

ANNUAL REPORT

May 2026

Dear Citizens of Northeast Michigan,

On behalf of the Board of Directors and the staff of Northeast Michigan Community Mental Health Authority (NeMCMHA), it is my privilege to present this Annual Report for Fiscal Year 2025.

NeMCMHA was created 58 years ago, by Public Act 54, to serve the people of Northern Michigan by ensuring a public safety net exists for anyone experiencing a mental health emergency. For decades we have provided crisis services 24 hours a day, 7 days a week, 365 days a year, as well as providing community-based services for the specialty populations who are often the most vulnerable citizens in our communities.

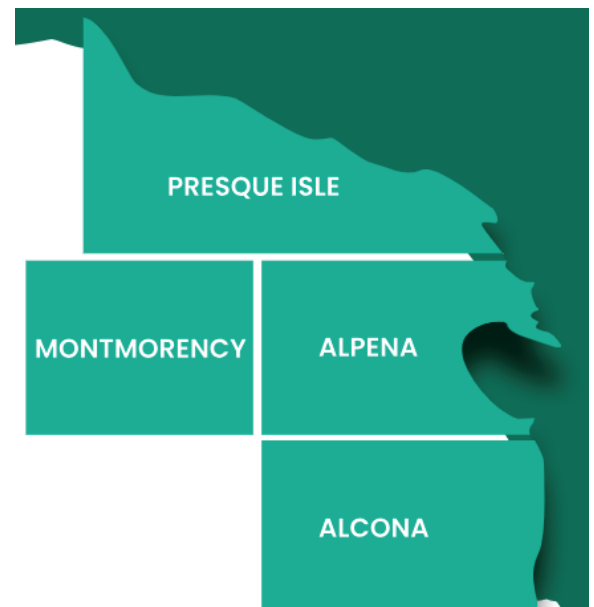
Based on early 2024 data from the CDC, roughly 18% of Michigan adults reported poor mental health. Additionally, 23.16% of Michigan adults experienced mental illness, placing the state as the 17th highest nationally. They also found higher rates of anxiety and depression among adults living in rural areas compared to urban areas.

It is the goal of NeMCMHA and other community mental health organizations to provide vital, accessible support, embodying the principle that recovery is a shared journey, not a solitary battle. We work to turn stigma into understanding by creating connection and care.

In 2025, NeMCMHA served 2,105 unduplicated individuals. We provided crisis services for 1,078 individuals. That equates to more than 77,000 after-hours services (outside the hours of 8 a.m. to 5 p.m. or on the weekends but not counting holidays). This year we conducted 497 initial assessments, and 1,428 distinct individuals were seen for either a medication review or a psychiatric evaluation. The numbers tell our story when we look at the data for all the services that we provided to the specialty populations of individuals with a Severe and Persistent Mental Illness (SPMI), a Serious Emotional Disturbance (SED), an Intellectual and Developmental Disability (I/DD), and/or an Autism Spectrum Disorder (ASD). Last year NeMCMHA provided a combined total of 1.3 million billable hours of services in our four counties. We provided services to 233 individuals from Alcona County, 1,319 individuals from Alpena County, 281 individuals from Montmorency County, and 276 individuals from Presque Isle County.

We believe that education and bringing people together is one of the best approaches to turn stigma and judgement into understanding and compassion. Part of our vision is to be advocates for the person while educating the community in the promotion of mental and behavioral health. This vision to educate the community is a primary focus for us, and we are proud to be a local provider of continuing education credits for social workers and nurses who attend our trainings. I am pleased to report that last year we delivered 155 trainings to staff and the community, with 253 community members participating.

**NORTHEAST
MICHIGAN
COMMUNITY
MENTAL HEALTH
AUTHORITY**



Our staff deeply care about the people we serve and go to incredible lengths to deliver services in a variety of settings. We discovered how resilient NeMCMHA staff are during the pandemic. When the rest of the world was isolated, our staff continued providing services without interruption. This resilience was shown once again as our staff showed up for the individuals we serve to provide for their physical and behavioral health needs during the ice storm that knocked out much of our infrastructure.

