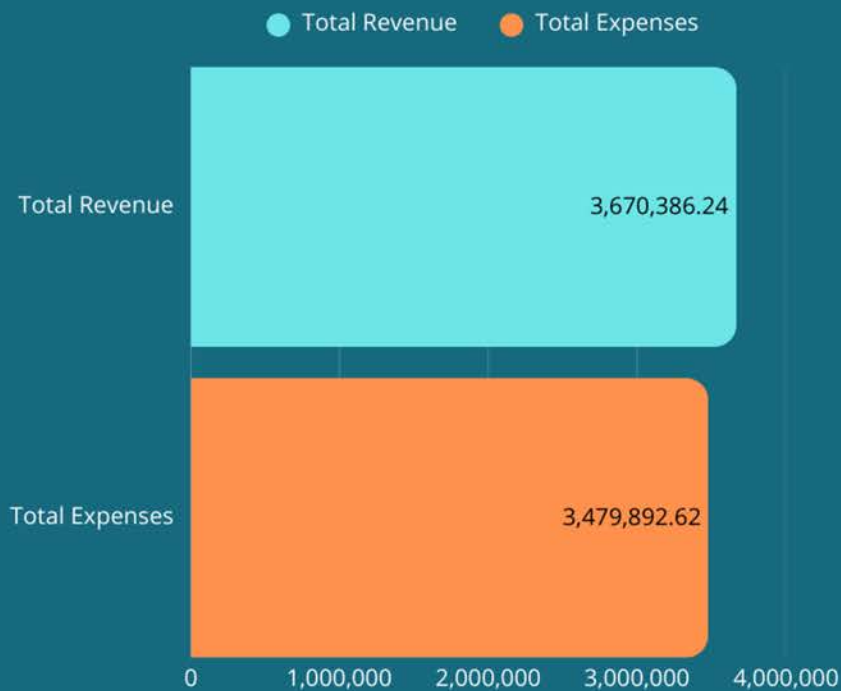


# FINANCIAL OVERVIEW

Total Revenue: \$3,670,386.24

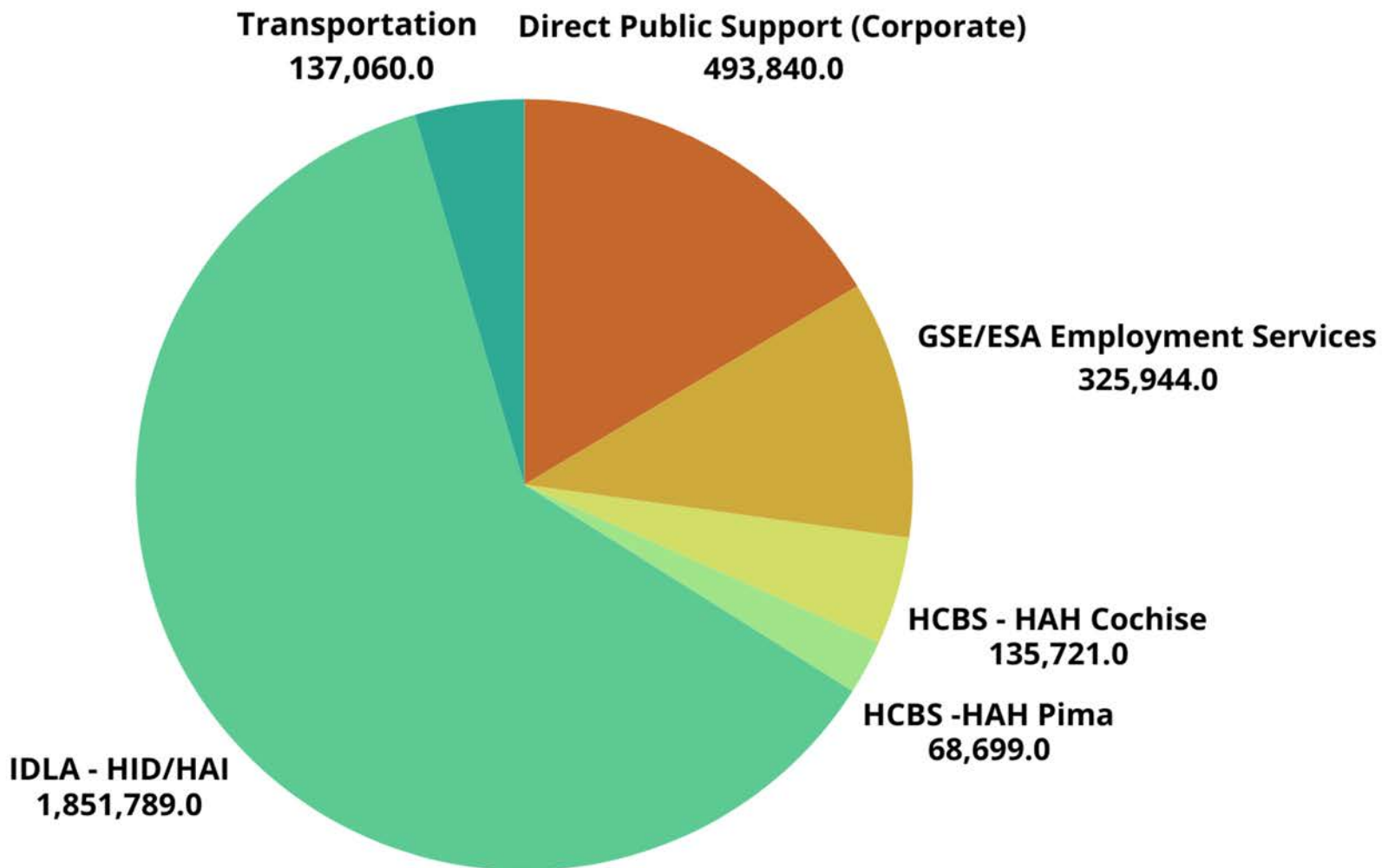
Total Expenses: \$3,479,892.62

Net Income: \$89,975.21



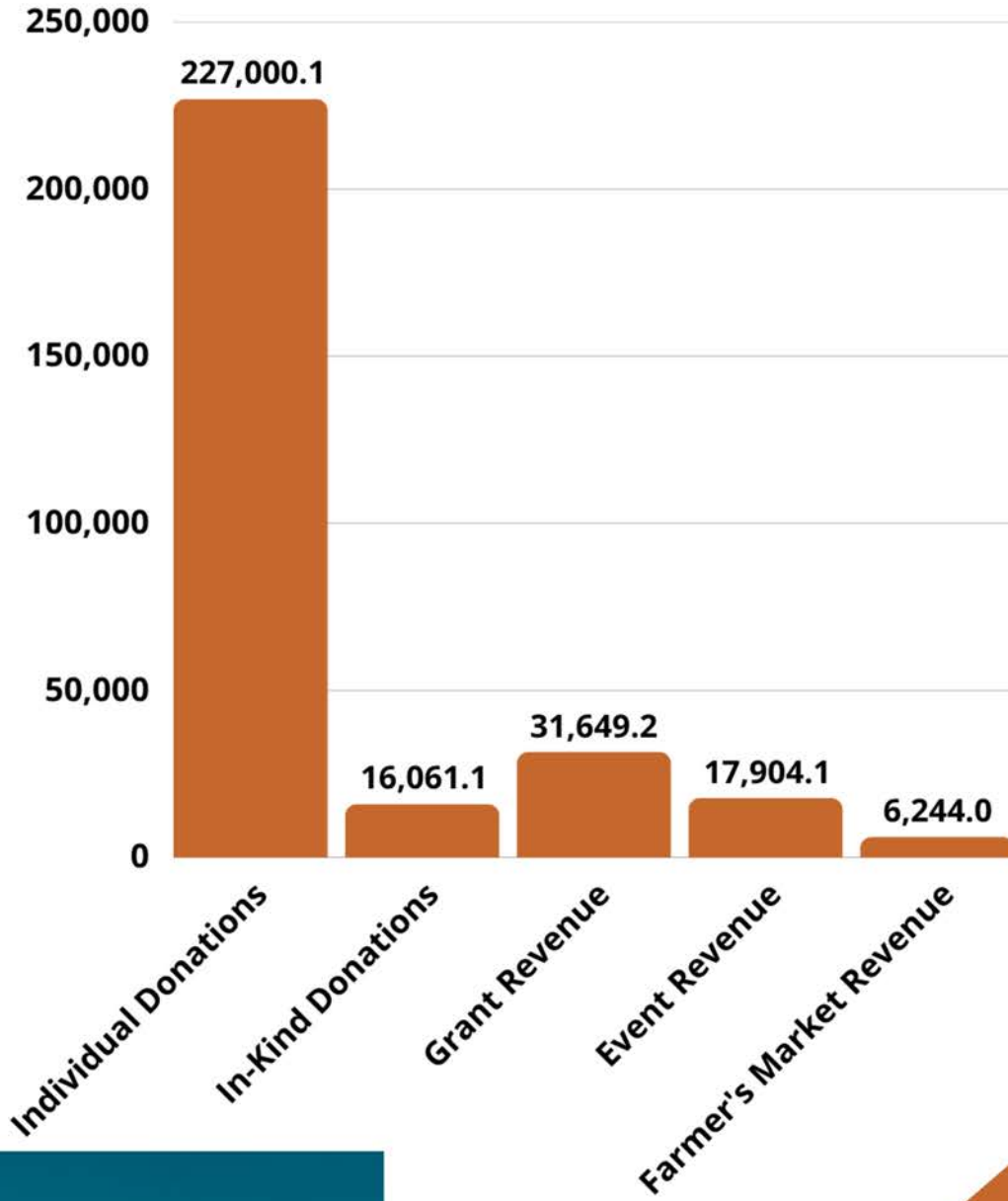
# PROGRAM REVENUE BREAKDOWN

- Direct Public Support (Corporate)
