ANNUAL REPORT

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

www.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.

Responsiveness

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

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.

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.

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.

Mission

To support people of all abilities to reach their full potential and thrive in their communities.

Vision

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

Motto

Reach High... Achieve More



A message from our CEOs

Family Residences and Essential Enterprises, Inc. (FREE) is a multi-faceted human services organization that proudly provides a diverse array of supports and services to more than 5,500 individuals with intellectual, developmental disabilities, mental illness, substance abuse disorder and traumatic brain injury. It is the mission of FREE to support people of all abilities to reach their full potential and thrive in their communities.

We are proud to lead a multiservice organization that embraces change and is invested in creating new opportunities for those FREE is honored to support. Building on what we have already accomplished, under our co-leadership model, we plan to continue to sharpen our strategic direction, grow and develop our organization, strengthen our partnerships, and build new relationships. We are excited and energized to continue our great work alongside our wildly talented team who truly makes the magic happen every day.

At FREE, we pride ourselves on being thought leaders and continuing to define service excellence. As we reflect on this past year, our work is never done – FREE is constantly in search of new ways to empower, embrace, and enhance our services to provide the best possible outcomes for those we are so privileged to support! We are forever grateful for our incredibly talented team that makes miracles happen every day.

Respectfully,

Robert S. Budd & Dr. Christopher Long



Robert S. Budd

Budd



Dr. Christopher Long

FREE's Annual Advocacy Conference







Doretta Waterman, Self Advocate of the Year

Over 90 participants, including: self- advocates, staff, family and interested members of the community attended FREE's 2023 Annual Advocacy Conference in Old Bethpage on December 6th. Keynote Speaker: Ian Fontanes, an artist & mental health advocate, shared his inspiring story of finding art & purpose. FREE's Speakers Bureau presented on this years theme: Encourage, Embrace, Empower. And a variety of other self-advocates took to the stage and shared their stories and passion for advocacy.



Guiseppa Bianco, Residential Staff Advocate of the Year, (center) with her residential team



John Meisen, Community Staff Advocate of the Year, presenting with Robert Zucchero

Talent Connection Job Expo

This year, we were able to have many vendors that came with a special mission: to hire individuals of all abilities. Participants were able to listen to our keynote speaker, Jim McCann (CEO of 1800 Flowers, and founder of Smile Farms), and guest speakers Assemblywoman Monica Martinez and County Executive Bruce Blakeman. Our Senior CEO & President Robert Budd kicked off the day with positive words for the audience to get them ready and excited for a day of opportunity! We also were able to highlight two of our own employees, who while facing challenges are thriving in their careers. A huge congratulations to Mark and Samantha! Several of our job seekers were offered jobs as a result of the event and family members continue to call daily inquiring about the employment services we offer at FREE. Thank you to all who came and we wish for huge successes moving forward in everyone's job hunt!









Financial Highlights

Supports and Services:

OMH Residential Services

OPWDD Residential and Community Supports

Day Programs

Other Program Services

Total Revenue

Revenue

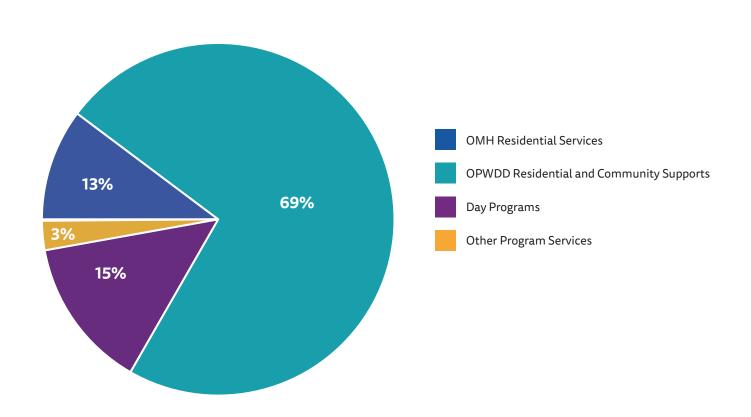
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24,026,814.41

4,994,938.73

\$156,672,304.04

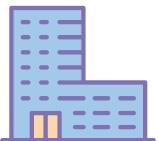


Support & Services

HOUSING

918







YOUTH SERVICES

1388

People Served



389 People Served





DAY SERVICES

1113

People Served

COMMUNITY AND FAMILY SERVICES

1854

People Served



Intellectual / Developmental Disabilities

FREE has continued to focus its efforts on methodically and gradually growing the Organization by leveraging its existing partnerships in the community and amongst our oversight bodies strategically. In addition, teams have also made significant efforts to look internally for services to provide day and residential opportunities to those that may not be accessing the full array of services available to them.

FREE eagerly anticipates a promising future as we actively connect with those we support. In line with our dedication, FREE remains unwavering in our conviction that the wellbeing of the individuals we support should be the paramount principle guiding all our endeavors.



