

2014 ANNUAL REPORT



INTEGRITY HOUSE



LEADERSHIP

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Our Mission

Integrity House is committed to helping individuals and families through an effective and measurable system of comprehensive therapeutic community addictions treatment and recovery support in a way that brings about positive, long-term lifestyle change.

"I am grateful for the opportunity to be given another chance at life. I am thankful to the staff and my peers for being patient with me. I'm thankful for each and everyday being clean and sober."

Jason, 17 - Middlesex

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Reclaiming lives, the heart of the 47-year mission of Integrity House, requires steadfast commitment to maintaining top-flight programs individualized to meet the complex needs of each client. As the largest substance abuse treatment agency funded by the State of New Jersey, Integrity's core services continue to target addiction one client at a time. This Integrity House Annual Report provides a look back at 2014 and includes our Strategic Plan for 2013-16.

Integrity House, founded in 1968 in the Lincoln Park area of Newark, offers a holistic, multi-disciplinary approach to treatment for clients from all 21 New Jersey counties. Guided by an informed and intensely committed Board of Trustees, leadership and staff serve almost 2,400 clients a year who enter our programs to re-build their lives. A range of services is provided on three campuses with 17 buildings in Essex and Hudson counties.

Recent expansion assures the full continuum of care at Integrity House ranging from residential to outpatient to offsite services in Hudson County and Jersey City. We opened a new 18 bed recovery house for women in July of 2014 and a licensed outpatient program in Jersey City in September, 2014.

Our staff of 280 deeply committed professionals and the cutover to a new, state-of-the-art electronic health records system, IRIS (Integrity Records Information System), puts Integrity House on the technological cutting edge as a premier provider of substance use treatment and related mental health services.

Integrity's Board of Trustees leads with expertise and generosity, ever focused on our core mission. Our administration and staff dedicate themselves with persistent professionalism, ever attentive to client goals and needs. Community partners, volunteers and supporters inspire and affirm our belief that reclaiming and enriching human lives is a worthy goal that we can achieve only by working together.

As representatives of Integrity House and its Board of Trustees, we are honored to serve and submit this Annual Report for your review.

Robert J. Budsock
President & CEO

Geoffrey S. Perselay, Esq.
Chairman, Board of Trustees



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President & CEO



Geoffrey S. Perselay, Esq.
Chairman, Board of Trustees

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Integrity House in Secaucus partnered with the Rutgers Master Gardeners to create a garden.

"I am so grateful for my time spent in Integrity House. I was bitter and resentful upon entering, but after being there, I learned how to truly value my life that I was given and live it well. If it was not for Integrity House I would not have the self-worth or confidence that I have now which has gotten me to where I am today!"

Chelsea, 29 - Egg Harbor

SETTING GOALS

Integrity House Three Year Strategic Plan

Integrity House places a strong emphasis on strategic planning to guide the agency's overall direction. Integrity has completed three successive five year plans. The 2013-2016 plan has a three year horizon to accommodate our rapidly changing operating environment. The areas of focus are:

Strategic Goal 1: To intensify preparation for healthcare reform through expanded screening and outpatient services, increased Medicaid proficiency, improved billing and programming, and implementing client marketing processes.

Strategic Goal 2: To achieve excellence in continuum of care services through expansion of the men's continuum of care, use of evidence-based practices, and a greater understanding of the therapeutic community principles.

Strategic Goal 3: To maximize strengths, abilities, and contributions of all staff through creation of development plans for staff, reviewing and revising staffing patterns, and fostering Integrity's family atmosphere.

Vision

The strategic plan supports the accomplishment of Integrity's 2018 vision:

- Proven as the Best Provider of Comprehensive Addiction Services
- Serving a Diverse Population
- State-of-the-Art Facilities
- An Employer of Choice
- Fiscally Independent

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2014 HIGHLIGHTS

Expanding Services: The full renovation of our property at 49 Lincoln Park was completed to create a Men's Recovery House in January of 2014. The program was at full capacity within 30 days of opening. In partnership with the New Jersey state-wide Drug Court expansion, we also opened an 18-bed Recovery House for Women to deliver Integrity's first-ever licensed halfway house care for women.

