



# INTEGRITY HOUSE

ANNUAL REPORT 2021



Connecting Community.

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# Our Philosophy

## MISSION

Integrity House's mission is to help individuals and families through an effective and measurable system of comprehensive Therapeutic Community addictions treatment, mental health treatment, and recovery support in a way that brings about positive, long-term lifestyle change.

## VISION

Integrity House seeks to rebuild and transform lives, families, and communities as the leading provider of integrated mental health, physical health, and addiction services.

## VALUES

Integrity House has always maintained that long-term recovery from substance use is possible with a loving and supportive environment, compassionate treatment, and education and employment services. By staying true to our values and core belief that individuals with addiction can and do recover, Integrity House has helped people achieve recovery and lead happy, healthy, and rewarding lives.

### INTEGRITY

We believe in transparency, fairness, and ethical practices, which have resulted in strong partnerships with federal, state, and local government referral sources for more than 54 years.

### COMPASSION

We never turn away an individual from treatment because of their inability to pay for our services because all are worthy of recovery.

### EXCELLENCE

We deliver evidence-based treatment in licensed programs and have maintained CARF accreditation at the highest level since 1997.

### COMMITMENT

We strive to be a good neighbor, and the devotion to our community is embedded in our foundation, the therapeutic community.

### TEAMWORK

Our diverse staff and board work collaboratively to provide high-quality services to all.



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# Executive Message

The emotional strain wrought by the COVID-19 pandemic combined with the reemergence of fentanyl, an extremely lethal synthetic opioid, made 2021 the deadliest year on record for individuals struggling with substance use and misuse disorders. According to the Centers for Disease Control and Prevention (CDC), a record 100,000 people died from drug overdose in the U.S. during the 12-month period ending in April, marking a 28 % increase from the year prior. Integrity House's Board, leadership team, and staff viewed this harrowing reality as a call to action and a reaffirmation of the critical importance of our mission, which is **to provide individuals with opportunities to reclaim and rebuild their lives.**

During the past year, Integrity House conceived innovative ways to engage as many individuals as possible in our compassionate, evidence-based treatment and recovery support programs. Some highlights include the full implementation of a Certified Community Behavioral Health Clinic (CCBHC), the expansion of our mobile outreach initiatives, and the opening of a licensed mental health outpatient program in Newark for individuals with severe or persistent mental health concerns.

Through the remarkable courage of our clients and the incredible efforts of our dedicated staff, **3,392 individuals received treatment services at Integrity House this past year.** This is to say nothing of the thousands more who were impacted by community interventions. We would be remiss not to attribute this success in great part to Integrity's village of supporters – our referral sources, community collaborators, donors, and of course the family members and loved ones of our clients – without whom the organization's mission would be inconceivable.

Thank you for your continued support.

