



2024

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 dynamic human services organization dedicated to providing a broad range of support and services to more than 5,500 individuals with intellectual and developmental disabilities, mental illness, substance use disorders, and traumatic brain injuries. Our mission is to support individuals of all abilities to reach their full potential and thrive in their communities.

As leaders of this multi-service organization, we take great pride in our commitment to embracing change and creating new opportunities for the individuals we are privileged to support. Building on our past successes, we remain focused on refining our strategic vision, expanding our services, strengthening partnerships, and fostering new relationships. With the co-leadership model guiding our efforts, we are energized and excited to continue advancing our mission, alongside a deeply talented team that brings our vision to life every day.

At FREE, we understand that collaboration is key. We are always working together, sharing expertise across different agencies, which has been fundamental to the success of our FREE partnerships. This collaborative spirit has allowed us to expand into other states, increasing our impact and serving communities across the country.

As we expand geographically, we are also enhancing the ways we serve, staying mindful of the diverse communities we support and continuously adapting our services to meet their evolving needs.

As we look back on the past year, we know that our work is far from over. Every day, we are searching for new ways to empower, support, and improve the lives of those we serve. And we do this with deep gratitude for the dedicated individuals on our team, whose passion and commitment make a real difference in the lives of so many.

Together, we are building a brighter future for all those we are honored to support.



Robert S. Budd

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



Dr. Christopher Long

A handwritten signature in black ink that reads "Chris Long".

Respectfully,

Robert S. Budd and Dr. Christopher Long

FREE'S 2024 ADVOCACY CONFERENCE



The Advocacy Conference was a remarkable success, thanks to the collective efforts of everyone involved. From meticulous planning to seamless execution, every aspect of the event was a testament to teamwork and dedication.

This year's conference saw an impressive turnout, with over 180 attendees, including vendors, speakers, volunteers, and performers. The event featured highlights such as exceptional catering by FREE's Café, dynamic performances by the Drum Corps and FREE Players.

Special recognition goes to the Advocacy Conference Committee, including 16 individuals and 8 staff members, with a heartfelt thanks to Michelle Smith-Tripaldi for her leadership as our volunteer organizer.

Congratulations to this year's honorees:

Staff Advocates of the Year: **Vanessa Kern** (Residential Staff Advocate) and **Sue Regan** (Day Services Staff Advocate), celebrated for their extraordinary commitment to advocating for the people we serve.

Self-Advocates of the Year: **Robert Zucchero** (Rising Star Award, PWW-Oakdale Allstars Advocacy Group) and **Angelo Gutierrez** (2024 Self-Advocate of the Year, Speaker's Bureau), recognized for their inspiring contributions and achievements.

As we reflect on this milestone event, plans for next year are already underway, with excitement for even greater possibilities—perhaps in a larger venue to accommodate continued growth.

Thank you again to everyone who made this year's conference unforgettable!



The Talent Connection Job Expo

We enjoyed a fantastic day at the Talent Connection Job Expo, presented by Family Residences and Essential Enterprises, Inc. (FREE), ACLD, the Town of Oyster Bay, the New York State Department of Labor, and NYS Department of Education (ACCES-VR). Our FREE Players Drum Corps and Color Guard kicked off the event with a stirring rendition of the Star-Spangled Banner.

We were privileged to have Legislator Rose Marie Walker and Keynote Speaker Ken Kunken share inspiring messages during our program. Additionally, Jessica Spitz and Brett Thorschmidt from FREE were honored with Top Star Employee Awards for their outstanding contributions.

Job seekers with intellectual and developmental disabilities had the opportunity to connect with over 40 exhibitors, explore diverse employment options, and build meaningful relationships within the Long Island community.

Special thanks to the Town of Oyster Bay for hosting The Talent Connection Job Expo and providing the venue for such an incredible event! A heartfelt thank you to everyone who helped make this day a success!