- GSE/ESA Employment Services
- HCBS - HAH Cochise
- HCBS - HAH Pima
- IDLA - HID/HAI
- Transportation



*Revenue generated by our programs reflects work provided by EHR staff, as contracted by the Department of Developmental Disabilities.*

# ADDITIONAL REVENUE BREAKDOWN

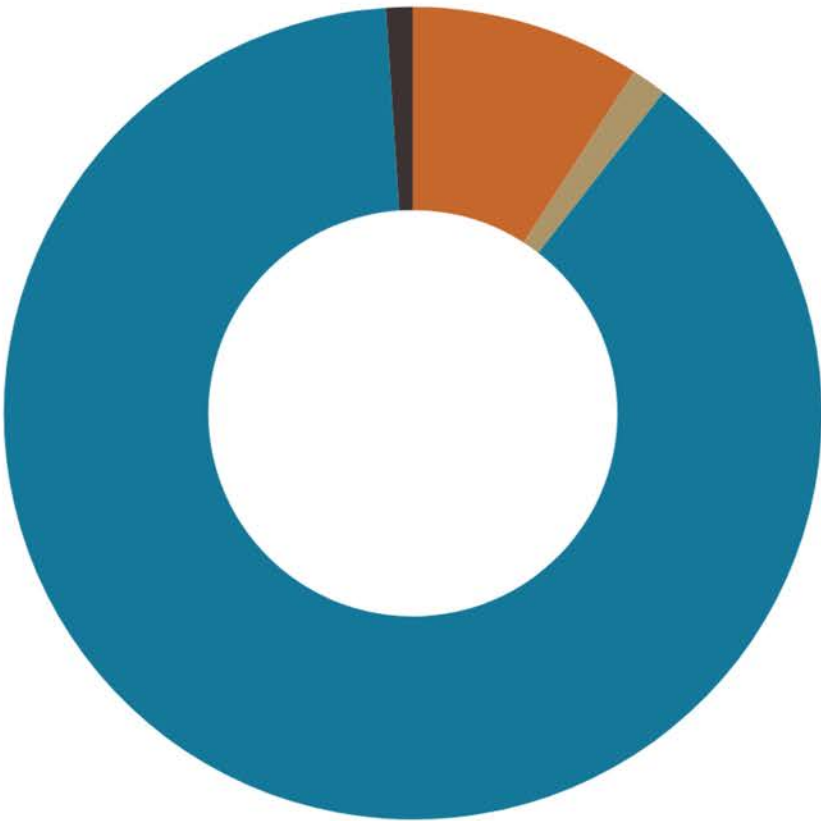


***We are deeply grateful to our community of donors, foundations, event sponsors, and partners whose generosity fuels our mission.***



# EXPENSE BREAKDOWN

- Admin & Operations
- Automobile Expenses
- Payroll & Employee Related Expenses
- Program & Supported Individual Expenses