**Robert J. Budsock**  
*President and Chief Executive Officer*

**Deirdre Malloy**  
*Chairperson, Board of Trustees*

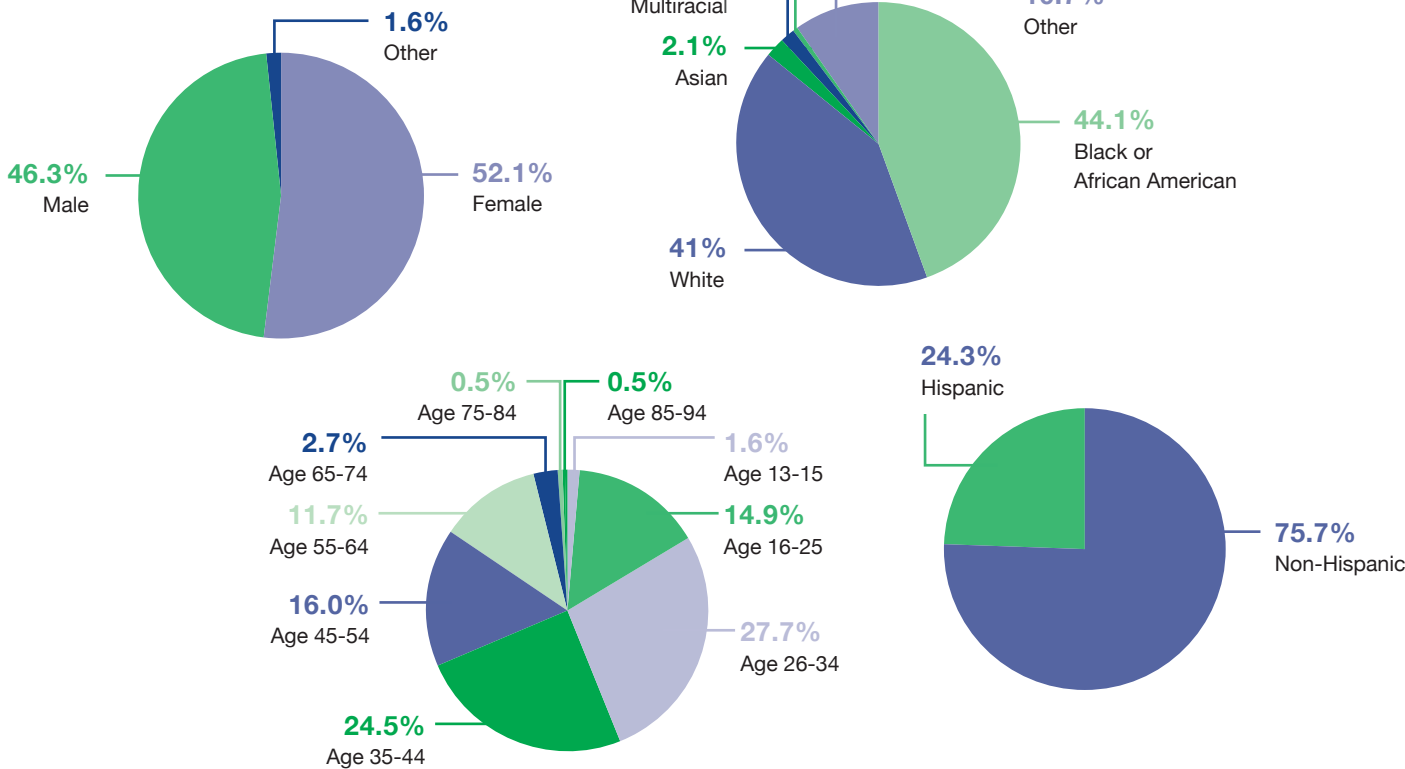


# Program Highlight

## Compassionate Care Around the Corner: Integrity's Certified Community Behavioral Health Clinic

One of Integrity's most significant achievements of the past year has been the full implementation of a Certified Community Behavioral Health Clinic (CCBHC) in downtown Newark. The goal of the CCBHC is to provide a compassionate, effective, and easily accessible health hub for Greater Newark area residents who experience disproportionately low access to medical and behavioral health treatment services. Community members receive onsite medical care provided by board-certified physicians, as well as immediate access to mental health and substance use disorder treatment. CCBHC staff are available 24 hours a day, seven days a week, to provide crisis support to anyone in need. In its first year of operation, the CCBHC provided screening and access to critical treatment services to 785 individuals. The CCBHC is committed to providing culturally appropriate services aligned with the specific needs and barriers experienced by members of the surrounding community.

### CLIENT DEMOGRAPHICS



“A client we referred to Integrity House expressed how happy he was with the referral...the location is very nice, and the staff were kind and treated him very well.”

Early Intervention Support Services (EISS)  
Program at Rutgers University Behavioral  
Health Care (UBHC)

“I want to thank the Certified Community Behavioral Health Clinic. Your program is a godsend. It makes an inpatient's social worker's life a lot easier. We avoid the usual barriers to access treatment with your program.”

University Hospital, Inpatient Psychiatric Unit

### Integrity House saw clients improve in the following key areas:

- Overall health
- Retained in the community
- Had a stable place to live
- Attending school regularly or currently employed/retired
- Socially connected
- Functioning in everyday life
- No serious psychological distress



# Sahib's Story

I entered Integrity House in 1994 at the age of 25, after more than a decade of addiction. Integrity House helped me construct a foundation of recovery which my life has been built upon. During my time at Integrity House I was able to gain a sense of self and a direction for my life. I earned my GED at age 25 while a member of Integrity House and decided that I wanted to help people who face challenges with substance use disorder.

