

# ANNUAL REPORT 2016



Together... Creating the  
right solution for any need.

[FamilyRes.org](http://FamilyRes.org)



Family Residences and  
Essential Enterprises, Inc.

Reach High | Achieve More

# FREE's CORE VALUES

## **Integrity**

We expect the conduct of all Team Members in the FREE Network to be rooted in transparency, mutual respect, and synergy.

## **Diversity**

We believe in the dignity and worth of all people. We strive to foster an appreciation of, and respect for, the differences among all of us that strengthen the fabric of the FREE Network and enrich the world.

## **Responsiveness**

We strive to meet the needs and dreams of the people we support, Valued Team Members, and the unmet needs of the community.

## **Quality**

We support people to plan, choose, and contribute to their personal outcomes and to live a rewarding life based on individual choices and preferences.

## **Stewardship**

We recognize our responsibility in managing the resources of the FREE Network effectively and efficiently.

## **Innovation**

Together, we find creative solutions to take advantage of opportunities and meet challenges while celebrating our collective accomplishments.

## **Interdependence**

We honor the gifts and talents of our Valued Team Members that empower a collaborative spirit.

## **Mission**

Our mission is to help individuals of all abilities realize their full potential

## **Vision**

Together... Creating the right solution for any need

## **Motto**

Reach High... Achieve More

# A MESSAGE FROM THE CEO AND PRESIDENT

As we reflect on the past year, we are proud to share the many accomplishments we collectively realized in 2016.

First, we were privileged to be awarded the coveted three-year Quality Assurance National Accreditation from The Council on Quality and Leadership (CQL). For more than 40 years, CQL has been a leader in raising the bar for human service organizations and systems to continuously define, measure and improve the quality of life of all people. Organizations that are awarded accreditation by CQL meet a stringent set of criteria and demonstrate an on-going commitment to person-centered excellence. The CQL Person-centered Excellence Accreditation process was an important avenue for all of us to reaffirm our commitment to providing the highest level of services focused on helping individuals with developmental disabilities to participate and succeed in today's society. Further, it served as an opportunity for our team to learn and obtain additional resources to continue to refine and improve the supports and services which allow the individuals we serve to live the lives they want. Additionally, FREE received another three-year Commission on Accreditation of Rehabilitation Facilities International (CARF) accreditation. This honor serves as continued evidence that FREE strives to improve efficiency, fiscal health and service delivery, and creates a foundation for individual satisfaction.

FREE has also celebrated expansions of services to include: Stop the Bounce, Wyandanch Workforce Readiness, Hospital Diversion, housing services – the development of six new homes to support the intellectually disabled and mental health communities – and a robust partnership and launch of the first ever cohort graduate program for our employees co-created with the reputable Stony Brook University.

We are deeply gratified that we continue to receive recognition for our steadfast commitment to providing exceptional services. We look forward to working with all of you to continue to enhance our systems directly related to person-centered services and in empowering the people who receive support from us to make choices in how they live their lives ... where they work, where they live and how they create a community.

Synergistically Yours,



**Robert S. Budd,**  
CEO



**Dr. Christopher  
D. Long,**  
President

A handwritten signature in dark ink that reads "Rob Budd".

