



ANNUAL REPORT 2015
Inspiring a hopeful future

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.

*Cover Photo of Senior Managers
Clockwise from bottom left:*

Johanna Stroeve
Director of Development

Kathleen Dedrick
Chief Financial Officer

Robert C. Parkinson
Chief Operating Officer

Emory Cabrera
Senior Clinical Director

Eman Warraich-Gibson
Director of Quality Improvement

Earl Lipphardt
Chief Residential Officer

Victoria E. Ribon
Director of Human Resources

Robert J. Budsock
President and CEO

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Department of Psychiatry

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Executive Message

Thousands of Integrity House clients have walked through the doors of the Academy admissions building with hopes of reclaiming their lives from the consequences of addiction. On November 2, 2015, President Barack Obama, visited Integrity House and walked through the same Academy doors, simply and poignantly signaling to the world that treatment, rather than incarceration, opens the door to recovery and positive, long-term lifestyle change. President Obama spoke personally with clients, staff, trustees, and legislative and community leaders and lauded the “outstanding work” done at Integrity House. The President’s visit and words convey that effective addictions treatment is now a public health priority.

Integrity House began as the hopeful quest of a handful of addicts on court-ordered parole almost half a century ago. David H. Kerr, Integrity’s founder, led those first clients to the hope of wellness one day at a time. Today Integrity House fulfills its mission of recovery in Newark, in the heart of the Lincoln Park neighborhood, on Martin Luther King Boulevard, and on Longworth Street and in Hudson County, on the Meadowview Campus in Secaucus; and on Central Avenue and Martin Luther King Jr. Drive in Jersey City.

During 2015, Integrity’s specialized programs provided addiction treatment and recovery support services to over 2,730 women, men, and adolescents. While treating the disease of addiction remains the primary goal, Integrity’s holistic integrated care model also addresses an individual’s medical, mental health, educational, employment, and housing needs. Integrity’s full continuum of care offers residential, outpatient, supportive housing, and prevention, as well as community-based interventions.

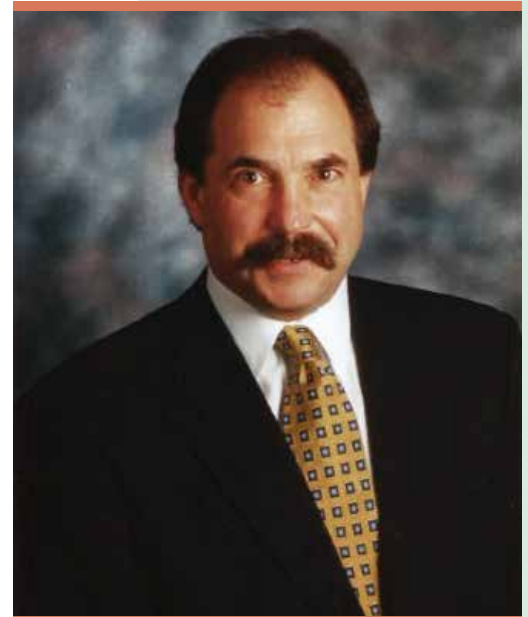
This Annual Report highlights Integrity’s mission of saving lives. It presents future hopes through our Strategic Plan. It acknowledges that the results described in the following pages would not be possible without the concerted efforts of Integrity’s hard-working Board of Trustees, solid executive leadership, and high quality staff. What we do at Integrity House becomes possible only with the support of public sources, foundations and individual donors who believe in and share Integrity’s mission of hope.

Robert J. Budsock
President & CEO

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



Robert J. Budsock
President & CEO



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



SETTING GOALS

INTEGRITY HOUSE 3-YEAR STRATEGIC PLAN

Integrity House places a strong emphasis on strategic planning to guide the agency’s overall direction. The 2013-2016 plan has a 3-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 outpatient services, increased Medicaid proficiency, improved billing and programming, and implementing marketing processes.