I graduated from Integrity House in 1996 and was employed there from 1997 till 2001. I approached my employment as an apprenticeship in substance use disorder counseling and after five years of experience on the job along with five years of personal recovery, I began my first job as a counselor in 2001. I've had the pleasure of serving individuals, families and communities recovering from the wounds of addiction for more than 20 years.

During my career, I have served in roles ranging from program counselor to program director in New Jersey, Colorado, Florida, and Virginia. At one point in my career, I managed the largest Therapeutic Community program in a correctional facility in the nation. I currently serve as the Eastern Regional Cognitive Program Manager for the Virginia Department of Corrections where I manage reentry programs at seven correctional facilities totaling over 2000 beds. Through my work, Integrity House continues to make a difference in the lives of people working to escape the clutches of addiction. I am proud to be an Integrity House alumnus, and I am glad that Integrity House is still serving the New Jersey community.



"Integrity House continues to make a difference in the lives of people working to escape the clutches of addiction."

# Michael's Story

I used heroin for approximately 30 years. I would put a syringe in my arm and say to myself, "Please take me out, I don't want to wake up tomorrow and have to do this all over again."

I joined Integrity's Intensive Outpatient (IOP) program in Toms River in 2018 after being kicked out of two other programs. The STAR Program Administrator, Gary Sheridan, would tell me that he thought STAR was perfect for me. I didn't really believe him, but I didn't have a lot of options, so I agreed. It was the best decision I have ever made. It saved my life. The STAR team and my peers helped lift me up, literally and figuratively, when I could barely hold myself up. I began to believe that maybe I can do this, and maybe I do deserve it.

After a while, Gary told me that he thought I would make a great Peer Recovery Specialist myself. My self-doubt kicked in. I would tell myself, "He's just coaching me up." But then he came to me with an application to begin a peer specialist training program, and I did it. I followed this up by beginning an internship as a Peer Recovery Specialist in the STAR Program. I loved it. I learned so much about myself during this time and developed new coping skills to deal with my issues.

The staff at Integrity have embraced me from day one, as a participant, then as an intern, and since November 30, 2021 as an employee! I am truly grateful to Integrity House and especially the STAR program of Ocean County!



"I feel like things have come full circle for me. I have purpose and goals today and a life that I am proud of."

# Kinzie's Story

Before Kinzie arrived at Integrity House, her substance use had led to several run-ins with law enforcement. The day after her 24th birthday, she was remanded to jail. "But I was so relieved," Kinzie recalls. "My first thought was 'I don't have to use tomorrow.'" Following a substance abuse evaluation, Kinzie was referred to long-term treatment at Integrity House.



Kinzie struggled during her first few days at Integrity House. "I remember saying to the residential aide, 'When I get out of here, I'm going to use. This is just temporary.'" Having never participated in a residential treatment program, Kinzie had difficulty understanding Integrity's client-centered modality. In her previous experiences with treatment, staff dictated every aspect of the program. At Integrity House, clients were empowered to assume leadership roles in the community and provide direct support to their peers.

Although she didn't cope well during the early phases of treatment, Kinzie completed the program as the president of her peer group and even volunteered to address Integrity's Board of Trustees about her experience in the program. After completing long-term treatment, Kinzie attended Integrity House's halfway-house program, transitioned into intensive outpatient (IOP) treatment and then moved into a recovery house. Kinzie reached out to Integrity's local intensive outpatient (IOP). "They welcomed me back immediately and helped me refocus on the things I learned when [I was there]. Since then, I've been two years and 10 months sober." Kinzie now supports others struggling with addiction as a residential aide in an outpatient treatment program. Kinzie recalls how she felt the first time a client shared they wouldn't have made it through the program without her. "That's the purpose, to make a difference in someone's life."

"That's the purpose, to make a difference in someone's life."

# Working Together

## A Thank You to our **Community Partners**

As an organization whose mission is grounded in the Therapeutic Community, Integrity House recognizes the value of collaboration in healing and recovery.