Louis receives an award for his painting as part of the Melting Pot Exhibit, shown at the Patchogue-Medford Library





The FREE Players Performing Matilda at the Bayway Theatre

Renovations & The Re-Opening of Smithtown IRA

The Smithtown IRA opened in 1991 and is home to eleven adults. During the renovation, the residents moved temporarily into two FREE respite houses with their staff members who ensured their programs and services went uninterrupted. During their fourmonth absence from the home, an extensive interior and exterior renovation project ensued including a new kitchen, bathrooms, refreshed bedrooms, and a redesigned living room that better meets their needs. The staff office space was upgraded and the septic system, driveway and landscaping were replaced.





The FREE Players Perform at The Lincoln Center

The FREE Players Drum and Bugle Corps took bloom and put on an exhilarating performance at Lincoln Center's Big Umbrella Day on July 1st, 2023. With both drums, dancers, and flags, the FREE Players placed smiles on every single person in the audience. It was so wonderful to see the support they had gotten!

PreVocational Services Launch at FREE Brentwood

FREE was funded to create services for Office Skills Training, Custodial Training and Pre-Vocational services. Our 10-week training program prepares people for a career by working on clerical skills, job skills, interviewing, resume writing, team building skills, community relationships, and how to dress for success.



Behavioral Health

FREE has been providing Behavioral Health services to individuals for over forty-five years. FREE has vast experience working with individuals with serious and persistent mental illness (SMI) and legal/forensic backgrounds; those with SMI and co-occurring disorders of substance abuse and those with SMI and Developmental Disabilities. In serving these individuals over the years FREE has developed strong and long-lasting professional partnerships with a multitude of providers. FREE is committed to providing housing and support services to all individuals with SMI and has not excluded those individuals with co-occurring disorders.

This past year, we are thrilled to share our OMH Sunrise Crisis Respite Program opened. This program follows a Residential Crisis Support model, for those 18 years and older, that provides individuals with concentrated short-term interventions when experiencing psychiatric crisis in order to avert or delay the need for emergency room stabilization or acute psychiatric inpatient hospitalization. This program is designed to stabilize and transition individuals back into the community.

Furthermore, we are thrilled to have expanded our mental health services to children, further allowing children to get the support they need.



lan speaking on his mental health journey at the Annual Advocacy Conference



Tyler advocating on behalf of FREE at the Long Island SANYS Conference





Children's Services Expansion at Oakdale

The mental health outpatient program is a free standing entity that is open to the public offering initial screening services, psychiatric evaluations, medication therapy, psychotherapy, family therapy, consumer advocacy, psycho-education, information, treatment planning, and referral



OMH Crisis Respite Support Program Officially Opened

We celebrated the opening of our latest community support program, Sunrise Crisis! The Residence is a home like setting where up to six individuals experiencing a mental health crisis can receive essential services during a 28 day stay. Individuals have access to the 24-hour team of staff which includes a Community Support Specialist (CSS), a Peer Support Specialist and a Certified Alcoholism and Substance Abuse Counselor (CASAC).

Look Around, Look Within Mental Health Awareness Event

We celebrated Mental Health Awareness Month with art, music and a bit of advocacy at FREE Old Bethpage. The event featured artwork by FREE's artists, guest speakers sharing their experience, and Mental Health Advocacy Education.



Traumatic Brain Injury

The Traumatic Brain Injury (TBI) waiver philosophy is to provide complete freedom of choice. In order to continue to work toward its mission the Structured Day Program's focus is to build skills that are important to maintain a competitive employment or volunteer job in the community. We are thrilled the TBI Structured Day Program has expanded the number of people supported and increased opportunities out in the community.

Individuals in our TBI program build important skills which includes communication skills and the best way to approach a customer; focus and attention to the task; and appearance. We structure our day to complete individual work upon arrival and then we engage in a group activity that focuses on a topic or skill for job readiness. The day concludes with either individual work or group activity of their choice. The group likes to also schedule special outings to engage in the community, such as museum, shopping, or simply walking in the park.

This process leads to personal empowerment, increased independence, greater community inclusion, self-reliance and meaningful productive activities. We look forward to further expanding in the coming year.



Angelo Featured in Season 2 of See Us, Hear Us

Angelo is a TBI survivor due to an arterial vein malformation. Angelo shared his story of recovery and how the services he received helped him achieve his goal of walking without a cane.

Office of Addiction Services and Supports





Photos from the Ribbon Cutting Event at our Oakdale Location

FREE is officially an OASAS provider! This marks a significant milestone for FREE, we have been persistently pursuing an official OASAS certification for many years in an effort to broaden and better integrate our services to those with substance use/addiction disorders. This new integrated service allows FREE the opportunity to deliver highly individualized, person-centered, comprehensive care to improve the lives of those we currently support and to engage people who are beginning their recovery journey.

FREE will work closely with the OASAS Regional team, FREE's clinical experts, Office of Mental Health and other government partners to design a comprehensive system of addiction services for prevention, treatment, harm reduction and recovery.