► **Strategic Goal 2:**

To achieve excellence in continuum of care services through completion of the expansion of 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



“The most rewarding feeling is knowing I am alive and free. Today I have a choice, and I choose to cherish each moment and not take a single thing for granted. I am truly blessed. I can live.”

—Danielle K.

2015 Highlights

Expanding Services

The Loft, an 18-bed residential facility for young men battling opioid addiction, was opened at 101 Lincoln Park, Newark. Our treatment services in Hudson County were expanded by opening a Partial Care/Intensive Outpatient/Outpatient Care program located at 30-32 Central Avenue, Jersey City.

Providing Housing

In partnership with the Healthcare Foundation of New Jersey, the Victoria Foundation, The Hyde & Watson Foundation, New Jersey Housing & Mortgage Finance Agency, the City of Newark, the Congressional committee for Housing and Urban Development and generous support from the New Jersey Housing & Mortgage Finance Agency the renovation of our property at 5-7 Lincoln Park was completed in October of 2015. This Recovery Housing facility provides 24 units of permanent supportive housing for men who are homeless or at risk of homelessness.

Reclaiming Lives

President Barack Obama's visited Integrity House in Newark to announce initiatives to transform the criminal justice system's approach to addiction and promote funding for reintegration. The President's visit included a meeting with Integrity's clients to discuss efforts to ease the re-entry of ex-offenders leaving prison.

Meeting Complex Needs of Clients

Integrity's Outpatient Program at Martin's Place in Jersey City has continued to serve clients leaving the Hudson County Correctional Center, many of whom received treatment services from this center's programs. Clients receiving re-entry services, inclusive of substance abuse treatment, face fewer barriers in successfully transitioning into the community. Integrity forged a partnership with the Department of Psychiatry of Rutgers New Jersey Medical School in order to ensure fully-integrated care for our clients. Senior Psychiatry Residents from the medical school rotate on a full-time schedule at Integrity House and provide our clients with Psychiatric care.



Developing Staff

Comprehensive training continues to be offered to Integrity's staff as part of our ongoing commitment to ensure professional care of clients and the implementation of evidence-based practices. A facet of the training involves providing cultural competency training to all staff to further ensure that culturally relevant and sensitive services are provided to the diverse population of clients throughout Integrity's continuum of care.

Building Resources

Integrity's development study underwent a refresh by a professionally-led team that identified strategic considerations in our integrated marketing plan, which will further expand the reach of our services to the community.



SERVICES

Services Provided at Integrity House:

- ▶ Client-centered drug and alcohol assessment, treatment planning, individual counseling, and group counseling in a supportive setting
- ▶ Group counseling which addresses: 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
- ▶ Psychiatric evaluation, specialized individual and group therapy, and medication management for clients diagnosed with co-occurring disorders (addiction and mental health)
- ▶ Medical services
- ▶ Medication assisted treatment including the use of Suboxone, Methadone and Vivitrol
- ▶ 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)
- ▶ Family counseling (group and individual) with a licensed family therapist
- ▶ Recreational activities including yoga, Zumba, fitness center
- ▶ Community Inclusion/Spirituality

Referral Sources:

- ▶ Self-referrals
- ▶ Private Insurance
- ▶ Drug Court
- ▶ SAI: Work First New Jersey-Substance Abuse Initiative
- ▶ County Probation
- ▶ ISP: Intensive Supervision Program
- ▶ New Jersey Parole District Offices
- ▶ Federal Probation and Pre-trial
- ▶ Department of Corrections
- ▶ Division of Child Protection and Permanency



“I am very thankful for this program, I’ve learned discipline, patience and to care for others. Thank you Integrity House for changing my life.”

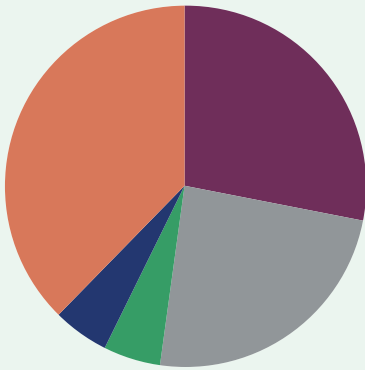
—Blair H.