With the support of partners like **NJCRI**, we've hosted on-site Covid-19 testing and vaccination clinics, distributed critical PPE, and shared timely social service resources.

Partnerships with **NJCRI**, **Hyacinth Foundation**, **Iris House**, and the **Newark Beth Israel Medical Center** have enabled us to provide those in the community with HIV prevention education, HIV screenings and counseling, substance use disorder prevention and assessment services, and immediate linkages to treatment. Through a collaboration with the **Community FoodBank of NJ (CFNJ)**, we've enrolled community residents in the Supplemental Nutrition Assistance Program (SNAP) and delivered substance use disorder education at CFNJ's food pantry site. The **Mental Health Association of Essex and Morris** continues to be a key partner in its provision of mental health screenings and treatment to people without addresses who often have co-occurring substance use challenges.

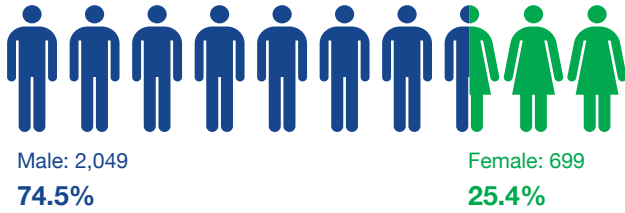
During these challenging times, Integrity is grateful for its collective of partners and their commitment to promoting health and wellness for those who are most in need.



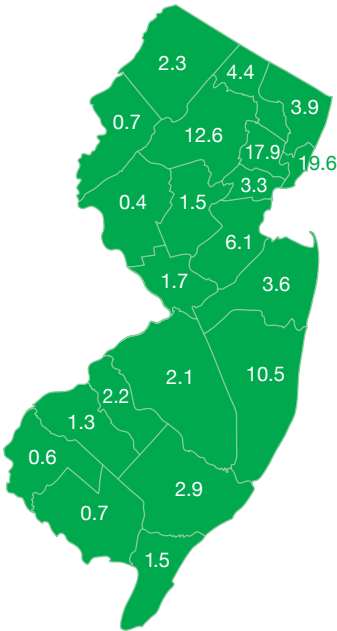
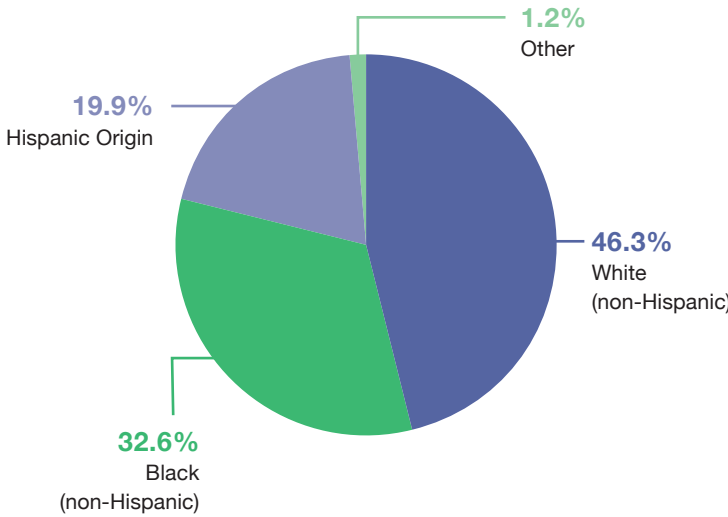
# Who We Serve

