

CRi

**ANNUAL
REPORT
FY2021**



**Fostering choice, respect, & independence
in DMV communities since 1975.**

www.mycr.org

CRi AT A GLANCE

Our Mission

CRi is dedicated to providing personalized resources to at-risk youth & people with mental health needs or developmental disabilities.

For over 45 years, we have focused on individualized & professional care, supporting the people who need us most.

Our Vision

CRi envisions a world where all people have choice, respect, & the resources needed to live a fulfilling life with dignity & purpose.

Our Values

Community. Sense of belonging in connected communities.

Empowerment. Set personal goals. Make positive choices. Whole person support.

Excellence. Professional. High Quality. Best we can be.

Integrity and Transparency. True to people & families. True to staff. True to ourselves.

Innovation. Boldly taking initiative & advocating to advance lives.

Responsible Stewardship. Innovative, ethical, & determined to use resources wisely.





WHAT WE OFFER

We're dedicated to providing support to adults & youth with disabilities & mental health needs.



Personal Care & Community Support



Skillbuilding

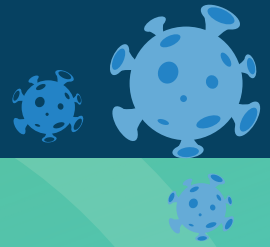


Behavior Support

Donate today!

EFFECTS OF COVID-19

Frontline Staff Assist Individuals in Understanding the Pandemic



COVID-19 has challenged the disability support community, & the world, in ways no one could have imagined. Social isolation, program closures, health & safety concerns, staffing shortages, & policy changes are just a few examples of the pandemic's impact on an industry that already works harder than many to support some of the region's most vulnerable populations.

"People were sad at times, plain & simple," states a Program Manager at a group home for adults with disabilities operated by CRI in Woodbridge, VA. "It was hard for us because these guys are like our family, too. Some of the people we support only have one or two family members who come to visit them. Imagine seeing the same loved one every Sunday for 15-20 years & then, all of a sudden, you are forced to go 60 straight Sundays without being able to see or hug them," he says. "It was hard."

He went on to explain that the isolation from families was extremely difficult on some people CRI supports because, regardless of how staff, family, or friends tried to explain what was happening, many were unable to truly understand why their loved ones stopped visiting. Many didn't understand the implications of a global pandemic. They felt like their families left them & that just wasn't the case. "It was hard on all of us for a long time," he says, "and we saw a slight uptick of negative behaviors in our program as a result. I'm happy it's looking like it's almost over. They deserve for it to be over."

We couldn't agree more!



To our generous donors,
volunteers, sponsors, &
partners,

thank you!

"THE PANDEMIC MIGHT HAVE SHUT DOWN THE WORLD, BUT THE NEEDS OF THE PEOPLE WE SUPPORT EACH DAY NEVER STOPPED. WE HAD TO FIND WAYS TO SAFELY SUPPORT THEM. IT WAS OUR DUTY.

ANXIETIES WERE HIGH & WE WORKED HARD AS A TEAM TO FIND TECHNIQUES TO HELP EVERYONE DE-STRESS. IT WAS HARD FOR PEOPLE TO MISS OUT ON DAY SUPPORT PROGRAMS. THAT'S NORMALLY WHERE PEOPLE SUPPORTED BY CRI GET MUCH OF THEIR COMMUNITY SOCIALIZATION. IT WAS HARD ON US, TOO. EVERYONE BECOMES FAMILY & WE WANT EVERYONE TO BE SUCCESSFUL & HAPPY."

- Wendy, Program Director

HEROES WORK HERE!

In FY21, CRi leadership wanted to celebrate & highlight our heroic, dedicated staff & the incredible work they do on the front lines every day. We launched an internal campaign seeking stories from front line staff & we were surprised to discover some shared secret talents!

Here's an inside glimpse of one such surprise... we may have a new rap star on Team CRi!

My name is Lila "BEEP" and I'm here to say,
I've been working for CRi in a major way.

