

CRi
FY22
ANNUAL REPORT



Fostering choice, respect, & independence in DMV communities since 1975 | mycri.org



ABOUT CRI



Our Mission

CRI is dedicated to providing personalized resources to disadvantaged 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.

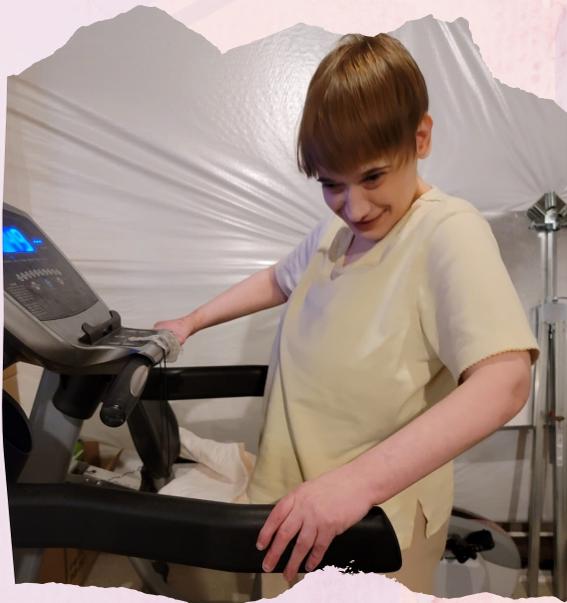
Integrity and Transparency. True to people & families. True to staff. True to ourselves.

Innovation. Boldly taking initiative & advocating to advance lives.

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



CORE SUPPORT SERVICES



Personal Care & Community Support



Skillbuilding



Behavior Support

STAFFING CRISIS AMID COVID

The Increased Need For Support Services Continues



While many citizens are ready to move into a state of normalcy, the field of human services continues to suffer an extreme shortage of staff to provide support to individuals. Prior to the pandemic, direct support professionals (DSPs) were in high demand, & COVID-19 has exacerbated an already high turnover rate of DSPs nationally.

DSPs provide daily support & services to people with mental health needs & developmental disabilities. These responsibilities include assistance with bathing, budgeting, shopping, cooking, cleaning, coaching, & various other tasks necessary for day-to-day living & thriving. These professionals are absolutely essential to organizations like CRi. Did you know community providers receive over 90% of their funding through Medicaid? Additionally, many of the people supported by CRi require 24 hour a day support, 365 days per year for their lifetime.

A recent study led by ANCOR found that due to the DSP workforce crisis:

- 77% of community providers are turning away new referrals
- 58% of community providers are discontinuing programs and services; a 70.6% increase since the beginning of the pandemic
- 84% of community providers are delaying the launch of new programs & services
- 81% of community providers are struggling to achieve quality standards
- The average DSP turnover rate is 44% & DSP vacancy rates have increased by approximately 45% since 2019

These are startling statistics & the daily reality for CRi staff members & those we support. We are working hard to juggle the challenges we face in order to continue to provide support within the community to those who need us most.

Advocates are in the process of seeking legislation to create a standard occupational classification "Recognizing the Roles of Direct Support Professionals Act" which has been introduced in both the House & Senate with bipartisan support & would establish a separate code for direct support professionals as a healthcare support occupation, setting the stage for increased funding to help address this critical workforce crisis.

For more information on how you can advocate on behalf of people with disabilities & the DSPs that support them, please visit <https://www.ancor.org/advocacy>.



NEW IN '22

CRi Welcomes First Executive Vice President & Chief Clinical Officer



In May 2022, CRi appointed Tania Hammock, LCSW, ADS to the newly created position of Executive Vice President & Chief Clinical Officer.

We sat down with Tania to learn more about her prior experience & her goals as she moves forward in her new role. Read on to get to know a little about the newest member of the CRi leadership team.

CRi: Welcome to CRi, Tania! We're so happy you've joined us. Please tell us a little about your professional experience.

Tania: For the past 20 years I've held clinical leadership positions in the State of New York, most recently as the Vice President of Clinical Operations for The Mental Health Association of Westchester, an organization dedicated to promoting mental health through advocacy, community education, & direct services.

CRi: What would you say most intrigued you about pursuing this new position at CRi, & what are you most excited about as you make this new role your own?