TOTAL ADMISSIONS 2,751

## GENDER



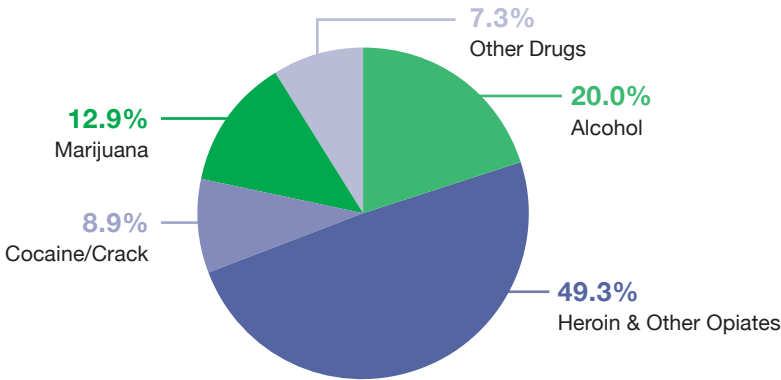
## RACE/ETHNICITY



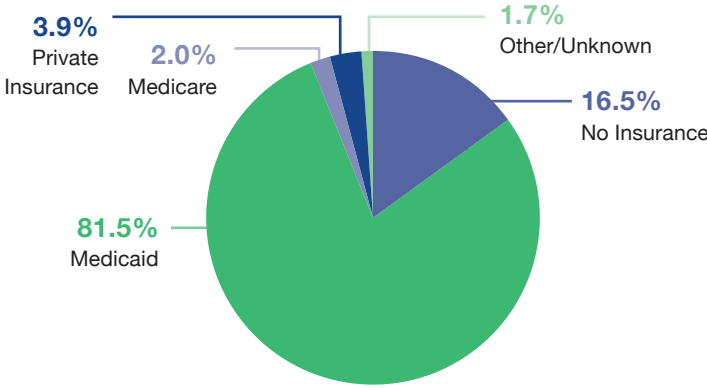
## COUNTY OF RESIDENCE

|                  |                 |
|------------------|-----------------|
| Atlantic: 2.9%   | Middlesex: 6.1% |
| Bergen: 3.9%     | Monmouth: 3.6%  |
| Burlington: 2.1% | Morris: 12.6%   |
| Camden: 2.2%     | Ocean: 10.5%    |
| Cape May: 1.5%   | Passaic: 4.4%   |
| Cumberland: 0.7% | Salem: 0.6%     |
| Essex: 17.9%     | Somerset: 1.5%  |
| Gloucester: 1.3% | Sussex: 2.3%    |
| Hudson: 19.6%    | Union: 3.3%     |
| Hunterdon: 0.4%  | Warren: 0.7%    |
| Mercer: 1.7%     | Other: 0.1%     |