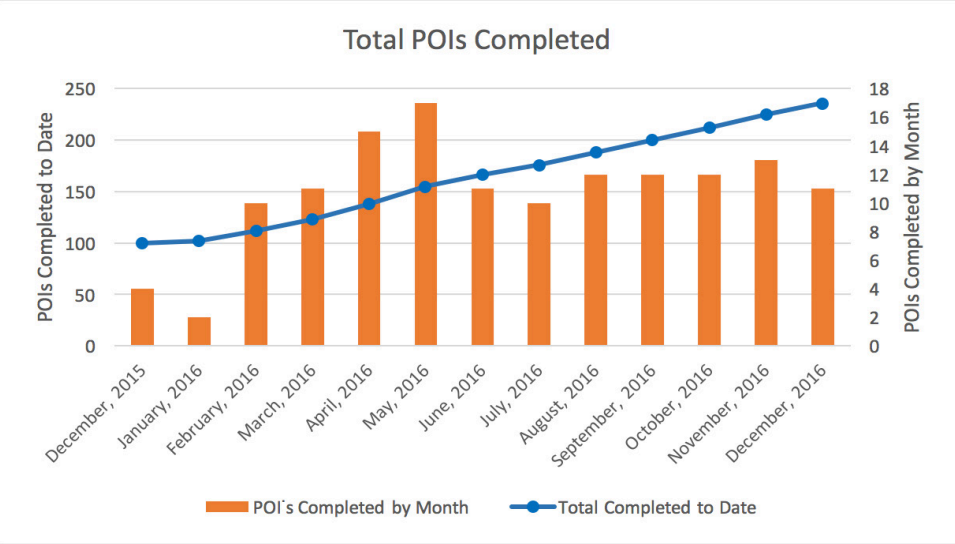
Robert S. Budd, CEO

A handwritten signature in dark ink that reads "Chris D. Long".

Dr. Christopher D. Long, President

# MAINTAIN AND IMPROVE THE QUALITY OF SUPPORTS AND SERVICES

FREE achieved a major milestone in 2016, completing 135 Personal Outcome Interviews (POIs) for the individuals we support, exceeding our established goal of 125 POIs for the year. The information gathered during these interviews is invaluable not only to help the individuals we support to realize their self-identified outcomes, but also to help us evaluate and refine our existing practices as we continue to improve our supports and services throughout the organization.





## Number of People Employed in the FREE Network

 = 50



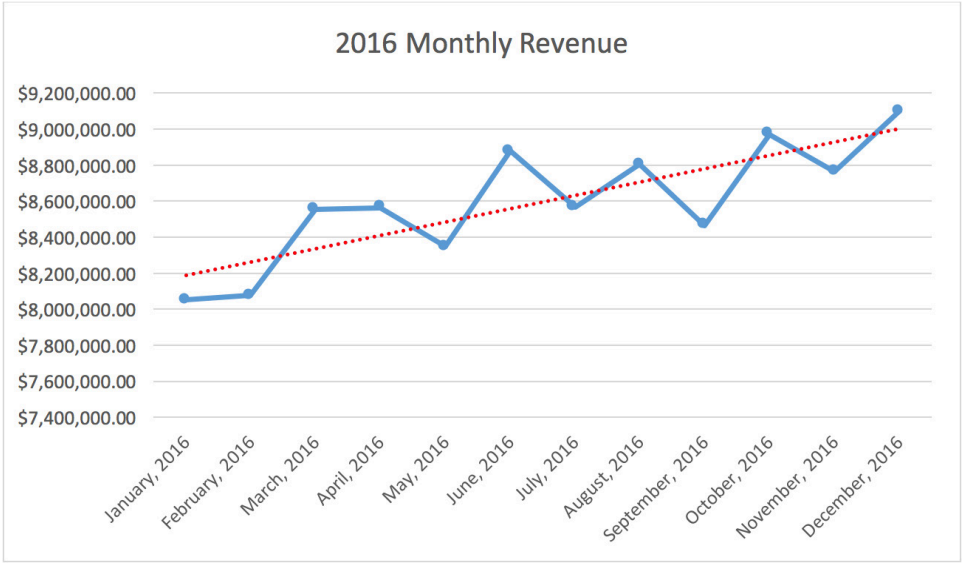
Providing the highest possible quality of supports and services and is FREE's primary purpose and objective. We, as an organization, define quality as providing supports and services in true partnership with the individual receiving them. Quality represents a balance between individual choice and personal protections to enhance the individual's ability to manage their own life decisions. This is achieved by helping the person served to realize his or her personal outcomes, contributing toward a meaningful, productive life of their own choosing while assuring their personal health and safety.



The FREE Network experienced its fourth consecutive year of growth in the number of individuals we support who are gainfully employed, and the largest year-to-year increase to date, with 224 additional people who were gainfully employed in comparison to 2015. We look forward to another year of strong growth in this area in 2017!