Tania: As I was going through the interview process with CRi, I was also beginning a new chapter of life (some may call it a mid-life crisis 😊), so I was elated when the position was offered. I knew that this position would bring me back to my professional "roots" & that was exciting to me. Sometimes the universe has a way of telling us what we need to do & it was giving me a neon sign to accept the position. I am coming up on the first 90 days with CRi, & although there are many things to tackle I am most excited to learn from everyone, grow my skills & knowledge & expand CRi's reach into new facets of behavioral health services.

CRi: What is an Auricular Detoxification Specialist (ADS) & how do you apply this certification in your career?

Tania: I am certified by The National Acupuncture Detoxification Association (NADA) that is nationally recognized in the United States & Canada which provided me the knowledge & skill set to administer auricular acupuncture within specific statutes & regulations that vary by state. Auriculotherapy (auricular acupuncture) applies the principles of acupuncture, (the most common modality of Traditional Chinese Medicine practiced) to specific points on the ear; 5 to be exact. The treatments target a specific malfunctioning organ or systemic illness via the application of needles or ear seeds & tackles a range of health concerns such as chronic pain, migraine, anxiety, insomnia, chemotherapy side effects, weight loss, ADHD symptoms, substance withdrawal or cessation assistance, & vertigo. I have yet to apply it in my administrative career, however, I have applied it to assist individuals in overcoming ailments that have hindered them for years. Many of whom have become symptom-free within a few sessions. I would love to see this technique more widely accepted in common practice, as there is much research proving the success of acupuncture; most specifically with pain management.

CRi: Is there anything else you'd like to share with the CRi community?

Tania: Don't be shy! Come by & say "Hi". I would be happy to attend events you have going on, so send your invites. But mostly, thank you for the opportunity to be here.

We are delighted that Tania made the choice to join Team CRi & we hope you'll have an opportunity to meet her soon!

ALF PROGRAMS LAUNCH NEWSLETTER!



CRI's Mental Health Group Homes Share & Stay Informed

In October of 2022, CRI's Mental Health Group homes launched a newsletter in an effort to share their experiences & inform & engage families & friends.

With highlights including community activities, client contributions, award announcements, advocacy, & general updates, the newsletter has been a hit with both those sharing their stories & those "reading all about it!"



IMPACTFUL PARTNERSHIPS



CRI's Living Independently for Tomorrow (LIFT) program provides outreach & transitional living & support services to help homeless youth or those aging out of foster care between the ages of 17-21. LIFT focuses on obtaining supportive housing, vocational & career skills, life skills preparation, crisis intervention, money management, & counseling.

In July of 2020, Isis, a local young woman, joined the LIFT program at the age of 18. She moved into a LIFT apartment & was excelling at work & within the LIFT program. Isis says "I've learned so much from my caseworker, Jeannette, about adulthood & the responsibilities that come along with being an adult. Jeannette teaches me about money management & how to make good life choices."

About 9 months after moving into her apartment, Isis was continuing on her positive path & was offered an opportunity to move into CRI's first single family home supporting young adults. She jumped at the chance to move into a new home! Unfortunately, shortly after the move, her car began having serious mechanical problems & was no longer a dependable means of transportation. She needed a vehicle to get to work & complete daily tasks of adulthood. A challenge many adults face at some point in their lifetime.

With funds provided by Fairfax County through their Independent Living (IL) funds, the county was able to provide some financial support. However, the amount available wasn't enough to help her purchase a dependable vehicle. Isis' caseworker reached out to her program director to see if there were any funds available through the CRI Foundation to help Isis purchase a car. As luck would have it, a very generous, anonymous donor was able to match the county funds to help Isis buy a 2017 Honda Civic!

Isis remembers the date, March 3, 2022 & she couldn't have been more excited or grateful for this gift. She was thrilled to share that she has named her new ride "Athena" & looks forward to many wonderful years on the road with her. She also wants donors to know that their gifts to CRI can really make a difference in the lives of others when they need it most.

Thank you for sharing your story, Isis! We are confident you are going to soar in life!

so grateful!