Financial Highlights

Supports and Services:

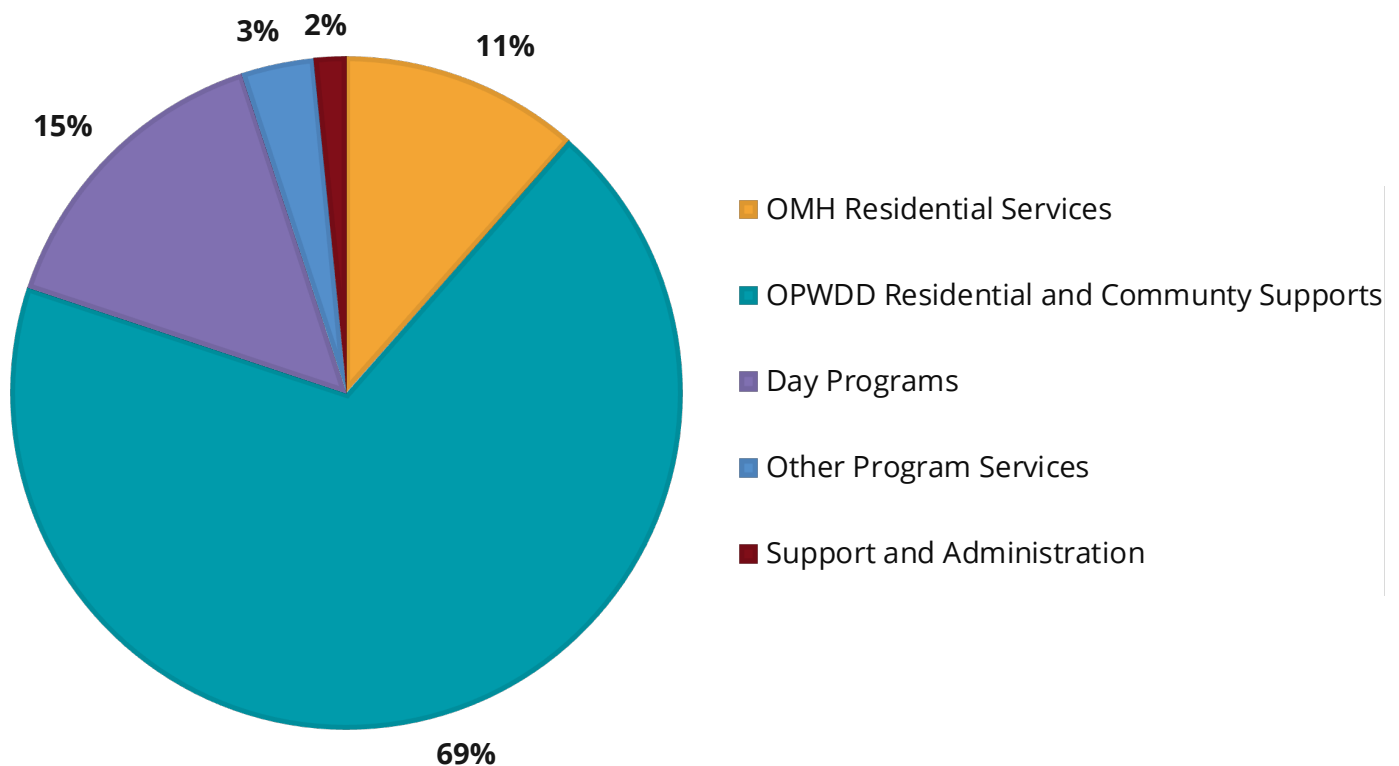
OMH Residential Services
OPWDD Residential and Community Supports
Day Programs
Other Program Services
Support and Administration

Revenue

19,156,858.87
114,356,160.45
24,788,550.59
5,845,264.21
2,552,671.84

Total Revenue

\$166,699,505.96



Support & Services

HOUSING

924

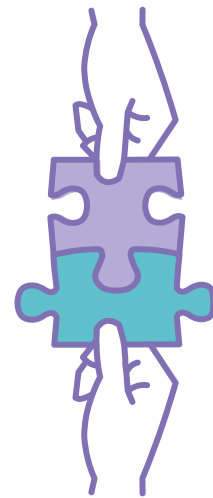
People Served



YOUTH SERVICES

231

People Served



RESPIRE SERVICES

411

People Served



DAY SERVICES

1007

People Served



COMMUNITY AND FAMILY SERVICES

1996

People Served



Intellectual and Developmental Disabilities

FREE is proud to share the progress we've made as we continue to grow and thrive. By strengthening our partnerships within the community and collaborating closely with our oversight bodies, we are paving the way for strategic and impactful expansion.