# ENSURE FISCAL VIABILITY AND HEALTH

FREE's revenue continued to show strong growth in 2016 – a net increase of approximately 13 percent. While the majority of this increase is from Medicaid or Medicaid related revenue sources, FREE did realize an increase in monthly Non-Medicaid related revenue of more than 8 percent in 2016.







25th Annual Golf Tournament



FREE Was Awarded a \$10,000 Adelpi PACT Grant Sponsored By the Riley Family Foundation



Terry's Café



25th Annual Golf Tournament



Fancy FREE



Fight For Charity

# CREATE OPPORTUNITIES FOR EXPANSION AND GROWTH



The number of services that FREE provided increased by more than 400 in 2016. Each of these represents a service that was provided to a person who wasn't receiving it previously, representing a significant growth in the number of lives that FREE touched in 2016.

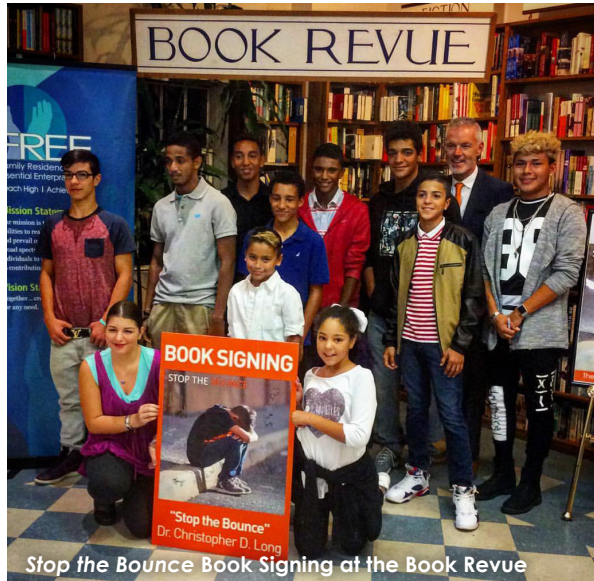
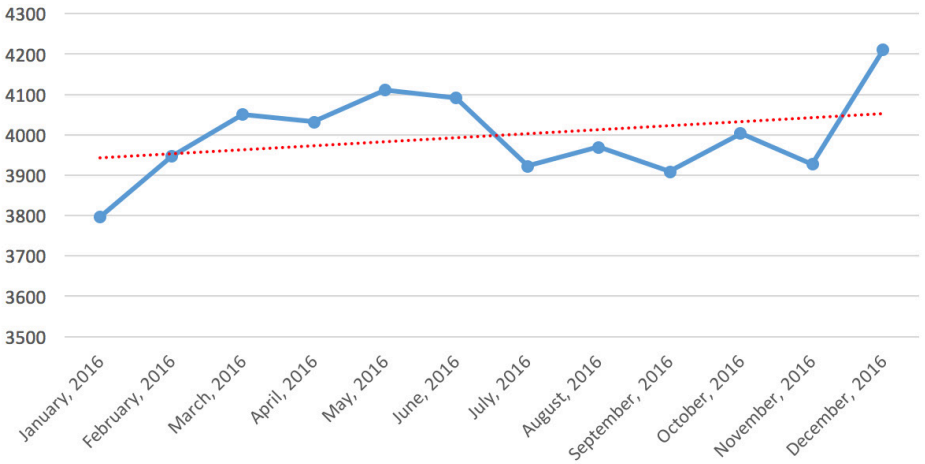
New programs or sites that were opened in 2016 included:

- Three Individualized Residential Alternatives (IRAs) under the Office for People with Developmental Disabilities (OPWDD) serving a total of 12 people
- A Hospital Diversion program to help people avoid unnecessary psychiatric hospital admissions serving a total of 20 people
- Four scattered site supportive housing program under the Office of Mental Health (OMH) serving a total of 10 people
- A Pathways to Employment program to help people realize gainful employment serving a total of 26 people
- A program with the Council of Thought and Action (COTA) to provide support and guidance to at risk youth in the Wyandanch community serving 10 youth per month
- A summer employment program for youth in cooperation with the Suffolk County Department of Labor serving 15 youth
- A Test Assessing Secondary Completion (TASC) preparation program serving 6 people
- A Workforce Development Course in cooperation with Wyandanch High School serving 18 youth
- The Stop the Bounce movement to increase the adoption of foster care children into permanent families serving up to 15 families per month

This summary demonstrates the tremendous breadth and scope of the new supports and services that are being provided by FREE as we constantly explore new ways to meet our mission of helping all people realize their full potential.