PROGRAMS

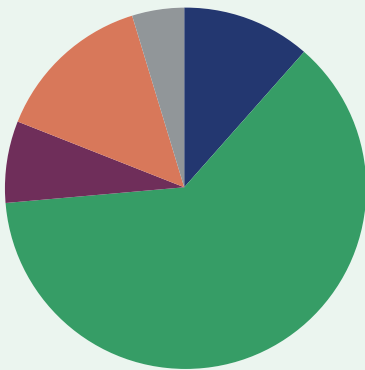
PROGRAM	POPULATION SERVED	LOCATION
Intensive Short Term Residential	Adult Men & Women	Secaucus
Long Term Residential	Adult Men & Women	Newark Secaucus
Adolescent Residential	Adolescent Males Ages 13-18	Newark
Halfway House	Adult Men & Women	Newark Secaucus
Outpatient Intensive Outpatient Partial Care	Adult Men & Women Adolescent Males 16+	Newark Secaucus Jersey City
Supportive Housing	Adult Men & Women with Children	Newark
Prevention Services (HIV, Substance Use, Homeless)	Adults & Adolescents	Newark Secaucus
Treatment Services Provided in Correctional Setting	Adult Men & Women	South Kearny

Admissions by County 2015



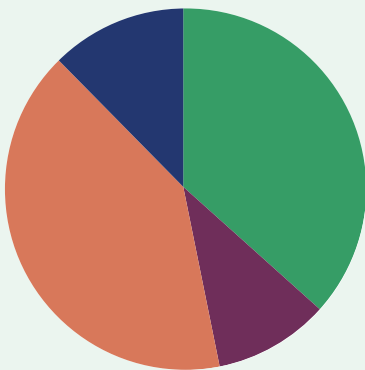
- Essex: 28%
- Hudson: 24%
- Passaic: 5%
- Ocean: 5%
- All Other NJ Counties & Out of State Residents: 38%

Drug of Choice 2015



- Alcohol: 12%
- Heroin & Other Opiates: 62%
- Cocaine/Crack: 7%
- Marijuana: 14%
- Other: 5%