I'm here to tell you I'm a hero and the reasons why,
But it's not easy for some heroes who are also shy.

But nonetheless I'm gonna tell you so you know what I mean,
And if it sounds right up your alley - you should join our team!

We're full of heroes over here at CRi,
Formally known as Community Residences - now say that 5 times!

Where do I start, I do not know, I've been here 14 years,
Some days are good, some days are bad, there's been blood sweat
and tears.

But in the end I never quit because there's still more to do,
So you could say that I'm a hero just for pushing through.

I see the work as more than work, its helping people live,
And if you too believe in karma, you receive when you give.

So even though we say we're heroes and it may be true,
There are days when it's a pleasure and we love what we do.

I started out on the ground directly making a difference,
And then I worked my way up into a higher position.

And even though I'm more removed from the day to day,
I'd like to hope I make a difference to more people this way.

I'll raise my hand where I am needed and do what I can do,
Not just a job, it's my profession and I love what I do.

Whoever thought I would be rapping, I bet you didn't know!
I've been doing this since I was little, I can put on a show.

There's a lot of little tricks that I have up my sleeve,
But I must stick to 90 seconds so you know I must leave.

But I do hope that you enjoyed what you heard today,
And if you're a hero, we'd love to have you and have you here to
stay.



LIVING INDEPENDENTLY FOR TOMORROW (LIFT) PROGRAM MAKES DREAMS COME TRUE FOR YOUTH

"I am here today to tell my story of how I survived and bettered myself with the help of the LIFT program.

It all started in California where I had to grow up fast because I had no family. I was headed down the wrong path since I got mixed up in the wrong crowds. I was around a lot of violence and I moved to different foster homes. Due to my behavior, no more foster homes would accept me. That's when I ended up living in a group home. As my 18th birthday was approaching, I saw other kids being picked up by their families and leaving. That's when it clicked for me to be mature and that I needed to be responsible.

I ended up getting a job and started grinding. I saved enough money for my first car. I was eager to leave placement since when you turn 18 they encourage you to stand on your own. I moved in with a friend which didn't work out. That caused me to move out and live in my car for a while until I got into an accident. To make things worse, someone stole my house on wheels. My whole life, stolen.

Thankfully, I got in contact with one of the group home staff members who told me I could rent out a room. So I would walk to work, friends would give me rides and I just made it work. Unfortunately, my living situation again turned sour. This is when I truly became homeless. No car, no roof over my head. I would find places where I felt safe and tried to sleep at parks. Never staying in one place for too long. I would go hungry trying to save money to at least be able to be in a car. Sleeping in a car is uncomfortable, but better than a bench. So now, I slept in my car right outside my job. Should have gotten a raise how I was always on time. First there and last to leave.

One day, my mom reached out telling me that my pops wanted to get in contact with me. He called me, and told me to stay with my uncle until he was able to get me out here (Virginia). Mind you, this was a stranger to me. I knew he was my dad but I raised myself. So I was contemplating on whether I wanted to live with someone I knew of but knew nothing about. I decided to take that leap of faith and went to live with my uncle. My dad eventually got my ticket and that's when my life really changed. I was staying with my dad which only lasted for four months because we would get into arguments. So I moved out and lived on my own.

After 6 months, my social worker reached out and found out I was struggling. She said she knew of a program that would help. We called a bunch of different programs and were denied from all except one. The LIFT Program of course, thanks to Mr. Hans. With his help he gave me and other kids another opportunity to change our life around. This program helped me learn how to save money, be responsible, and financially stable. With this program, I've saved over 20 thousand dollars, my credit score went up, and my immigration status. I'm now able to pursue my dream. The LIFT program found a barber school that I'm currently going to. Something that I've been wanting to do for years.

Overall, I'm thankful to have this program, for the people in it, and to be a part of it myself. This program is going to help the youth achieve their goals and pursue their dreams like they did mine."

→ dream →

Donate today!