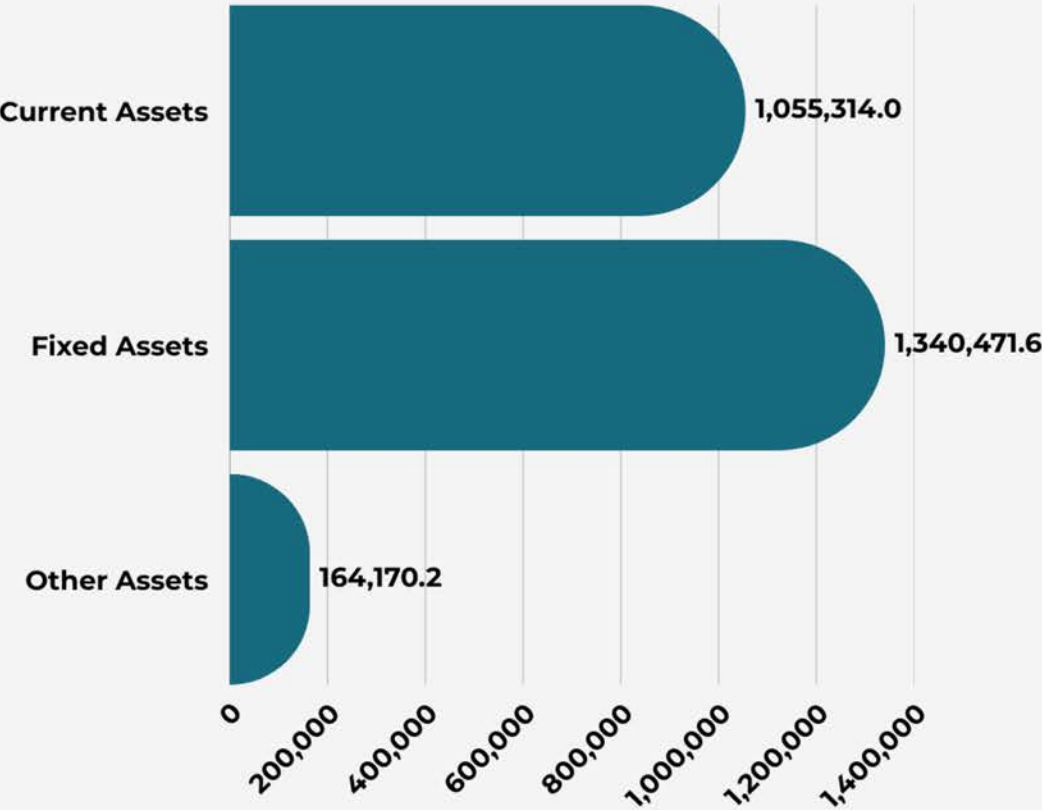


Type	Expense	Percentage
Admin & Operations	\$315,897.44	9.10%
Automobile Expenses	\$48,491.28	1.40%
Payroll & Employee Related Expenses	\$3,068,246.12	88.40%
Program/Supported Individual Expenses	\$36,590.71	1.10%



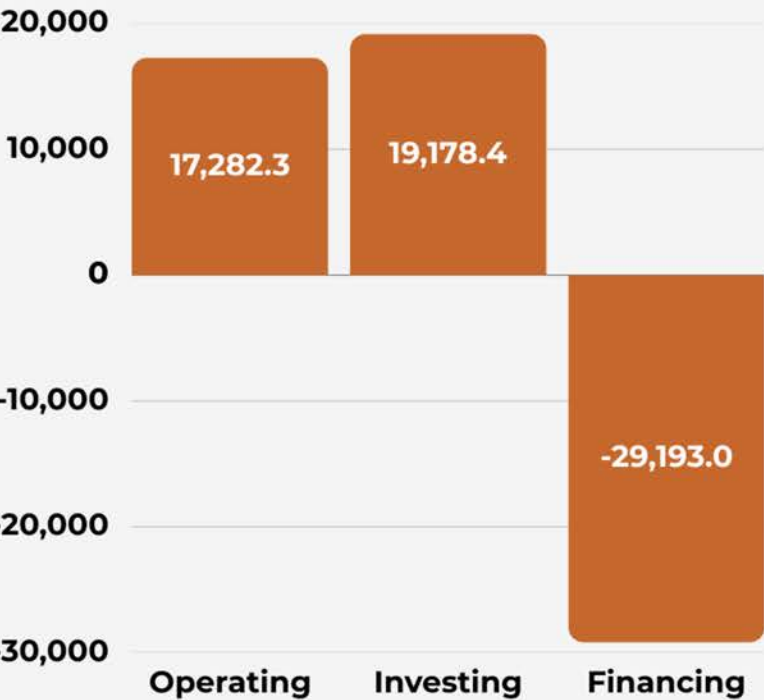
# ASSETS, LIABILITIES, & CASH FLOW OVERVIEW

## Assets



***TOTAL  
LIABILITIES  
& EQUITY:  
\$2,559,955.82***

## Cash Flow



**Net Cash Change:  
\$7,267.71**





# PROGRAM SUSTAINABILITY METRICS

*In 2023, ANCOR reported the national direct support professional (DSP) turnover rate to be set at 45%.*

*In the 2024-2025 fiscal year, EHR maintained between 78-80 employees across its programs. 19 employees left the organization.*

*With a turnover rate of 17%, 28% less than the national average, EHR is proud to demonstrate its commitment to the well-being of its employees.*