Our dedicated teams have been exploring innovative ways to enhance our services. From day programs to residential opportunities, we are committed to expanding access and ensuring everyone can benefit from the full range of support we offer.

Looking ahead, our enthusiasm is unwavering. We remain deeply committed to connecting meaningfully with the people we serve and staying true to our core belief: their well-being is, and will always be, at the center of everything we do.



Artists receive certificates at the LENZ Winery for their participation in the Metamorphosis Exhibit



The FREE Players Performing "All Shook Up"

Dancing Through True Colors with Dance Workshop of Deer Park

The FREE Dancers proudly presented Dancing Through True Colors on Friday, April 12, at Candlewood Middle School in Dix Hills. This inspiring event marked FREE's second annual integrated dance recital, showcasing a collaboration between developmentally disabled dancers and dance students aged 10-18 from the Dance Workshop of Deer Park. The dedication and hard work of the performers culminated in a memorable and heartfelt showcase that celebrated inclusivity, creativity, and the power of dance to unite communities.



PWW Services Make A Return to Oakdale after Renovations

In January of 2024, we were able to welcome back our Program Without Walls (PWW) groups to our Oakdale location. After making significant interior renovations, our groups were thrilled to be back and participate in cooking and hygiene classes! These renovations helped to make the space more welcoming and hospitable for group activities, classes, and providing services.

Food Pantry Volunteers from FREE Help Support Our Community

Throughout the year, FREE's PWW and Pre-Vocational groups have been volunteering at our food pantry at FREE's Brentwood location. Each day they have been collecting donations from Island Harvest, stocking the shelves, and serving customers. Thank you to all of the staff and volunteers who came together to help others in need!



Pre-Vocational Services Car Wash Fundraiser at FREE Oakdale

Our Community Pre-Vocational program had a fantastic experience hosting a car wash, where participants honed their customer service and money management skills. They were busy washing over 35 cars, and the funds they raised not only covered lunch for the day but also supported their Pre-Vocational programming!

Behavioral Health Services

FREE is dedicated to delivering Behavioral Health services to individuals in need. With extensive experience supporting those living with serious and persistent mental illness (SMI), including individuals with legal or forensic backgrounds, co-occurring substance use disorders, and developmental disabilities, FREE has built a reputation for compassionate and comprehensive care. Over the decades, we have cultivated strong, enduring partnerships with a wide range of providers to enhance our services. FREE remains steadfast in its commitment to offering housing and support to individuals with SMI, embracing those with cooccurring disorders as part of our inclusive mission. FREE Inc. currently operates an Article 31 Integrated Program and Article 32 Outpatient Program, allowing all referrals that need substance use services to be referred directly to our Clinic in Oakdale, NY. In the last year, FREE has increased the Integrated Program census to 102 clients allowing innovative types of care to those that are dual diagnosed with substance use disorders. Our Outpatient Programs makes information available in English and Spanish.

FREE offers extensive outpatient programming through the Office of Mental Health. Our Personalized Recovery Oriented Services Program serves adults aged 18 and over and is primarily group-based therapy with individual and group counseling. Service provisions are available in all different areas including Wellness Self-Management (coping with stress, coping with anxiety, art therapy), Basic Living Skills (budgeting, communication skills), Employment Related Skills, and Community integration.



Ian presenting his artwork at the "Look Around, Look Within" Advocacy Event at FREE Bethpage

FREE operates Community Oriented Recovery and Empowerment Programming to those who seek more individually based mental health services who don't prefer working in group settings. Our CORE Program has reached over 102 people this year alone, providing services to those clients within their homes and communities with severe and persistent mental illness.

The Children's Mental Health Clinic has significantly expanded its census, having served 83 children this year. The clinic has also broadened its service offerings to include group therapy sessions for both families and children, art therapy sessions and medication management along with new Saturday appointment availability.

Wyandanch School District Satellite Site and Clinical Support

The Children's Mental Health Satellite Site launched in Quarter 4, providing essential services to the Wyandanch School District two days per week, five hours each day. In addition, a \$25,000 Department of Justice grant was secured to enhance clinical support for children in Wyandanch, enabling the creation of after-school therapeutic social skills programs running eight hours per week.