"Person-centered planning is imperative & helps create positive community roles & choices for people with disabilities. It's our main focus everyday at CRi, & it helps us to learn & grow."

- Quinta, CRi Program Director



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partners,
thank you!

EMBRACING CULTURE AT CRI



"What's around you is a HUGE part of your culture," says Ursla, Program Manager at CRI's Lake Jackson home. "We want to make sure people are exposed to many different things & ways of life so they can feel empowered to make the best choices for themselves & for their lives. They learn from us & we learn from them to kind of make our very OWN culture."

At CRI, staff work hard to consistently find new ways to meet people where they are, to learn about each other's backgrounds, & to help each program shape their own unique culture.

Upon a visit to CRI's Lake Jackson home during the spring & summer months, you will find a large, bustling garden full of life in the backyard. If you are looking for a traditional small "American-style" garden, however, you might not find it here. Many of CRI's direct support staff are from African countries such as Cameroon, Ghana, Senegal, Nigeria, & the Ivory Coast, & make it a point to actively share their cultures with the people they support each day. This has an amazing impact on the food they are able to grow, cook, & eat together as a program.

Many CRI programs have outdoor space that they use for therapeutic gardening. Gardens are often planned as a team in the late winter/early spring & then crops are planted a little later. Programs routinely incorporate much of what they grow in their daily meals, which helps cut down on food costs.

Before the pandemic, homes/programs took turns running a weekly farmer's market where they could showcase their crops in the community & sell them to make money for their gardens. In these gardens, many programs choose to grow crops like cassava root, banana leaf, stinging nettle, sweet potato leaf, & other traditional African herbs. You will also find tomatoes, peppers, zucchini, & cucumber at many, as well. The blending of traditional American & traditional African gardens helps to create a new, hybrid culture all of it's own -- something we are really proud of.

"We love to grow food from both cultures, American & African -- That way, we can cook foods that are important to each of us & when we break bread, we learn so much more about each other," Ursla states. Lake Jackson residents are also very active in cooking the meals that are important to them using ingredients from the garden.

"They love the food, they love to cook it, too. They request it now," says Ursla.

Whether it's through daily dance parties, the introduction of new music, food, or language, Ursla knows very well the importance of connecting culturally with the people her program. "Being culturally competent & really understanding people at their core is one of the most important things we can do for someone," she says.

"It's harder to connect & care for someone if you don't know their likes, their family, where they are from," she says. "We have to truly understand them. We have to build our own culture with them. It's just a critical part of building a relationship that supports the whole person -- And that's why it's so important to us that we share & learn from one another. That's what makes CRI great."

VIRTUAL THERAPEUTIC RECREATION

Program Combining Therapeutic Recreation & Technology continues!

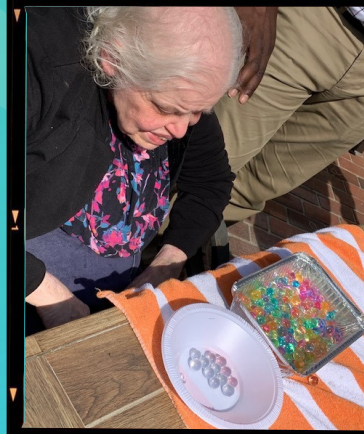
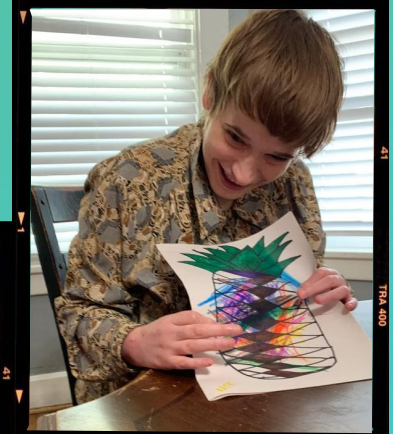
When the COVID-19 pandemic began to impact our area, many activities may have been canceled and day programs closed. However, one program has continued to make sure people with disabilities can still participate in recreational activities & receive critical support services safely from their own homes.

