

Envision Wellness

ANNUAL REPORT 2022



Mission Statement

Envision Wellness WNY Behavioral Health is dedicated to establishing nurturing and sustained relationships with individuals, families and community stakeholders to foster growth, self-efficacy and independence by providing innovative evidenced based treatment focused on a whole person recovery model.

Each participant's personal experience and needs guide the roadmap for intervention allowing for stability, acceptance and an increased quality of life while being an active member of an inclusive community. It is our passionate belief that embracing individuals with compassionate treatment, instills hope, restores dignity and rebuilds lives while enriching the community in which we all reside.



Projects and Initiatives

Family Success Center- opened March 7th, 2022
RAHAMA Satellite Clinic - OP Mental Health Clinic

OUR (opioid use disorder) Initiative, Engaging Clinic Initiative, PROS (Personalized Recovery Orientation Services program) fully operational, moved to Hover Phone systems, established contract with EBC Payroll to provide HR services, Rebranding of CDT to WelCom (Welcome Community), All Programs provide services in a hybrid manner-Telehealth and in-person

Successful approval of three-year program licenses for all programs following Regulation Audit from Office of Mental Health



Financial Statement

Revenue: \$2,135,111

Expense: \$2,047,289

Grants:

- Workforce Grant–Build Back Better for staff recruitment and retention \$56,000
- Peter & Elizabeth C. Tower Foundation Professional Development Grant for Family Success Center \$35,000
- Managing and Adapting Practice: Evidence-Based Practices in OMH–Licensed Community Based Provider Agencies to Serve Children and Families Block Grant Award \$20,000
- James H. Cummings Foundation \$30,000 for start-up costs for the Family Success Center
- New York State Department of Health Peer Recruitment and Retention Grant \$1,500/ three peers

Able to give all staff yearend bonuses

All staff that qualified received NYS Workers Bonus during first Vesting period provided by the Department of Health.





By the numbers

- 271 Admissions
- 13,456 Sessions provided
- 3,751 Tele-sessions provided
- 633 Assessments provided
- Total active Caseload 362
- Total Clients served 576

Performance measures

Reduce hospitalizations; # Hospitalizations 8/362; 2%

Attendance rate 90 %

Untoward Events (reportable events) 8

Crisis Services Calls 3



Personnel

Retention: 72% turnover rate.

The Great Resignation continues however, the trend appears to be abating as the last quarter of 2022 saw no staff resigning.

Recruitment: Fully staffed- 30 employees 21- 34 in 22'- We grew adding more staff members

Interns hosted; 3 BSW, 7 Graduate; Mental Health Counseling, 1 Nurse Practitioner

Onboarded some specialized personnel to enhance program service menu

- PROS maintains a FT Vocational Counselor
- Hired a Child Psychiatrist for the FSC
- Hired an Art Therapist for FSC

Employee Satisfaction Survey numbers;70 % response rate

85% agree or strongly agree feel inspired to meet their goals at work

85% agree or strongly agree their work positively impacts people's lives

75% Would recommend a friend or family member to Envision for services

70% feel that Envision Wellness values and promotes diversity

75% feel that their job at Envision Wellness gives their life purpose or meaning

Training

Staff participated in 500 hours of training

- Hours provided internally; 64 hours
- CPI (Center for Practice Innovations) Training (FIT [Focus on Integrated Treatment]) Integrated Mental Health Mental Health/Addictions Treatment Training (IMHATT) certificate. 14 staff Certified.
- CPI additional training -Total number of hours 340
- Leadership Training seminar (Tower Foundation): Total of 66 hours
- Additional trainings attended; total of 30 hours
- All licensed professionals are required to gain 12 hours a year in CEUs





Pandemic

COVID continues to impact all aspects of our clients lives and the lives of our employees. NYS has continued to maintain Emergency Billing parameters allowing for more latitude in how services are provided in order to keep clients engaged. All of our services are provided in a hybrid mode, telehealth and in person dependent upon the needs of the clients.

Envision Wellness WNY has experienced COVID infections firsthand via staff and clients. This included the passing of a dedicated long-term employee who will be very missed. We have and continue to provide support and flexibility as best we can.

Human Resource professionals have termed staffing concerns following the lull in COVID rates and returning to offices as “The Great Resignation”. Individuals from all industries were leaving positions in enormous numbers. The Behavioral Health industry was included in that migration. Envision Wellness saw a large overturn of staff as well. We have been able to create a team from a diverse pool of applicants that is allowing us to remain stable and staffed.

Envision Wellness has been focused on creating stability for the agency, staff and clients during 2022 so that we can continue to provide the quality services our clients rely on.

2023 Plan and Goals

- Increase revenue by 10%
- Increase Caseloads by 20%
- Maintain staff-reduce turnover rate to 30%
- Provide performance driven raises to all staff
- Train staff in evidenced based tx interventions
- Open OASAS SUD Program
- Recruit an Associate Board
- Hold at least one fundraiser

Get in touch

For questions, comments and suggestions

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