Terry's Place PROS Receives \$15,000 Grant from Senator Thomas

Terry's Place PROS continues to implement the Individualized Placement and Support Employment Service provision. All participants received new clothing for upcoming job interviews and employment opportunities from a Department of Justice Grant for \$15,000 from New York State Senator Kevin Thomas.

Partnership with Nassau BOCES and Nassau Community College

Terry's Place PROS began a partnership with Nassau BOCES and Nassau Community College to provide services to the graduating class of 2024 and for future BOCES graduates. The outreach efforts and improved efficiencies resulted in a 36% increase in revenue.



Article 31 Clinic Expansion

During the 1st quarter of 2024, the Community Services Division implemented targeted initiatives to improve service delivery, census, and to optimize revenue. The Article 31 clinic improved efficiencies in caseload size, intakes, and appointments. Throughout the year the clinic supported 1,081 people.

Traumatic Brain Injury (TBI)

The Traumatic Brain Injury (TBI) waiver program is grounded in the philosophy of providing individuals with complete freedom of choice. To advance its mission, the Structured Day Program focuses on building essential skills for maintaining competitive employment or volunteer roles within the community. We are excited to share that the TBI Structured Day Program has successfully expanded its reach, supporting more individuals and creating increased opportunities for community engagement.

Participants in the program develop vital skills, such as effective communication, customer interaction, task focus, attention to detail, and professional appearance. The structured day begins with individual work upon arrival, followed by group activities centered on job readiness topics or skill-building. The day concludes with either additional individual work or a group activity chosen by the participants. Additionally, the group enjoys organizing special outings to connect with the community, such as visiting museums, shopping, or taking a relaxing walk in the park.

This holistic approach fosters personal empowerment, greater independence, meaningful community inclusion, self-reliance, and productive engagement. We are excited to continue expanding our program in the coming year to support even more individuals on their journey toward growth and fulfillment.



Grant from New York State Assemblyman Chuck Lavine

Assemblyman Charles Lavine stopped by FREE Bethpage to deliver a grant to support our organization! In addition to meeting some of the dedicated staff and administrators, Charles enjoyed sharing a few laughs with some of the individuals!



Angelo Gutierrez Awarded Advocate of The Year

Congratulations on receiving the Advocate of the Year award! Your dedication and passion for driving meaningful change inspired so many, and this recognition is a testament to your incredible impact.

Addiction Services and Supports



Silent Killers: Fentanyl and Xylazine Community Event

On March 26, 2024, The Success Integrated Outpatient Program hosted their first community awareness event "Silent Killers: The Danger of Fentanyl and Xylazine" with guest speaker Suffolk County Assistant District Attorney, Nicole Felice.



FREE Becomes Official Provider of Offending Driver Program

The Offender Driving Program received approval from the Office of Addiction Services and Supports (OASAS), and FREE is now officially recognized by the DMV as a certified provider for assessments and clinical services for mandated individuals.

FREE Inc.'s Substance Use Disorder Program is expanding significantly, with efforts to introduce specialized groups for co-occurring and addiction disorders. Recruitment has been enhanced by revamping salaries for Credentialed Alcoholism and Substance Abuse Counselors (CASACs), and the program partnered with the Suffolk County District Attorney's Office to present on emerging drug trends. A CASAC has been on-boarded to manage a caseload of 33 clients, while a grant-funded Service Coordinator now supports 31 individuals. Additionally, the Offender Driving Program received approval from the Office of Addiction Services and Supports (OASAS) and is now DMV-certified for mandated assessments and clinical services. These developments underscore FREE Inc.'s commitment to addressing substance use and mental health needs in the community.

An OMH Housing and Clinic Collaboration group was established to further support those that live within FREE's OMH Housing Programs. This group targets those with a dual diagnosis (MI & SUD) that are not receiving clinical services in an effort to treat their substance use. Certified Homes have been identified as having frequent and active users and group curriculum has been developed for the Integrated Outpatient Services (IOS) to provide services on-site in their homes. This action, curriculum and collaboration was established and created to expand service provision and increase census at the SUD Clinic.

FREE Happenings

FREEz Navidad!