Therapeutic recreation works to enhance the physical, social, cognitive, & emotional development for people with disabilities by providing fun activities overseen by industry professionals, such as direct support staff, recreational therapists, physical therapists, & occupational therapists.

“While we haven't been able to offer all of our participants our usual in-person, large group activities due to the pandemic,” says Audra Gibson, Recreation Therapist, “we continue to offer our program via Zoom to help bridge any gaps & provide

continuity of services. What's especially great about offering activities virtually, is more people have the opportunity to participate at a time.”

Our physical connections may have changed, but our virtual connections have truly expanded. We have been thrilled to be able to connect & continue services & supports to people in our programs during the pandemic.



To our generous donors,
volunteers, sponsors, &
partners,

thank you!

WE LOVE VOLUNTEERS



FY21 showcased our love for the outdoors & an excitement for new faces & new friends.

During the warmer months, volunteers visited residents as a way to bring the community to CRi when CRi couldn't go out into the community, due to the pandemic.

Volunteers played yard games, read stories, & even put on a play for residents! The community at-large continued to support CRi remotely by making homemade corn hole boards, bean bags, kindness cards, I Spy bags, & holiday decorations to name a few.

Our thoughtful volunteer community made some of the challenges brought on by the pandemic much more bearable & much less lonely.

A HUGE THANK YOU to all of our volunteers for all you do to provide support & joy to the CRi community!



\$81K
value of
volunteer
hours
received

\$68K
value of
in-kind
donations
received

Donate today!

OUR IMPACT



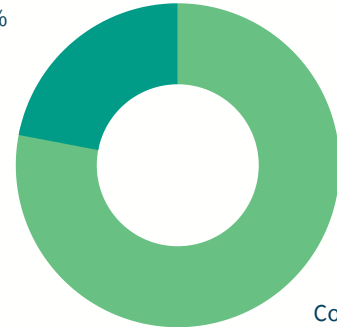
With your support, CRi was able to provide services to 962 people during Fiscal Year 2021.

Youth
6%



Developmental Disabilities (IDD)
52%

Residential
22%



Community Based
78%

“

Of those CRi supports...

”

- 57% Identify as Male
- 43% Identify as Female
- Less than 1% of individuals supported identify differently than the gender assigned to them at birth.
- Less than 1% of individuals supported identify as Non Binary
- 46% Identify as White or Caucasian
- 26% Identify as Black or African American
- 4% Identify as Asian
- 1% Identify as Middle Eastern or North African
- 23% Identify as Other Race
- Ages of those supported range from 18 to over 66 years old with the largest percentage (23%) being between the ages of 26-34.

VIRGINIA (78%)

- 36% Arlington County
- 36% Fairfax County
- 10% Prince William County
- 9% Loudoun County
- 5% Richmond

MARYLAND (22%)