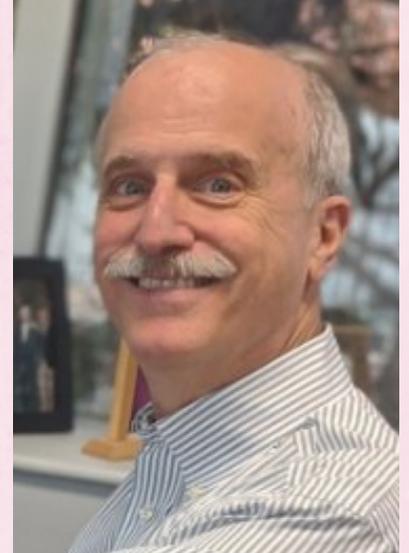
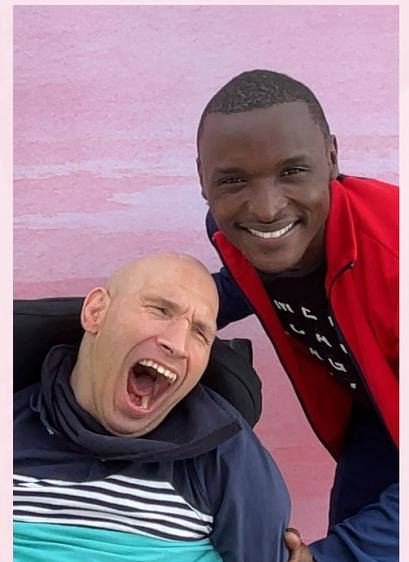
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"I have been inspired by the drive & determination displayed by our staff supporting individuals in CRi programs.

The work they do is necessary, valued, & critical in our communities today & every day. CRi could not deliver on our important mission without their hard work & huge heart for helping others."

~ Arthur Ginsberg, CRi President & CEO

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SUMMERFEST '22



CRi Hosts First In-Person Event Since February 2020!

Like so many others in the community, people supported by CRi have experienced personal challenges that have accompanied quarantining during the COVID-19 pandemic.

Feelings of isolation, anxiety & depression have played a major role in daily lives, from being unable to visit family or attend day programs in an effort to maintain safety protocols. With that in mind, CRi decided that our first official "in-person" community event (since the rise of the pandemic) would be a celebration of community & inclusion by hosting our inaugural SummerFest!

On June 22, 2022, individuals supported by CRi, staff, family, friends, donors & sponsors all gathered in-person to celebrate togetherness - for the first time since early 2020!

The day was filled with music, dancing, games, food, prizes, treats, & most importantly, the opportunity to simply be together in an outdoor & inclusive environment.

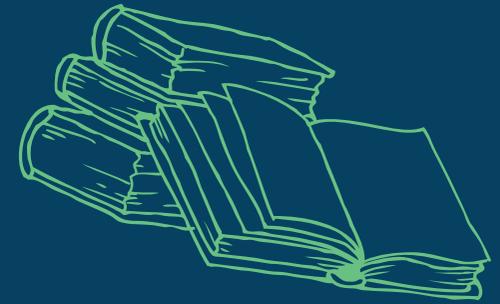
With support from incredibly generous sponsors, ASL interpreters, Fairfax County Fire Department, Fairfax County EMS, Kona Ice, & Glory Days Grill, it was quite the party!

Special thanks to all of our sponsors for their thoughtful support of this new, inclusive annual event, primarily benefiting disadvantaged youth & people with mental health needs & developmental disabilities in our community.

Please save the date of May 20, 2023 & plan to join us in the fun next year!



BRUGGEMAN TUITION ASSISTANCE FUND



Former Board Chair's Legacy Supports Growth & Opportunities for Direct Care Staff

Jack Bruggeman discovered CRi when his sister, who for several decades had resided in the Northern Virginia Training Center (NVTC), was seeking a community-based alternative to institutional living. Although Jack's family was content with her living situation at NVTC, there was a movement in the Commonwealth to transition residents out of such institutions. It was time for Jack's sister to find a new home.

A loving brother, Jack had always maintained a strong, close relationship with his sister, who has multiple physical and intellectual disabilities. His family's ongoing commitment to finding the right level of care for her inspired his lifelong advocacy for individuals like his sister. Jack had long recognized the meaningful impact of direct support caregivers on his sister's wellbeing and became an avid supporter of CRi as his sister moved into one of our residential programs in 2014. Shortly after the move, Jack reached out to CRi's President & CEO & asked about ways he could support our work. In 2015, Jack joined the CRi Board of Directors & served as Chair for several years.

Unfortunately, CRi lost Jack in early 2020, several months after he was diagnosed with brain cancer. His legacy lives on, however, through the Jack Bruggeman Tuition Assistance Fund, which is designed to provide tuition assistance to direct care professionals seeking to expand their knowledge & opportunity for professional growth.