Providing Housing Opportunities: Integrity expanded housing services with a 15-month program for individuals in recovery from addiction who lived in the ten counties impacted by Sandy. Our Sandy team rapidly located housing and began delivering comprehensive services to 48 individuals in scattered-site housing in Essex and Hudson County. This program will run from July 1, 2014 – September 30, 2015 and provides intensive case management, job support and wellness services to help recovering individuals attain housing stability.

Meeting Complex Client Needs: Through an innovative partnership with Rutgers Medical School, we expanded access to psychiatric care for our clients agency-wide. Integrity clients can now receive services from 4th year Psychiatric Residents located on our Newark and Secaucus campuses. Our Bate program focused on enhancing clinical services to meet the needs of up to 20 males ages 14-18 who receive residential care at Integrity House in Newark.

Developing Staff: Integrity continued to provide comprehensive training to staff members who serve our clients. This training included clinical evidenced-based practices, cultural competency, technology and strength-based leadership.

Building Resources: A professionally led team completed a development study to outline steps for Integrity to engage funding from the philanthropic community and generous supporters.

Reclaiming Lives: Integrity expanded services in Hudson County by opening a satellite office at Martin's Place in Jersey City. In this new location, Integrity provides licensed outpatient treatment services to individuals who are reentering the community after completing sentences for drug-related offenses.



Recognition & Awards Celebrations are held twice a year to mark completion of an Integrity House program.

"I never thought in a million years that I would ever get and stay clean. With the help of the staff and clients, I made a decision that staying clean must come first. My worst day clean is better than my best day using."

Shareen, 33 - Bloomfield

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Expressive therapy, such as mask-making, brings clients together to help share and verbalize feelings.

"Integrity is the foundation of my recovery. I have so much gratitude for every staff member who played a part in my learning the positive effects of staying clean and sober: Love, family, respect and self worth."

Julio, 39 - Vineland

SERVICES

Primary Services Provided at Integrity House:

- Client-centered drug and alcohol assessment, treatment planning, individual counseling, and group therapy in a supportive setting.
- Medical and psychiatric services.
- Educational and employment readiness services (GED training and testing, resume-writing, preparation for employment interviewing, and active referral to the Division of Vocational Rehabilitation Services).
- Participation in mutual-aid support groups, such as Narcotics Anonymous (NA) and Alcoholics Anonymous (AA).
- Group therapy, including relapse prevention, anger management, self-image improvement, personal issues therapy, grief and loss coping, and trauma support.
- Didactic training in recovery resources, refusal and avoidance skills, and health issues associated with drug and alcohol use.
- Family counseling (group and individual) with a licensed family therapist.

Support Programs Provided at Integrity House:

- Medication assisted treatment including the use of Suboxone, Methadone and Vivitrol.
- Job Readiness
- Trauma Groups
- Psychiatric evaluation, specialized individual and group counseling, and medication management for clients diagnosed with co-occurring disorders (addiction and mental health).
- Recreational activities including yoga, Zumba, fitness center
- Community Inclusion/Spirituality

Referral Sources:

- Self-referrals
- Private Insurance
- Drug Court
- SAI
- County Probation
- ISP
- New Jersey Parole District Offices
- Federal Probation and Pre-trial clients
- Mutual Assistance Program
- Division of Child Protection and Permanency
- Care Management Organizations
- NJ Department of Children and Families
- City of Newark, Essex County, Hudson County



LEADERSHIP	STRATEGIC PLAN	2014 HIGHLIGHTS	PROGRAMS & SERVICES	DATA	FINANCIALS
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PROGRAM	POPULATION SERVED	LOCATION	ASAM LEVEL
Intensive Short Term Residential	Adult Men and Women	Secaucus	Level III.7
Long Term Residential	Adult Men and Women	Newark Secaucus	Level III.5
Adolescent Residential Program	Adolescent Males Ages 13-18	Newark	Level III.5
Halfway House	Adult Men Adult Women	Newark Secaucus	Level III.1
Outpatient Intensive Outpatient Partial Care	Adult Men and Women	Newark Secaucus Jersey City	Level I Level II.1 Level II.5
Supportive Housing	Adult Men and Women with Children	Newark	
Prevention Services (HIV, Substance Use)	Adults and Adolescents	Newark	Level 0.5
Residential Treatment Services Provided in Correctional Setting	Adult Men and Women	South Kearny	Level III.5