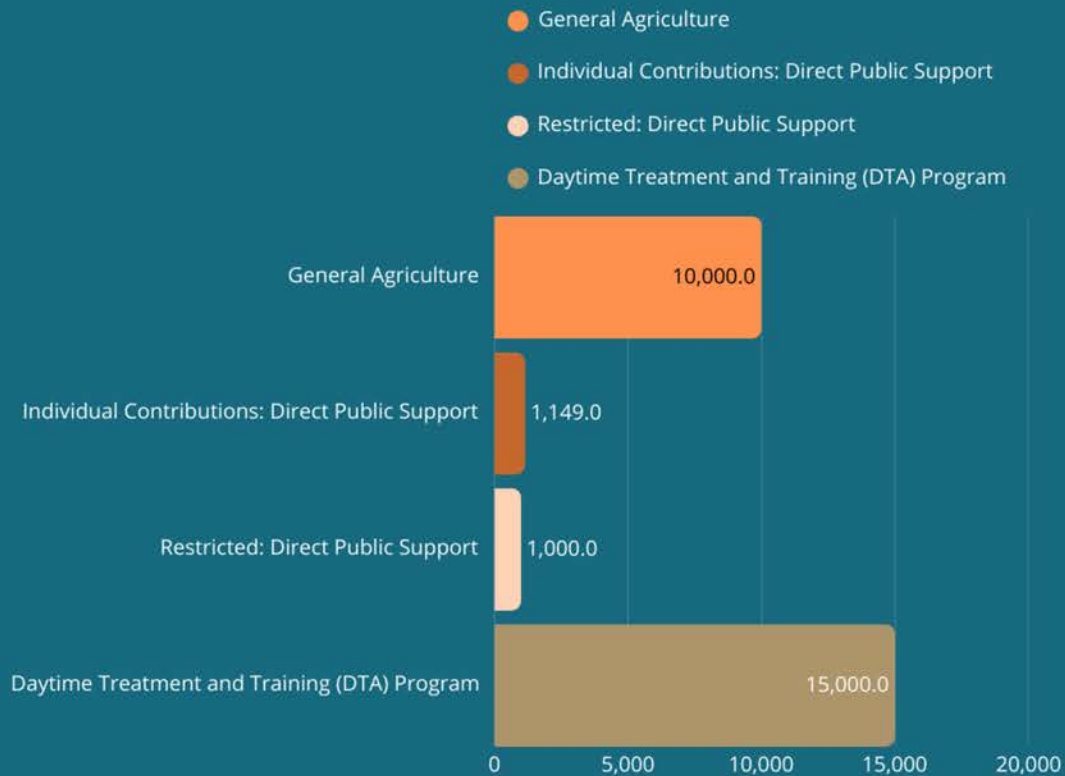




# GRANT & RESTRICTED FUNDS REPORTING

*We were honored to receive a number of grants throughout 2024-2025 to support our programs and overall organizational success.*

*Thanks to the generosity of our grant providers, EHR received \$27,149 in grants during the 2024-2025 fiscal year.*



*Our heartfelt gratitude is extended to the...*

*Kentucky Fried Wishes Foundation,*

*La Salida del Sol Lion's Club,*

*AgWest Farm,*

*& The Legacy Foundation of Southern Arizona.*

# SOCIAL MEDIA & ENGAGEMENT METRICS

## INSTAGRAM

- **ACCOUNTS REACHED:** 4,235
- **VIEWS:** 44,303
- **NEW FOLLOWERS:** 145

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## YOUTUBE

- **IMPRESSIONS:** 6,169
- **WATCH TIME:** 9.7 HOURS

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## FACEBOOK

- **VIEWS:** 97,700
- **FOLLOWERS:** 3,000
- **CONTENT INTERACTIONS:** 2,589
- **NEW FOLLOWERS:** 122

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# BOARD OF DIRECTORS



**Della Thompson**  
President



**Jennifer Lakosil, RN, MSN, PNP**  
Vice President



**Edward Keough**  
Treasurer



**Colleen Suarez**



**Lane Dorenbusch**



**Mark Fister**



**Melanie Crider**



**Harlie Garcia**



**Elizabeth (Liz) Carbajal**

# LOOKING AHEAD

*Our long-term financial projects are aimed at sustainability. The goal of our highest focus is ensuring that we have enough funds to sustain us for six months.*



*Our next fiscal year anticipates an expansion of Daytime Treatment & Training (DTA) offerings, including the acquisition of a community-based property for life skills training and socialization.*















### **General Information**

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in safe, respectful homes and communities”***