Earlier this year, we worked with the nonprofit organization Partners in Prevention to promote their new resource guide, the Mental Health Map. This guide can assist you in finding the local mental health resources that you or your loved ones need. This is an excellent tool which you can access from the Partners in Prevention website or from the QR code below.

Robert Ingersoll said, “We rise by lifting others.” NeMCMHA believes that by lifting others in times of need, we can all make a positive impact on the mental health of others and the communities we serve. The Board of Directors, myself, and the staff of NeMCMHA look forward to serving the citizens of Alcona, Alpena, Montmorency, and Presque Isle counties in the coming year.



Nena Sork
Nena Sork
Executive Director

**MENTAL
HEALTH
MAP** ➔



FY25 BOARD OF DIRECTORS

- Eric Lawson**, Board Chair, *Alpena County*
- Lloyd Peltier**, Vice Chair, *Montmorency County*
- Bonnie Cornelius**, Secretary, *Alcona County*
- Terry Small**, *Alcona County*
- Robert Adrian**, *Alpena County*
- Jennifer Graham**, *Alpena County*
- Lynnette Grzeskowiak**, *Alpena County*
- Kara Bauer LeMonds**, *Alpena County*
- Charlotte Helman**, *Montmorency County*
- Lester Buza**, *Presque Isle County*
- Dana Labar**, *Presque Isle County*

OUR VISION

To provide comprehensive services and supports that enable people to live and work independently.

OUR MISSION

Northeast Michigan Community Mental Health Authority will be the innovative leader in effective, sensitive mental and behavioral health services. In so doing, services will be offered within a culture of gentleness and designed to enhance each person’s potential to recover. We will continue to be an advocate for the person while educating the community in the promotion of mental and behavioral health.

IPS EMPLOYMENT

NeMCMHA has a belief that one of the best things for a person's mental health is a paycheck, as it brings more than just financial security to an individual's wellbeing. This is why we use the evidence-based supported employment program, Individual Placement and Support (IPS), which is designed to help individuals with a serious mental illness find and keep competitive employment.

During Fiscal Year 2025, our employment team underwent a fidelity review, which evaluates how well the program is implementing the IPS standards and model. The IPS program was scored on time unlimited supports, worker preference, integrated competitive employment, systematic job search, benefits planning, and zero exclusion. The team increased their score from their previous review by five points - congratulations to the team for this accomplishment!

Employment staff attended the 2025 Michigan IPS Summit in Dearborn. Before the Summit, they had an opportunity to nominate one Michigan business that has hired IPS participants, committed to collaborating with the IPS program, and works with our community every chance they get. Our staff nominated the Alpena Meijer as they have a long history of working in close collaboration with NeMCMHA, individuals have happily maintained long-term employment, and they have been an exceptional community partner, recently highlighted by their wonderful response to the ice storm of 2025.

We are pleased to report that Meijer was selected as the winner of the 2025 IPS Employer of the Year Award!



Meijer HR Manager Tasha, Alpena Store Manager Warren, NeMCMHA IPS Supervisor Sharon Becker, and NeMCMHA Employment Manager Margie Hale-Manley

MENTAL HEALTH MOVEMENT 2K | 5K | 10K RUN-WALK 2025



May 17, 2025: The third annual Mental Health Movement 2K | 5K | 10K Run-Walk was, once again, a lively and successful event with 284 registrants! Our history of varied weather continued, with cool temperatures and gusty wind, but volunteers and participants alike were in high spirits. We look forward to this event every year, and we love how our community comes together in support of mental health! The Mental Health Movement Run-Walk is always held the third Saturday in May, during Mental Health Awareness Month.



NeMCMHA CORE VALUES

- A person-centered focus shall be at the heart of all activities.
- Honesty, respect and trust are values that shall be practiced by all.
- We will be supportive and encouraging to bring out the best in one another.
- Recognition of progress and movement toward a continuously improving environment is a responsibility for all.
- We prefer decision-by-consensus as a decision-making model and will honor all consensus decisions.



A SUCCESS STORY



Mikeal came into the employment program eager to find a job. Moving to Alpena from Arizona was a big change for Mikeal, and he was used to having steady work back home. Mikeal's main goal was to obtain employment and find socialization opportunities.