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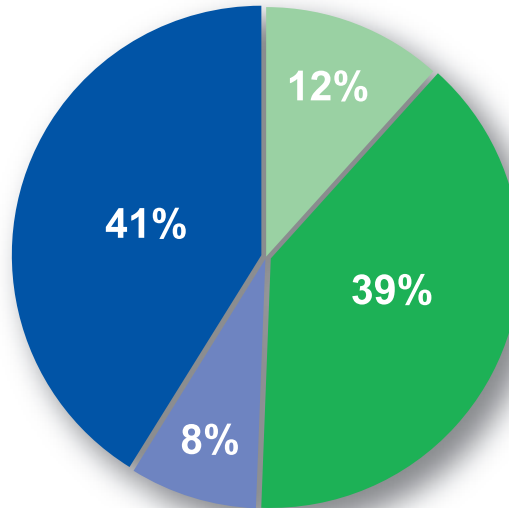


Recreation is part of the daily schedule.

"This experience has brought me back to life. I've come so far in my accomplishments. I got my life on track and I'm happy with myself. I'm thankful for all the people I met during the program."

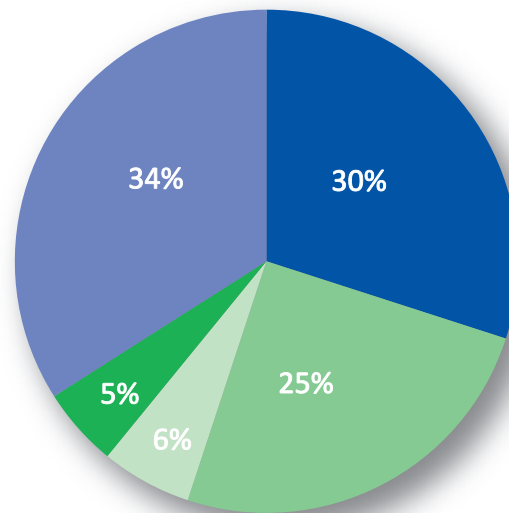
Rob, 27 - Beach Haven

Total Admissions from 7.1.2013 - 6.30.2014



- Short-Term Residential
- Long-Term Residential
- Halfway House
- Outpatient, Intensive Outpatient and Partial Care

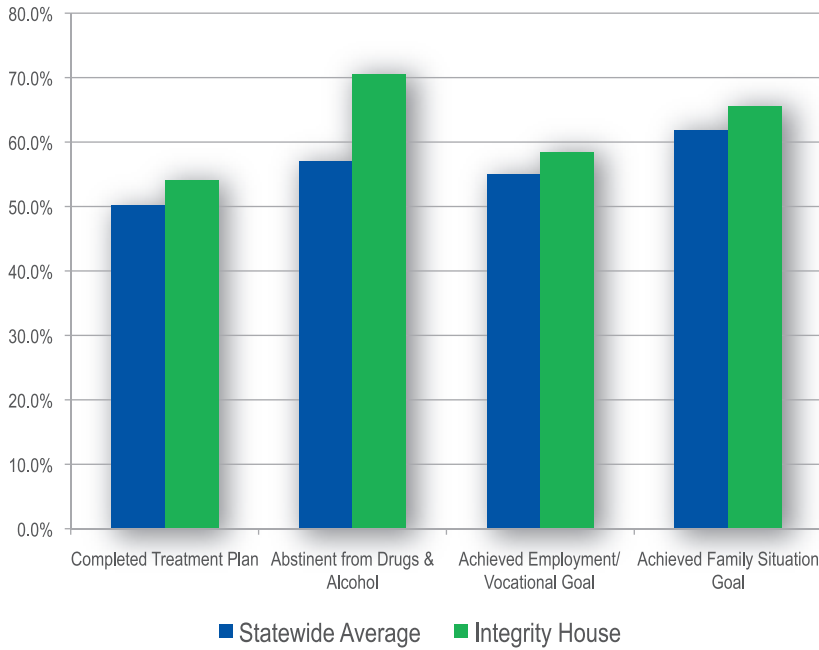
Admissions by County from 7.1.2013 - 6.30.2014



- Essex
- Hudson
- Passaic
- Union
- All Other NJ Counties and out of State residents