FREEz Navidad – A Holiday Market Experience was a huge success, featuring the premiere of Christmas Spirit: A Christmas Carol Story, an original musical by Brendan Higgins! The live performance captivated a full house, and we're beyond inspired by the incredible talent on display. Huge thank you to everyone who worked on this amazing event!



FREE Wins SANYS Agency of The Year!

FREE is honored to be named Agency of the Year at the SANYS Statewide Conference! FREE's Speakers Bureau and Prideability hosted workshops and presentations at the event, drawing full rooms of self-advocates eager to learn and connect with others.

OPWDD Commissioner Visits FREE Bethpage

It was an honor to welcome OPWDD Acting Commissioner Willow Baer and her team to FREE's Old Bethpage Headquarters! The day kicked off with an incredible tour of our facility, featuring an unforgettable performance by our Drum Corps and Color Guard. We're excited to continue working together to strengthen our community!



Prideability Marches at Huntington Pride!

Thank you to all who came to Huntington Pride on June 9th! We had an amazing turnout and a huge show of support for PRIDE!



FREE at Awesome with Autism

FREE's Clinical team presented at this annual training event at Nassau County Community College on Autism Spectrum Disorder and Developmental Disabilities. FREE team members met with members of the community to share resources and information about FREE's services.

SANYS-U Graduation

On August 1st, FREE was elated to celebrate the newest graduating class of SANYS-U! Our graduates presented their projects displaying what advocacy means to them. Parents, supporters, and SANYS were all present for the ceremony, awarding each graduate their diploma to a room full of applause.



FREE in Albany at the NYDA Rally

The FREE Advocacy Group and our amazing team joined forces with NYDA at the Capitol in Albany, rallying for critical investments in the 2025-26 New York State Budget. Together, we can make a difference!

A-NIGHT-AT THE-RANCH

Thank you to everyone who came out to A Night At The Ranch! The event was an outstanding success, and it simply wouldn't have been possible without your unwavering support and dedication. Saddle Rock Ranch is a truly special place, and we are deeply grateful that we had the opportunity to share its beauty with the FREE community.



Donor Spotlight

Lee Savinetti & Janet Hummel

A huge thank you to Janet and Lee for their incredibly generous gift! Lee's story is nothing short of inspiring—44 years ago, he was shot twice in the face during a robbery he has no memory of. Despite facing countless challenges, including years of doctor visits and struggles to rebuild his life, Lee has never given up. For over 10 years, he's worked for FREE to support others, because he knows firsthand the importance of community and assistance after a traumatic brain injury.

This donation is Lee's way of giving back to the organization that has helped so many, including him. It's a beautiful reminder of the incredible impact FREE has had on so many lives.



Thank You to the Neuman Family

A heartfelt THANK YOU to the Neuman family for sharing your incredible daughter, Sara, with us. Her light, warmth, and spirit will always be remembered, and she will forever be a cherished part of the FREE Family! We are also deeply grateful for the generous donations made to our theater program in Sara's memory. These contributions will make a lasting impact, helping us provide even more opportunities and skill-building experiences for our program members. Thank you for helping us honor her legacy in such a meaningful way.

How You Can Help Create a Legacy!

Ensure Fiscal Viability and Health

We need your support to further our mission. Please consider a gift through your Will (estate plan) or by gifting stock, mutual funds, retirement plan assets, life insurance or real estate. Your tax advantaged gift will go a long way in creating a legacy. For more information, please call the Office of Development and Mission Advancement at 516-870-7036.

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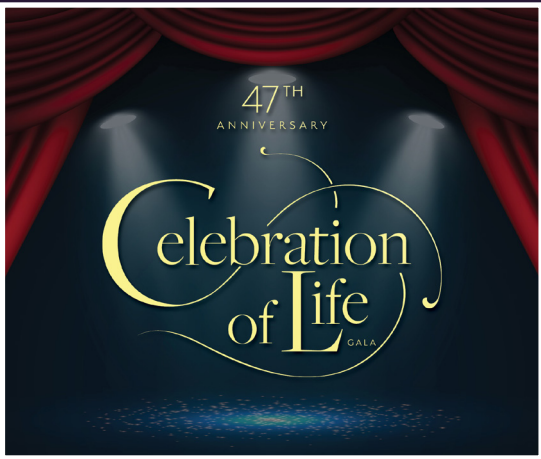
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