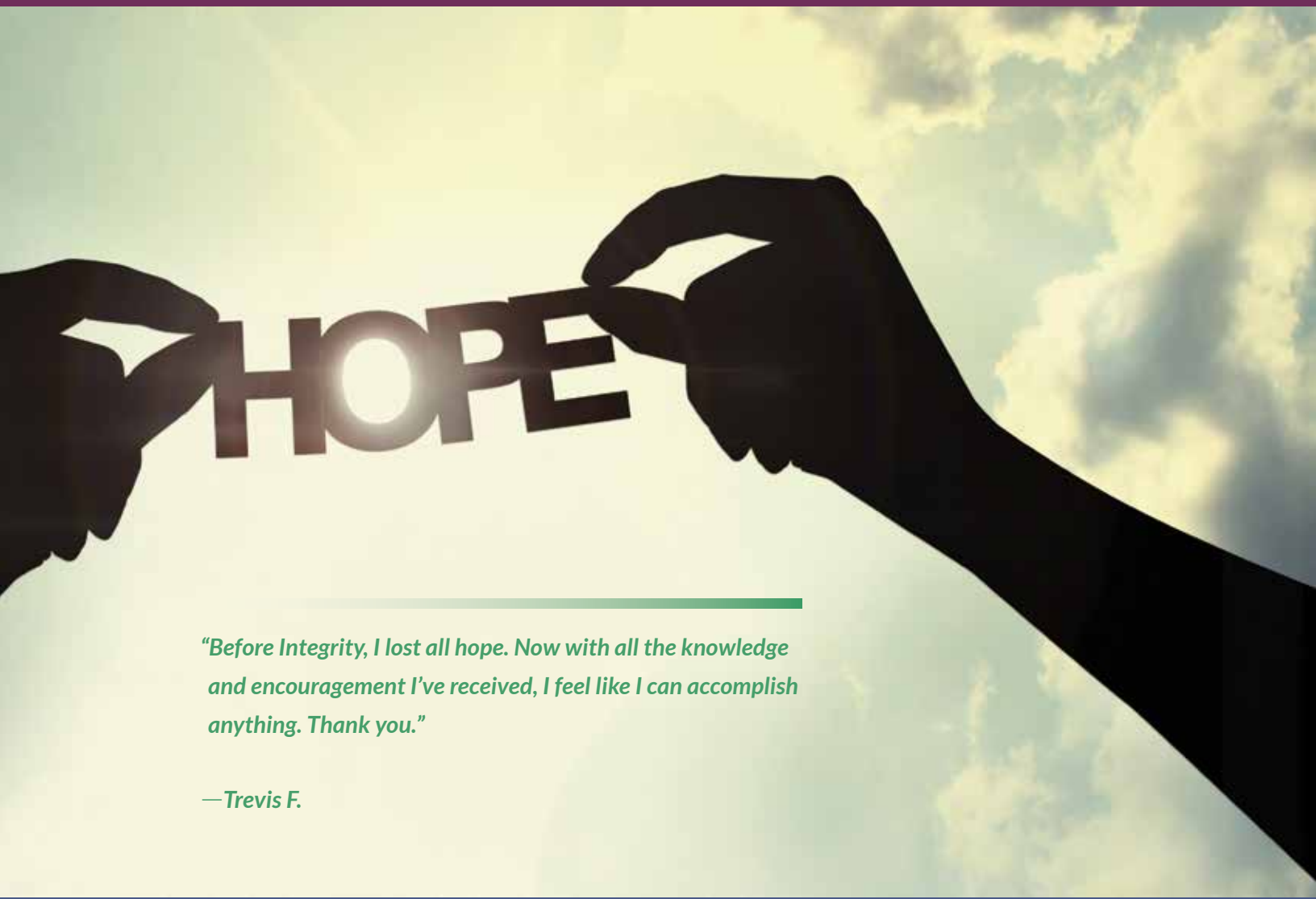
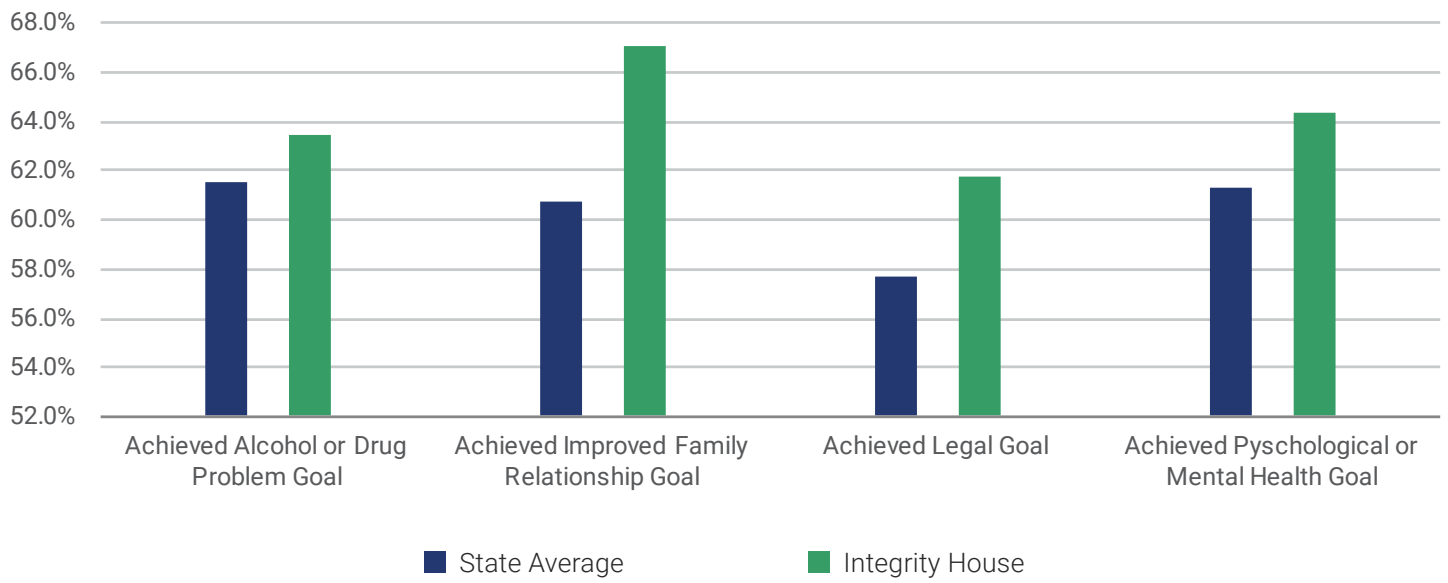
Admissions by Level of Care 2015