Since the development of the fund in 2020, **17 CRi employees have benefitted from more than \$18K awarded to date in tuition assistance.** Jack's wife, Paula Bruggeman, now a member of the CRi Board herself, is delighted to see the positive impact of this funding on the staff supporting individuals with mental health needs & developmental disabilities.

"I was pleased beyond words when the CRi Board named this employee tuition assistance fund after my late husband Jack. He held the direct care staff of CRi in the highest regard, as do I," Paula said.

"These professionals are like family to the residents they serve day in and day out. I am proud to contribute to this fund in Jack's name, as my way of continuing his advocacy of professional development opportunities for these employees who truly are the lifeblood of CRi."



Jack Bruggeman (left) & Arthur Ginsberg (right)

The Jack Bruggeman Tuition Assistance Fund has helped me a lot, especially during this period when our nation is going through so much. I am a paid student working toward my second master's degree in counseling & it has not been easy. I appreciate the fact that the Fund is in place to support staff in educating themselves so they will continue to be an asset to

*CRi.
~ Mariama*

VOLUNTEERS



Volunteers Helped Individuals to Feel Less Isolated During COVID-19

We are so grateful for the unwavering support of old friends & excited to have met some new friends over the course of the past year.

We experienced both achievements & setbacks, but our volunteer friends stood by us through it all. When we couldn't go into the community, our volunteers brought the community to CRi! We jammed out with some homemade musical instruments from Kids Give Back. We attended virtual plays & concerts thanks to the Fenwick Foundation. CRi individuals also felt the love through hand-decorated baseball caps as holiday gifts.

As COVID restrictions started to lift, we worked hard to establish a "new normal". Rather than be cooped up indoors and isolated, we sought out ways to get out of our homes & re-engage with the community. Some 80's salmon pink walls were updated thanks to Belmont Ward. We learned about classic KonMari decluttering & reorganization with Accenture. Courtesy of our friends at Lennar, we had a brand new kitchen built. We even had a BBQ Field Day with Lord of Life Lutheran Church!

Thank you, volunteers, for sticking with us through thick & thin. We appreciate your grace & compassion more than words can express & we look forward to having more exciting adventures with you!



**\$86K value of
volunteer
service
hours**



**\$48K value of
in-kind
donations**

OUR IMPACT



“
Where does CRI provide services?
 ”

VIRGINIA (76%)

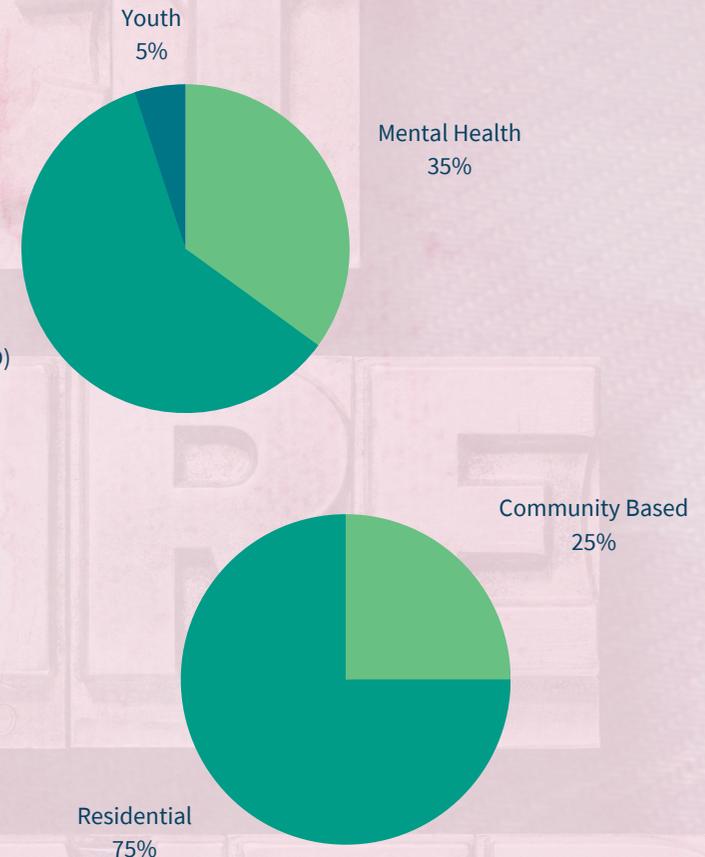
- 41% Fairfax Co.
- 34% Arlington Co.
- 10% Prince William Co.
- 10% Loudoun Co.
- 5% Richmond

MARYLAND (24%)

- 37% Anne Arundel Co.
- 37% Baltimore Co.
- 26% Montgomery Co.