## PRIMARY SUBSTANCE OF USE

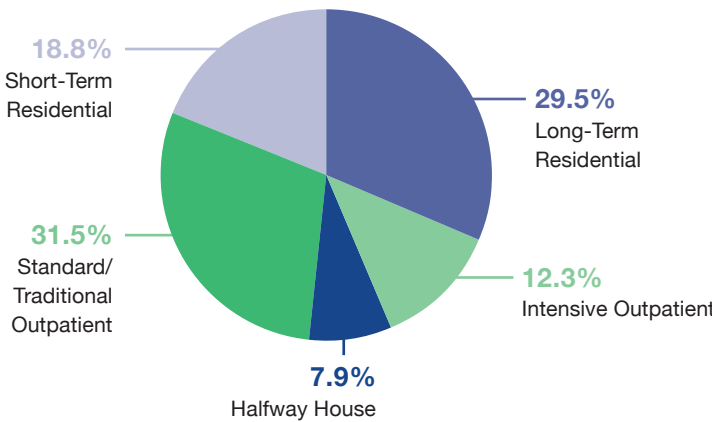


## HEALTH INSURANCE AT ADMISSION\*

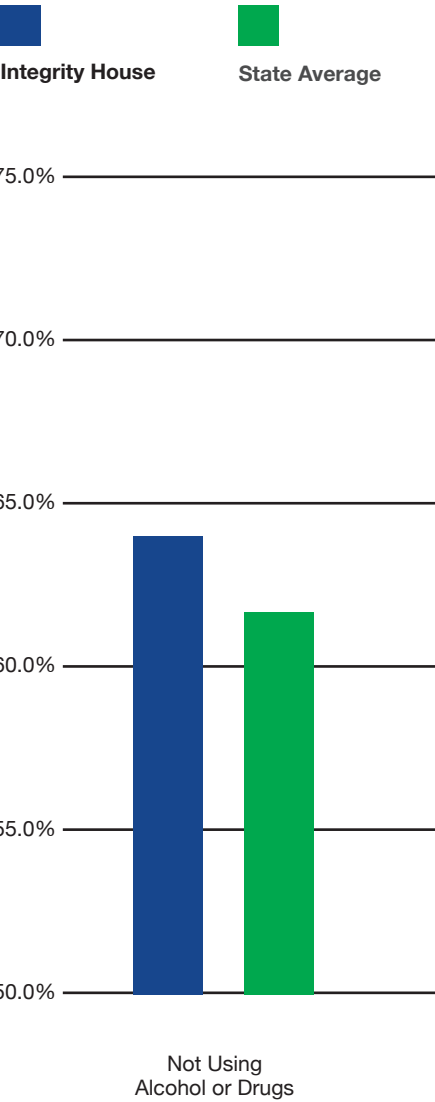


\*Totals may be greater than 100% due to multiple responses.

## LEVEL OF CARE



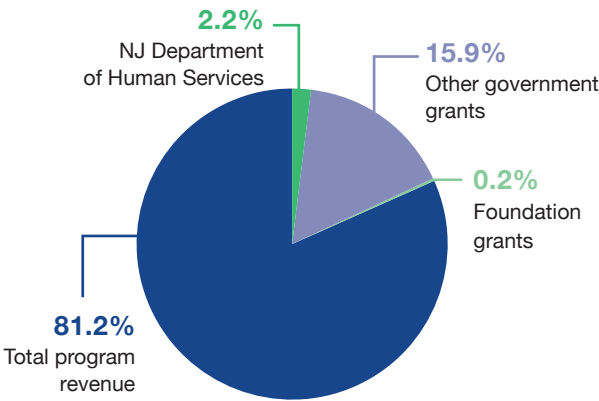
## DISCHARGE DATA





# Integrity, Inc. Financials

| PUBLIC SUPPORT & REVENUES                 | 06.30.21            | 06.30.20            |
|---|---------------------|---------------------|
| <i>PUBLIC SUPPORT</i>                     |                     |                     |
| NJ Dept. of Human Services                | 541,993             | 608,450             |
| Other government grants                   | 3,892,040           | 2,374,372           |
| Foundation grants                         | 41,535              | 21,667              |
| Special events & donations                | 142,427             | 310,345             |
| Total public support                      | 4,617,995           | 3,314,834           |
| <i>PROGRAM REVENUE</i>                    |                     |                     |
| Total program revenue                     | 19,898,714          | 19,065,962          |
| <b>TOTAL PUBLIC SUPPORT &amp; REVENUE</b> | <b>\$24,516,709</b> | <b>\$22,380,796</b> |



| EXPENSES                       | 06.30.21            | 06.30.20            |
|--------------------------------|---------------------|---------------------|
| <i>PROGRAM SERVICES</i>        |                     |                     |
| Substance abuse treatment      | 15,863,005          | 16,336,204          |
| Other                          | 1,808,843           | 1,686,742           |
| Total program services         | 17,671,848          | 18,022,946          |
| <i>SUPPORTING SERVICES</i>     |                     |                     |
| Management & general           | 3,329,784           | 2,729,363           |
| Fundraising & public relations | 89,458              | 258,200             |
| Total supporting services      | 3,419,242           | 2,987,563           |
| <b>TOTAL EXPENSES</b>          | <b>\$21,091,090</b> | <b>\$21,010,509</b> |
| Change in Net Assets           | 3,425,619           | 1,370,287           |
| Net assets—beginning of year   | 12,227,451          | 10,857,164          |
| <b>NET ASSETS—END OF YEAR</b>  | <b>\$15,653,070</b> | <b>\$12,227,451</b> |

| ASSETS                                | 06.30.21            | 06.30.20            |
|---------------------------------------|---------------------|---------------------|
| Cash, equivalents & investments       | 17,350,307          | 13,348,359          |
| Grants receivable & other receivables | 1,942,619           | 1,256,836           |
| Prepaid expenses & other assets       | 209,657             | 263,844             |
| Land and Fixed Assets, net            | 7,092,972           | 7,464,755           |
| Escrow funds                          | 106,774             | 105,949             |
| <b>TOTAL ASSETS</b>                   | <b>\$26,702,329</b> | <b>\$22,439,743</b> |