Our On Demand Narcan Training Program teaches techniques to save the life of a loved one, friend, co-worker, neighbor or anyone who is experiencing an overdose caused by prescription narcotics or heroin. Our 30 minute training session provides the lifesaving, easy to use Naloxone (Narcan) as well as additional information needed to save a life.

FREE Happenings

FREE Selected to Become an E-Badge Academy

FREE is one of 17 organizations representing New York selected to be an E-Badge Academy. Through the National Alliance for Direct Support Professionals (NADSP) with OPWDD, provide human service organizations with the opportunity for their employees to pursue NADSP Certification through the NADSP E-Badge Academy.





Launch of Quality Resource Network, Inc.

Quality Resource Network, Inc. will bring together the resources and expertise of three of Long Island's premier human services agencies – Family Residences and Essential Enterprises (FREE), Developmental Disabilities Institute (DDI), and Life's WORC (WORC). This partnership was formed to identify synergistic opportunities and achieve efficiencies of scale to improve outcomes for people supported by all three agencies, while at the same time enhancing the work experience for all of our team members.

The FREE Players Present: Matilda

On June 9th and 10th, the FREE Players put on a spectacular performance of Roald Dahl's Matilda: The Musical. The actors and actresses performed to a full house both nights! Each and every performer had put in months of hard work and practice, and it sure showed on stage.





Angel Athenas Inducted in the Suffolk Sports Hall of Fame

The 2023 Suffolk Sports Hall of Fame induction class was honored on May 18, 2023 at East Wind in Wading River, N.Y. and included our Angel Athenas! Angel was honored for her commitment to Powerlifting including winning 4 gold medals at the Special Olympics World Games 2019. Congratulations Angel!

FREE Named as One of Long Island's Top Workplaces

FREE has been named a 2023 Top Long Island Workplace in the Long Island Press! We also achieved this honor in 2018. We are forever grateful to our incredibly talented staff that make miracles happen everyday!







FREE's Advocacy Podcast See Us, Hear Us – Season 2 Premieres

The second season of See Us, Hear Us premiered in August with our first episode featuring Samantha, an employee at FREE who suffered a traumatic brain injury and her story of recovery. Season 2 featured new guests and stories that highlight the agency as well as other issues in the communities we serve.

Mary Accatino

Titanya Adams

Donna Ades

Peter Afanasewicz

Mary Akhuemokhan

Joseph & Alexa Alessi

Joseph & Linda Amadeo

Carlo Amato

Kimberly Ambrose

Margaret Anderson

Ansen Home Improvement

Barbara Aquino

Jordann Arza

Geralyn Athenas

Mykeisha Austin

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Stanley & Ilyne Baum

Doreen Baxter

Treanah Bazelais

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Davina Bell

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Drew Bernstein CPA

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John Best

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Robert Blackwood

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Laurie Bonomo

Stacey Bosworth

Sandra Bourjolly

Dashadion Branch

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Gail Breslin

Christopher Brewster

Rebecca Brown

Bryant & Cooper Steak House

Francine Buchheim

Bob Buchmann

Robert Budd

Beverly Burke

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Ashley Cambro

Tiffany Cameron

Diane Cammarata

Campbell Cassetta Architects

PC

Cecilia Cardinal

Nicole Carson

Cynthia Carter

Lorraine Carter-Dinkins

Rosalie Carven

Michael Cascio

mender cabero

Kesia Castro

Richard & Linda Catucci

Michael Cavallaro

Donna Celardo

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Central Business Systems

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Cerini & Associates

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Barry Chin

Hacer Cinar

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Donald & Barbara Codignotto

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Nancy Cohen

Matt Collins

Sharon Collins

Erick Colon

Vincent and Michelle Cona

Joseph & Lisa Consolo

Angella Conteh

Maureen Coogan

Jose Cornelio

Alexa Costas

Trasuan Credle

Ashleigh Cruz

Joseph Cuevas

Christine Cummins

Askena Curry

Ralph Cussetta

Robert Cussetta

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Christina Daly

Julius Daniel

Bailey Danielle

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Ruiz David

Katherine Davis

Tammy Davis

Deborah Davis

Jeanne Debaun

Ann Defilippo

Pilar Delgado

Claire Delgaudio

Geraldine Delprete

James & Nancy DeMartinis

Susan Denike

Derby Floors

Naomi Desire

Lawanna Desisso

Brooke Deslouches

Andy Desrosiers

June Deteskey

Lisa & Victor DiBella

Donald & Susan Dickinson

Rose & John Dionisio

Tiffane Dixon

Maria & Jerry Doherty

Rashree Doodnauth

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Thomas Ingrassia

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Sheila Kutner

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Laura Laino

Antoine Lambert

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Patricia Larocca

Arthur & Michele Larocca

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Tynan Lawson

Michael Leahy

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Dale Lerner

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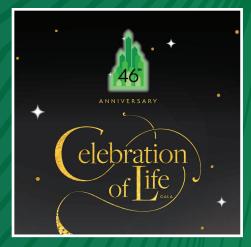
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