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Of those CRI supports...
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- 59% Identify as Male
- 41% 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
- 47% Identify as White or Caucasian
- 23% Identify as Black or African American
- 5% 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.



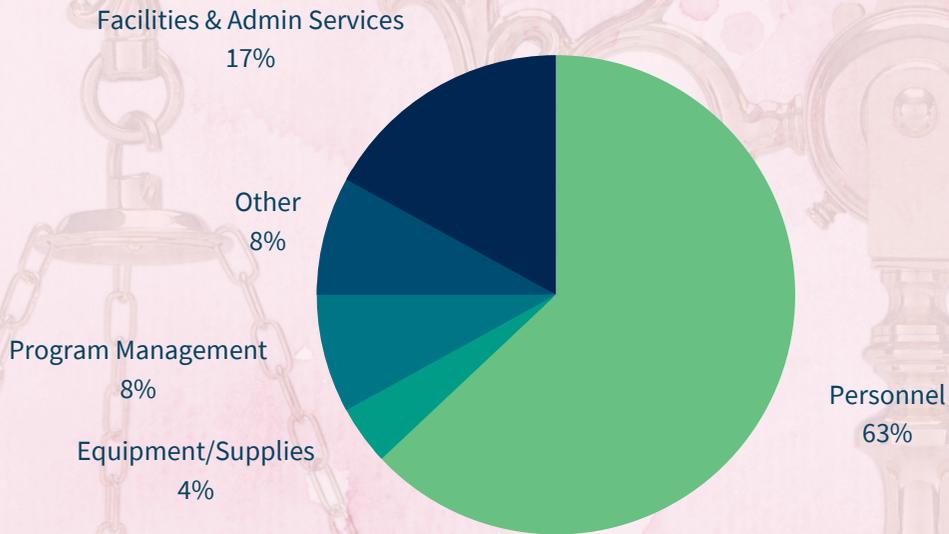
For more information on CRI's FY21 Clinical Year in Review, scan this QR code!

FY22 FINANCIALS

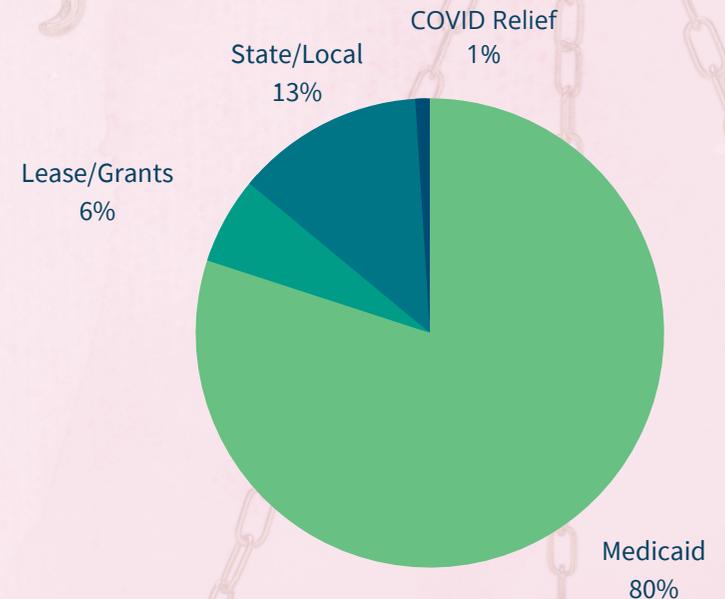
CRI CONSOLIDATED FINANCIALS



Expenses \$37,876,074



Revenue \$36,831,471



FY22 ANCOR LEADERSHIP ACADEMY

Since 2017, the ANCOR Foundation's Leadership Academy has cultivated the next generation of leaders in the field of I/DD services. Over the course of two years, the Foundation provides training, mentoring & networking opportunities to mid-career professionals in cultivating their areas of expertise & thought-leadership to build influence & reputation in the national I/DD community.

In FY22, CRi staff members Terell, Laeticia, & Shanit, were thrilled to learn they had been nominated for & accepted into the Leadership Academy. Throughout their training, program participants will complete 50 units of learning activities. As an added bonus, in April 2022, Terell, Laeticia, & Shanit were also able to attend the 2022 ANCOR Annual Conference held in Miami, Florida!



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

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CRi

Independence
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