| LIABILITIES & NET ASSETS                  | 06.30.21            | 06.30.20            |
|---|---------------------|---------------------|
| Accounts payable & accrued expenses       | 2,719,934           | 2,011,956           |
| Refundable advances                       | 1,312,690           | 1,008,189           |
| Loans & mortgages payable                 | 7,016,635           | 7,192,147           |
| Total Liabilities                         | 11,049,259          | 10,212,292          |
| Net Assets—Unrestricted & Restricted      | 15,653,070          | 12,227,451          |
| <b>TOTAL LIABILITIES &amp; NET ASSETS</b> | <b>\$26,702,329</b> | <b>\$22,439,743</b> |

# Government Funding

- City of Newark
- County of Essex
- County of Hudson
- County of Morris
- County of Ocean
- New Jersey Family Care (Medicaid)
- New Jersey Housing and Mortgage Finance Agency
- New Jersey Judiciary, Administrative Office of the Courts
- State of New Jersey Department of Children and Families, Division of Child Protection and Permanency
- State of New Jersey Department of Community Affairs
- State of New Jersey Department of Human Services, Division of Mental Health and Addiction Services
- State of New Jersey Juvenile Justice Commission
- United States Department of Health and Human Services, Substance Abuse and Mental Health Services Administration
- United States Probation Office/Pretrial Services Agency - District of New Jersey
- WorkFirst New Jersey, Substance Abuse Initiative/Behavioral Health Initiative







# Corporate Partners

Adelphi Research  
Basis Research  
Bergen New Bridge Medical Center  
Bridgeway Rehabilitation Services  
Broadway House for Continuing Care  
Cello Health Advantage, Inc.  
Corporate Synergies Group  
Evco Mechanical Corporation  
The Golf Performance Academy  
The Hampshire Companies  
Hartz Mountain Industries, Inc.

Hillman Consulting  
Horizon Blue Cross Blue Shield of New Jersey  
JM SERR Management Corp.  
Liberty Dental Plan  
McCarter & English, LLP  
McManimon, Scotland & Baumann, LLC  
Meeker Sharkey & Hurley  
Newark Beth Israel Medical Center  
Newark School of the Arts  
Nielsen Financial Group, LLC  
NJM Insurance Group  
NW Financial Group, LLC

Pashman Stein Walder Hayden, P.C.  
Perselay Associates, Inc.  
Prudential Financial  
PSEG  
R & J Strategic Communications  
SKC & Co. CPAs, LLC  
Sommer Consulting  
Torcon, Inc.  
Trimboli & Prusinowski  
United Way of Greater Newark  
Visiting Angels  
Wells Fargo

# Foundation Partners

America's Charities  
Care Plus Foundation

Healthcare Foundation of NJ  
The Horizon Foundation for New Jersey

Pierson Family Foundation  
The Sandyhill Foundation

# Individual Donors

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| Dr. Christine Baker and Dr. Matthew B. Johnson | Ann Cummis                                    | Amy Gnadinger                      | Mary Samus Koegel                    | Barbara Melone                             | Stephen Serfass         |
| Bayview Fund                                   | Constance J. Crowell                          | William Golden                     | Rita E. Kondoleon                    | Beth A. Mead                               | Dr. Aakash Shah         |
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| Frederic M. Bell                               | Mary and William Deatherage                   | Gerri and Victor Gomperts          | John Lonsdorf                        | Justin Misurell                            | Arenzo Smith            |
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| Bono Family Fund                               | Marlene De la Cruz                            | Scott Gonzalez                     | Melinda Lowell                       | Tom Moran                                  | Beth A. Stuckey         |
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| Jeneen Callahan                                |   | Katharine and Joseph Hayden, Jr.   | Anne Gorman and Steve Malc           | Gabrielle D. Oshea                         | Shannon Wilkolaski      |
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|  |   |                                    |                                      |  | Mark Yeager             |



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103 LINCOLN PARK  
NEWARK, NJ 07102

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**[integrityhouse.org](http://integrityhouse.org)**