- Outpatient (PC, IOP, OP): 37%
- Halfway House: 10%
- Long Term Residential: 41%
- Short Term Residential: 12%



Client Goal Achievement at Discharge 2015



“Before Integrity, I lost all hope. Now with all the knowledge and encouragement I’ve received, I feel like I can accomplish anything. Thank you.”

—Trevis F.

Revenues & Expenses

6/30/15

6/30/14

PUBLIC SUPPORT AND REVENUES

Public Support

NJ Dept of Human Services	\$5,887,112	\$4,245,549
State & Local Grants	2,477,539	2,148,880
Foundation Grants	30,000	120,000
Special Events & Donations	559,162	546,296
TOTAL PUBLIC SUPPORT	8,953,813	7,060,725

Program Revenue

TOTAL PROGRAM REVENUE	10,815,257	10,124,371
TOTAL PUBLIC SUPPORT AND REVENUE	19,769,070	17,185,096

EXPENSES

Program Services

Adult Drug Treatment	13,991,798	13,008,580
Youth Drug Treatment	1,113,692	768,163
Substance Abuse Prevention	1,854,980	728,933
TOTAL PROGRAM SERVICES	16,960,470	14,505,676

Supporting Services

Management & General	2,222,063	2,044,406
Fundraising & Public Relations	295,535	352,479
TOTAL SUPPORTING SERVICES	2,517,598	2,396,885
TOTAL EXPENSES	19,478,068	16,902,561
Change in Net Assets	291,002	282,535
Net Assets--Beginning of Year	7,947,487	7,664,952
NET ASSETS—END OF YEAR	\$8,238,489	\$7,947,487

Financial Position

6/30/15

6/30/14

Assets

Cash, Equivalents & Investments	\$3,915,212	\$3,579,780
Grants Receivable & Other Receivables	2,472,061	1,852,497
Prepaid Expenses & Other Assets	12,988	24,605
Land & Fixed Assets, Net	7,978,488	7,093,142
Escrow Funds	103,693	103,528
TOTAL ASSETS	\$14,482,442	\$12,653,552

Liabilities and Net Assets

Accounts Payable & Accrued Expenses	1,465,632	\$1,305,426
Refundable Advances	209,629	119,050
Loans & Mortgages Payable	4,568,692	3,281,589
TOTAL LIABILITIES	6,243,953	4,706,065

NET ASSETS--UNRESTRICTED	8,238,489	7,947,487
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TOTAL LIABILITIES AND NET ASSETS	\$14,482,442	\$12,653,552
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“There are not enough words to express my gratitude to Integrity Hosue. I couldn’t have done it without the staff and my peers. I’ve built life-long friendships and was given the opportunity to learn to love myself, one day at a time. Integrity House truly has saved my life.”

—Ashley M.



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Visit us at:

 integrityhouse.org

 facebook.com/Integrity-House

 [@IntegrityNJ](https://twitter.com/IntegrityNJ)



Every step on the road to recovery demands hope.