Mikeal became a member of Light of Hope Clubhouse and it has become a great outlet for him. He has attended Clubhouse social outings and has made friends along the way.

Mikeal has also found a job working as a part-time janitor. He works the schedule he was aiming for, and he has made many natural supports. He works well with everyone, and the worksite has nothing but good things to say about him.

2025 ICE STORM

The ice storm of 2025 created many obstacles, both literally and figuratively, in the way NeMCMHA staff provided services to our individuals. This unprecedented storm wreaked havoc and devastation on the power grid and natural resources across Northern Michigan. Our individuals were without power from three days to nearly four weeks. Our staff, affectionately known as the Icicle Infantry, were incredible at finding creative ways to provide services and take care of the individuals we serve. They were undaunted and showed enormous grit and creativity.

Our Supported Independence Program (SIP) faced the challenge of taking care of people who are able to live alone with the aid of monitoring services, when all of the monitors, phones, and electronic tools they use to safely monitor them were not working. Staff flew into action when individuals were scared, lonely, and disconnected from everyone. They brought them into our building that was operating in a limited way with a generator. It was a warm place for individuals to socialize, play games, and eat together. Staff regularly went out to physically check on individuals who wanted to stay home. They made more runs than they could have ever imagined they would make in a four-day period.

We operate nine Adult Foster Care (AFC) group homes, and home staff and maintenance did an exceptional job operating the homes as smoothly and normally as possible. Our staff are deeply committed to the people living in our group homes, and they will go to great lengths to care for the vulnerable people we serve.

I have always believed that "people are good" and we were the beneficiaries of very kind and compassionate people in our community. The brother of one of our group home supervisors filled a 50-gallon gas tank from his farm and brought it to our group homes to run generators. Our maintenance team was on-call 24/7 to keep vehicles, buildings, and group homes functioning. IT staff monitored our server room and the equipment in all of our facilities. Our Assertive Community Treatment (ACT) team jumped in and continued their mission to support people with severe mental illness. This very small team worked around obstacles and physical barriers so they could check on and care for individuals across our four counties. Nurses delivered medications and administered injections so individuals wouldn't miss a single necessary dose. Case managers coordinated with guardians and natural supports to ensure people were being taken care of.