# Number of Services Provided



# RE-ENGINEER FREE INTO A LEARNING ORGANIZATION

FREE continues to enhance the learning opportunities available to our Valued Team Members, developing a total of 33 new curricula. In addition, an impressive 85 percent of our Valued Team Members participated in a minimum of 4 voluntary learning opportunities throughout the year, demonstrating their dedication to both professional and personal growth.



Stony Brook  
University



The First Stony Brook University Cohort Graduate Program Was Launched



The FREE Players Perform *Legally Blonde The Musical Jr.*





**First Annual Symposium – Inspiration for a New Generation**



**Top Talent Connection Job Expo**



**Art Therapy Landscape Constructions Exhibit and Awards Ceremony**

# FINANCIAL HIGHLIGHTS

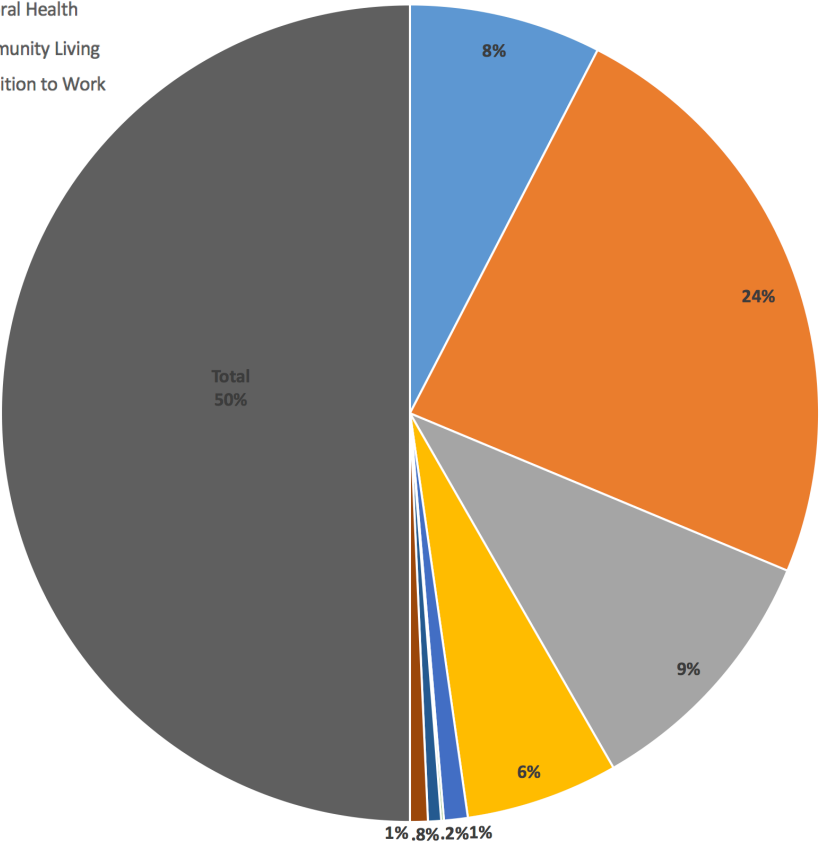
## Revenue

### Supports and Services:

OMH Behavioral Health Services.....	\$15,797,165
OPWDD Community Living Services.....	\$49,350,278
Day and Transition to Work Services.....	\$21,683,873
Community Services and Supports.....	\$12,544,824
Clinic Services.....	\$1,956,739
Youth Services.....	\$217,694
Employment Services.....	\$1,079,678
Other.....	\$1,459,870

**Total.....\$104,090,121**

- OMH Behavioral Health
- OPWDD Community Living
- Day and Transition to Work
- Community
- Clinic
- Youth
- Employment
- Other