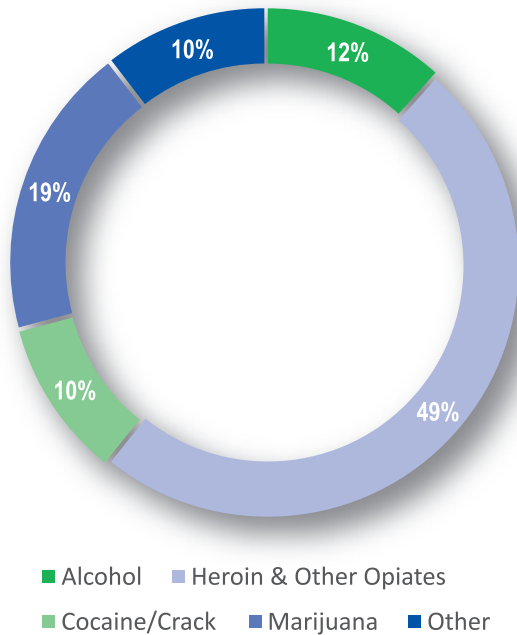


Client Outcomes from 7.1.2013 - 6.30.2014



Client art and creative therapy projects are displayed throughout the facilities.

Primary Drug of Abuse 7.1.2013 - 6.30.2014



"I want to thank Integrity House from the bottom of my heart for giving me a new life and helping me get my GED."

David, 29 - Randolph



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"Boys of Bate", a short film about adolescent drug abuse, hope, struggles and transformations, was created and produced by the clients in our Bate program.

"This experience has brought me back to life. I've come so far in my accomplishments. I got my life on track and I'm happy with myself. I'm thankful for all the people I met during the program."

Rob, 27- Beach Haven

Integrity, Inc.

REVENUES AND EXPENSES

	<u>6/30/14</u>	<u>6/30/13</u>
Public support and revenues		
Public support		
NJ Dept of Human Services	\$4,245,549	\$4,844,505
State & local grants	2,148,880	1,352,565
Foundation grants	120,000	20,000
Special events and donations	546,296	600,568
Total public support	<u>7,060,725</u>	<u>6,817,638</u>
Program revenue		
Total program revenue	10,124,371	8,957,180
Total public support and revenue	<u>\$17,185,096</u>	<u>\$15,774,818</u>
Expenses		
Program services		
Adult drug treatment	13,008,580	11,487,180
Youth drug treatment	768,163	680,362
Substance abuse prevention	728,933	506,078
Total program services	<u>14,505,676</u>	<u>12,673,620</u>
Supporting services		
Management and general	2,044,406	2,288,670
Fundraising and public relations	352,479	314,036
Total supporting services	<u>2,396,885</u>	<u>2,602,706</u>
Total expenses	<u>16,902,561</u>	<u>15,276,326</u>
Change in Net Assets	282,535	498,492
Net assets-beginning of year	<u>7,664,952</u>	<u>7,166,460</u>
Net assets - end of year	<u>\$7,947,487</u>	<u>\$7,664,952</u>

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Integrity, Inc. FINANCIAL POSITION

	<u>6/30/14</u>	<u>6/30/13</u>
Assets		
Cash, equivalents and investments	\$3,579,780	\$3,890,958
Grants receivable and other receivables	1,852,497	1,240,573
Prepaid expenses and other assets	24,605	11,220
Land and Fixed Assets net	7,093,142	6,762,162
Escrow funds	103,528	92,342
Total Assets	<u>\$12,653,552</u>	<u>\$11,997,255</u>
Liabilities and Net Assets		
Accounts payable and accrued expenses	\$1,305,426	\$1,220,709
Refundable advances	119,050	115,000
Loans and Mortgages Payable	3,281,589	2,996,594
Total Liabilities	<u>4,706,065</u>	<u>4,332,303</u>
Net Assets - Unrestricted	<u>7,947,487</u>	<u>7,664,952</u>
Total Liabilities and Net Assets	<u>\$12,653,552</u>	<u>\$11,997,255</u>



Mindfulness and yoga are some of the therapeutic modalities incorporated into the curriculum.

"I want to thank Integrity House from the bottom of my heart for giving me a new life and helping me get my GED."

David, 29 - Randolph

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Check out our new website:
www.integrityhouse.org