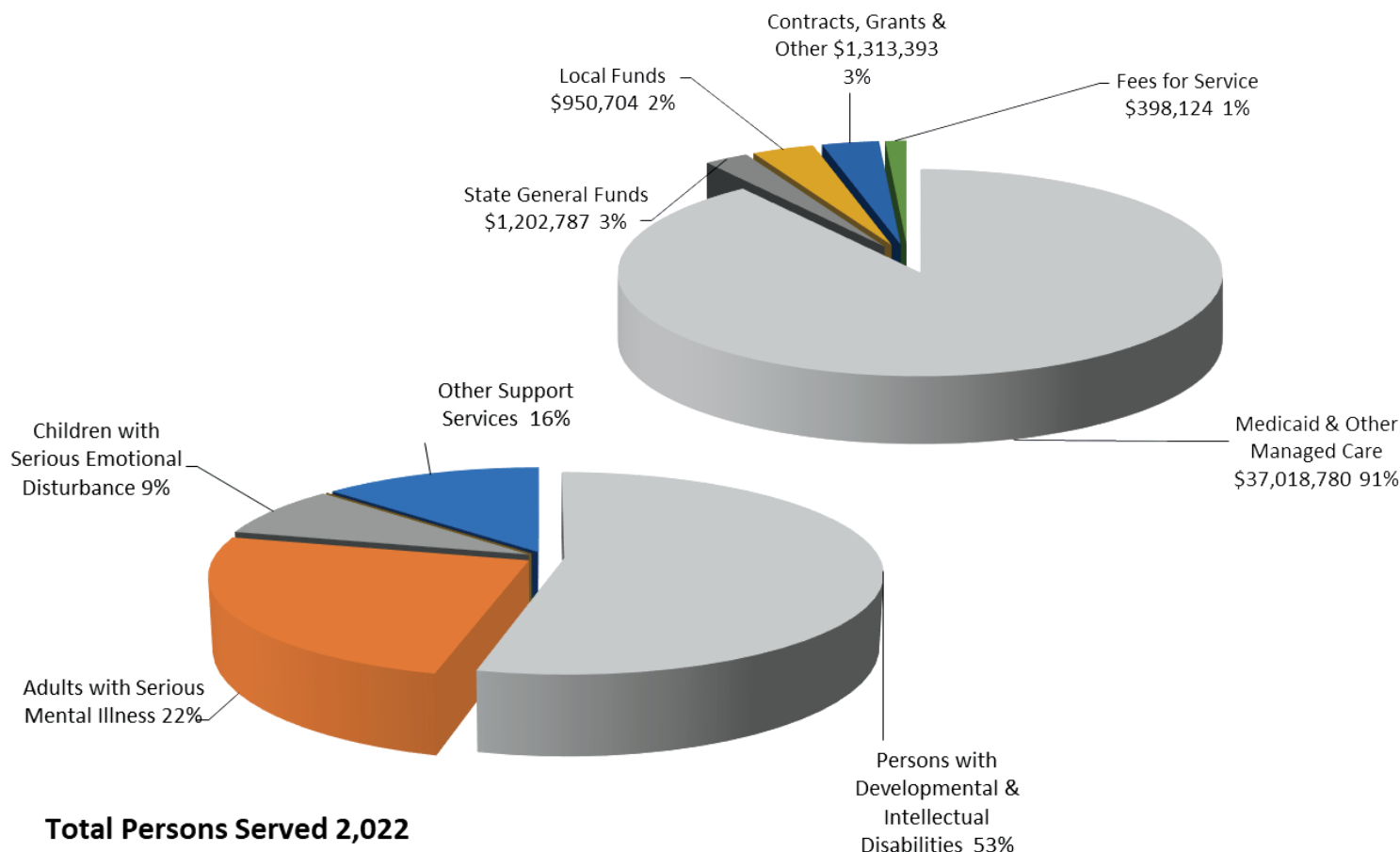
Mother Nature certainly tested our organization and although this is one disaster plan our safety committee had not practiced, in the end our training, structure, and, most importantly, our staff and their generous hearts brought us through this challenge with flying colors.