# SUPPORTS AND SERVICES

December 2016

Housing.....	Number of People Served
Intermediate Care Facilities (ICF) .....	110
Supervised Individualized Residential Alternatives (IRA) .....	286
Supportive Individualized Residential Alternatives (IRA) .....	39
Mental Health Community Residences.....	79
Mental Health Apartment Treatment.....	46
Mental Health Supported Housing.....	113
Homeless Housing.....	29
Office of Mental Health (OMH) Medicaid Redesign Housing.....	41
<b>Total.....</b>	<b>743</b>

## Respite Services

Residential Respite (free standing/crisis) .....	31
Day Respite.....	153
<b>Total.....</b>	<b>184</b>

## Day Programs

Day Treatment.....	6
Day Habilitation.....	405
Community-Based Day Hab.....	223
Supported Employment.....	134
Personalized Recovery Oriented Services (PROS).....	130
<b>Total.....</b>	<b>898</b>

## Community and Family Services

Medicaid Service Coordination.....	634
Crisis Services.....	408
Community Habilitation.....	88
TBI Waiver Services.....	58
Other Services.....	178
<b>Total.....</b>	<b>1366</b>

# FREE IN THE NEWS

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## Legally Blonde

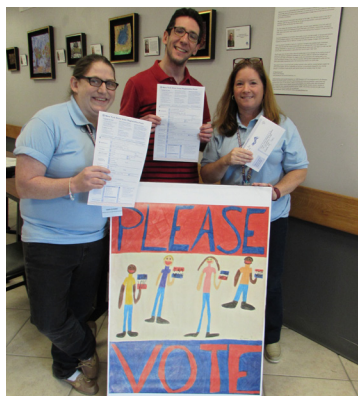
The FREE Players have done it again! The cast of *Legally Blonde* had the audience captivated as

they acted out an adapted version of the popular 2001 film on stage. FiOS1 covered the FREE Players' production of *Legally Blonde The Musical Jr.* at the Bayway Arts Center.

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## Voting Initiatives

In 2016, we were honored to host Keynote Speaker Bob Wolf, CEO and Founder of HOPE, and the League of Women Voters, at FREE's Annual Advocacy and Disability Awareness Conference. Many Individuals took their self-advocacy efforts to the next level by registering to vote at special workshops that were held throughout the year. FREE's strategies to help inform our Individuals about their right to vote was covered by Fox 5, FiOS, WFUV 90.7FM and *Newsday*.



## Affirmative Businesses

Since Terry's Café was approved by the Nassau County Department of Health to cater their food to the general public, the media couldn't seem to get enough! Over the past year, there were segments on ABC, Fox, FiOS1, CBS, News 12, WLNY and in *Long Island Business News*, *Exit 1055* and *GoodEats.com*. Terry's is now offering their wraps at the new Taste NY Long Island Welcome Center. Besides wraps and cookies, you can also purchase quiches from Sharon's kitchen at TRI, or muffins from Rachel and her group at Skills Unlimited, Inc.



## Stop the Bounce

Long Island Business News and FiOS1 Push Pause featured stories on Chris Long's book, *Stop the Bounce*. Stop the Bounce is an initiative to support those in foster care in need of a loving home. The title refers to the "bounce" that many foster care children experience as they go from foster home to foster home without finding permanency. FREE's vision is that Stop the Bounce

will facilitate a reduction in the amount of time children spend in foster care and increase the number of long term stable adoptions.

## Art Therapy

News 12 did a story on Peter B., a FREE artist, and our art program. Peter's art, "Florida," is part of the *Landscape Constructions* collection and was designed as a wine label for LENZ Winery. FREE believes that art therapy provides a powerful means for healing and communication for anyone, but especially for people who find it difficult to express their thoughts and feelings through spoken words alone.



## FREE Players Drum Corps at DCI

The FREE Players Drum Corps will be travelling to the Drum Corps International (DCI) World Championship in August 2018! We are so thankful for all of the support we have already received from media coverage, including FiOS1, and donations. Former Assemblyman Harvey Weisenberg joined the men and women from our Drum Corps for a special performance event to present to them a \$10,000 check toward their trip.



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