- 54% Anne Arundel County
- 27% Baltimore
- 19% Montgomery County

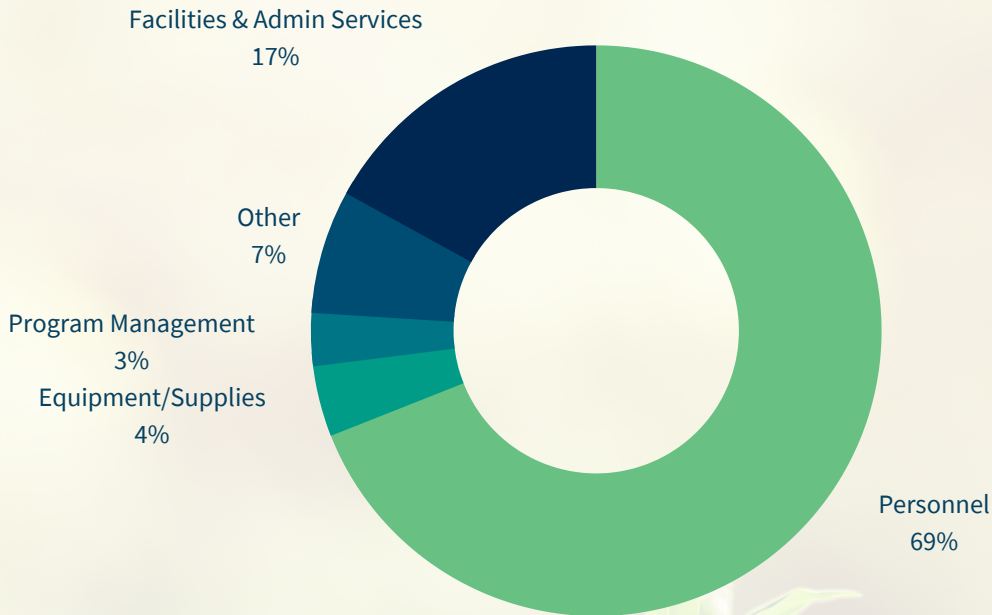
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Where does CRi provide services?

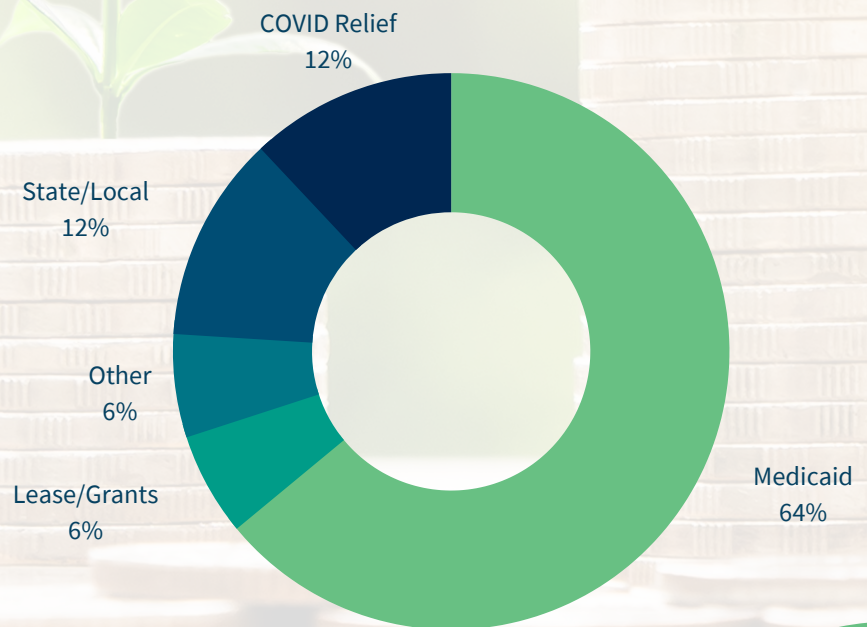
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FY21 FINANCIALS

Expenses \$35,666,300



Revenue \$42,241,403



PLEASE NOTE: The above information represents CRI's FY21 consolidated financials. FY21 financial results reflect one time funding in this fiscal year to address the impact of the pandemic which has occurred over several years. This support was critically needed to support our programs and begin to repair the foundation upon which our programs' future depend.

Donate today!

FY21 IN PHOTOS



To our generous donors,
volunteers, sponsors, &
partners,

thank you!



For more information on CRI's
FY21 Clinical Year in Review,
scan this QR code!

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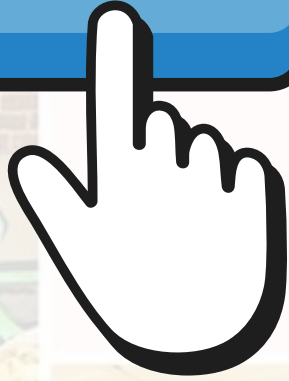
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CONTACT US



CRi

Choice. Respect. independence.

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