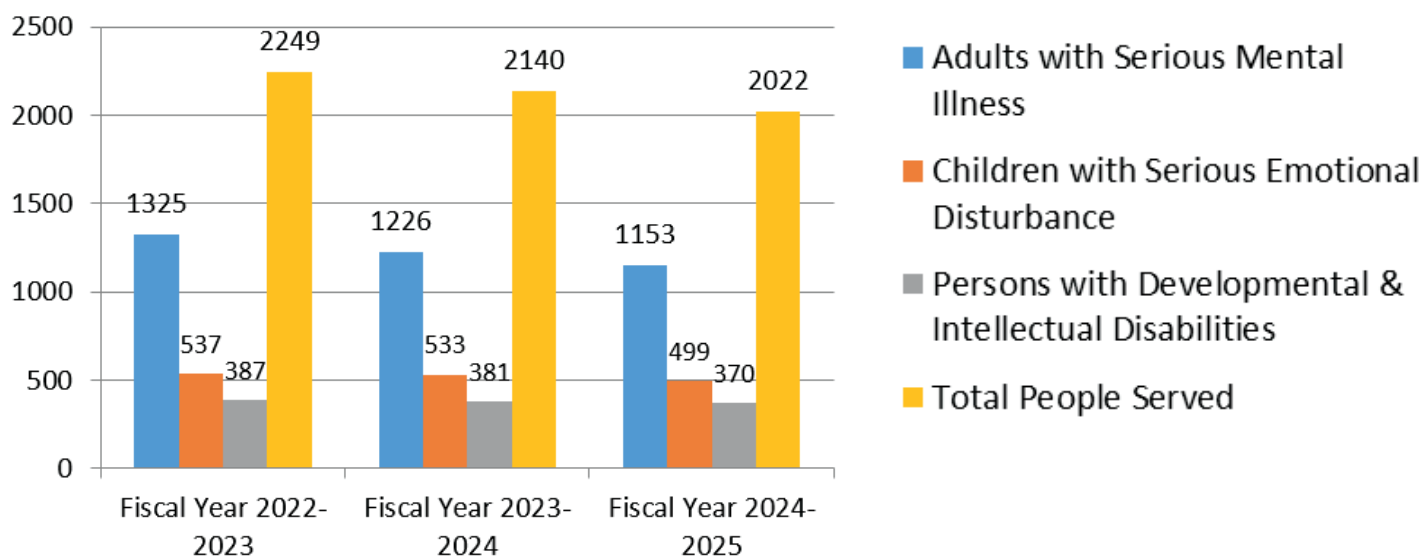
NeMCMHA SOURCES & USE OF FUNDS

FISCAL YEAR 2025: OCTOBER 1, 2024 - SEPTEMBER 30, 2025

TOTAL REVENUE: \$40,883,788



Total Persons Served 2,022



Number of People Served

Post-retirement benefits are not offered at NeMCMHA. Employee Pensions are 401 Plans, which are fully funded.



THREE-YEAR CARF ACCREDITATION

NeMCMHA was awarded a three-year accreditation from the Commission on Accreditation of Rehabilitation Facilities (CARF) International in October of 2025. CARF is an independent, non-profit organization that sets internationally recognized standards for health and human services. This accreditation represents the highest level of accreditation that can be awarded to an organization. Organizations that earn CARF accreditation have demonstrated that they meet internationally recognized standards and are focused on delivering services that are measurable, accountable, and of the highest quality. NeMCMHA is now accredited in 17 programs, having added Behavioral Health Home (BHH). Our full list of accredited programs can be found below.

Achieving this milestone came after a rigorous peer review process. CARF surveyors were on site in July and thoroughly reviewed the entire organization. They visited offices and group homes and observed how staff interacted with individuals receiving services. They reviewed policies, case records, leadership, financial planning, Recipient Rights, human resources, quality improvement, and technology, among others. They interviewed staff, individuals served, guardians, board members, contractors, and community partners.

Out of the 2,500 CARF standards used to evaluate the organization, the Agency met 2,495 of those standards. The five recommendations requiring corrective action involved a need for a written policy or wording being added to an existing policy. There were no recommendations in any clinical programs.

The survey team highlighted the Agency's dedication to person-centered care, trauma-informed practices, and community-based support for individuals with mental health needs and developmental disabilities. The surveyors were especially impressed with NeMCMHA's Supported Employment Program and its Supported Independence Program (SIP) monitoring system. They noted they had never seen programs as well run and stated that NeMCMHA should serve as a model for programs everywhere.

From Executive Director Nena Sork, "This achievement reflects the hard work and dedication of our staff, leadership, and community partners. We are honored to be recognized for our commitment to providing high-quality, compassionate care to the people of Northeast Michigan."



CARF ACCREDITED PROGRAMS

- Case Management/Services Coordination: Integrated IDD/Mental Health (Adults)
- Case Management/Services Coordination: Integrated IDD/Mental Health (Children and Adolescents)
- Case Management/Services Coordination: Mental Health (Adults)
- Case Management/Services Coordination: Mental Health (Children and Adolescents)
- Community Housing: Integrated IDD/Mental Health (Adults)
- Crisis Intervention: Integrated IDD/Mental Health (Adults)
- Crisis Intervention: Integrated IDD/Mental Health (Children and Adolescents)
- Crisis Intervention: Mental Health (Adults)
- Crisis Intervention: Mental Health (Children and Adolescents)
- Intensive Family-Based Services: Mental Health (Children and Adolescents)
- Outpatient Treatment: Mental Health (Adults)
- Outpatient Treatment: Mental Health (Children and Adolescents)
- Supported Living: Integrated IDD/Mental Health (Adults)
- Community Employment Services: Employment Supports
- Community Employment Services: Job Development
- Assertive Community Treatment: Mental Health (Adults)
- Behavioral Health Home (BHH)