



Choice. Respect. independence.

ANNUAL REPORT 2024



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About CRi



Our Mission

CRi is dedicated to providing personalized care and resources to at-risk youth and individuals with intellectual/developmental or mental health diagnoses.

For 50 years, we have delivered personalized and professional support to those who need us most.

Our Vision

CRi envisions a world where all people have choice, respect, and access to the resources they need to live fulfilling lives with dignity and purpose.

Our Values

Community: We foster a sense of belonging and work to build connected communities.

Empowerment: We support individuals in setting personal goals, making positive choices, and receiving whole-person support.

Excellence: We commit to professionalism, high-quality service, and being the best, we can be.

Integrity & Transparency: We remain true to the individuals and families we serve, to our staff, and to ourselves.

Innovation: We boldly take initiative and advocate for meaningful change that advances lives.

Responsible Stewardship: We use resources wisely, are driven by innovation, ethics, and determination.

BOARD OF DIRECTORS'24

CRI is proud to be supported by several affiliated organizations, each with its own Board of Directors. These groups enhance CRI's impact by providing essential program, housing, youth, and operational support. Dedicated board members contribute their time and expertise to ensure strong governance, financial stewardship, and the continued success of CRI's mission.

The Community Residences Foundation, Inc. strengthens CRI's financial sustainability by supporting programs, services, and operational needs. Community Havens, Inc. provides facilities essential to CRI's programs and administrative services.

Community Residences, Inc.

Steven Dunn, Chair
Newman Ainsley, Vice Chair and Secretary
Tamika Hawkins Adu, Esq., Treasurer
Justin Zakia, President/CEO, Ex-officio Member
Matthew Bartley
Paula Bruggeman
Melandee Jones Canady
Scott Killian
Christine Plummer
John Slye, Jr.
Michael Fitzgerald
Brigitte Custer
Eva Loser

Community Havens, Inc.

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Michael Foster, Secretary and Treasurer
Justin Zakia, Ex-officio Member, President/CEO
Drew Brown
Jon Kinney
Thomas Skelly
Steven Dunn
Brian Winterhalter

Community Residences Foundation, Inc.

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Heather Lyons, Secretary and Treasurer
Justin Zakia, President/CEO, Ex-officio Member
Paul Gallagher
Michael Fitzgerald
Terry Hurley, Executive Vice President, CFO,
 Ex-officio Member

A LETTER FROM CRI'S CEO, JUSTIN ZAKIA

Kicking Off 50 Years of Possibility, Purpose, and Progress

Every annual report is special in the same way that every year has unique challenges and triumphs. However, as we begin this season of celebration and look back over the last 50 years of CRI creating a world where individuals with Developmental Disabilities and Serious Mental Illness have choice, respect, and the resources needed to live a fulfilling life of dignity and purpose, this one seems extra special.



pictured above, from left to right: Lila Corey, Ms. Rajaa Muhammad , CECA Recipient, Tania Hammock, and Justin Zakia.

While still dealing with the legacy of the COVID-19 pandemic and adjusting to a changing and sometimes chaotic world, CRI still managed to grow this year; we started new programs, welcomed new team members, broadened the continuum of care we provide and restructured to create avenues of advancement for our front line clinical staff. We recommitted ourselves to our fundraising efforts and created an advocacy structure to refine our message and harness our voices and advance our mission through public policy and discourse.

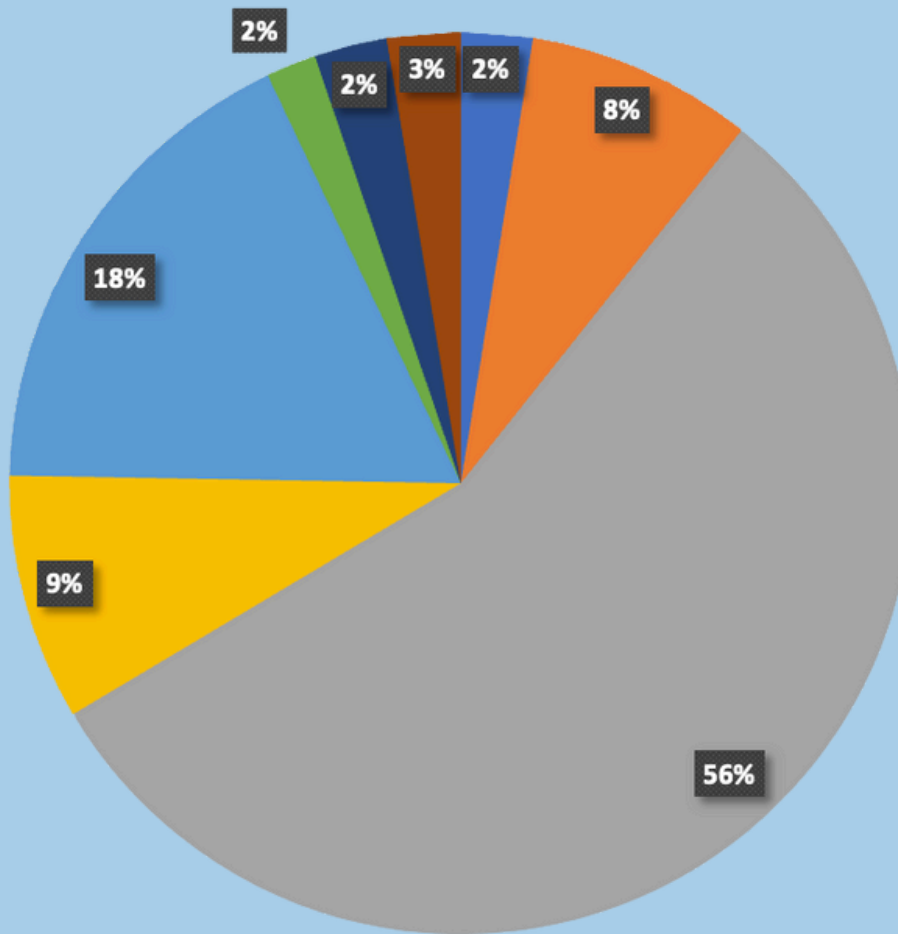
This year, the CRI board concluded our first post-pandemic strategic plan, which will serve as our compass for the next three years as we build the foundation for an even more successful 50 years than our first. There is still so much work to do, and we at CRI are excited for the future and grateful for your support and the support of countless others on our team and in our communities. This report is a window into our work, and we are grateful for your taking a look; if you would like to know more, please reach out. Your engagement makes a real difference.!

It's been a successful year for CRI - thank you for your support.

Onward!

"Disability is not a limitation — it's a different way of seeing the world. Together, we create possibilities."





■ CR Foundation

■ CRi Property (Havens)

■ ICFs

■ IDD Community Services

■ IDD Residential Homes

■ Maryland Community Services

■ MH Community Services

■ MH Residential Homes

Community Residences Foundation:

CRi Property (Havens):

Intermediate Care Facility (ICFs):

Intellectual & Developmental Disabilities (IDD) Residential Homes:

Intellectual & Developmental Disabilities (IDD) Community Services:

Maryland Community Services:

Mental Health (MH) Community Residential Homes:

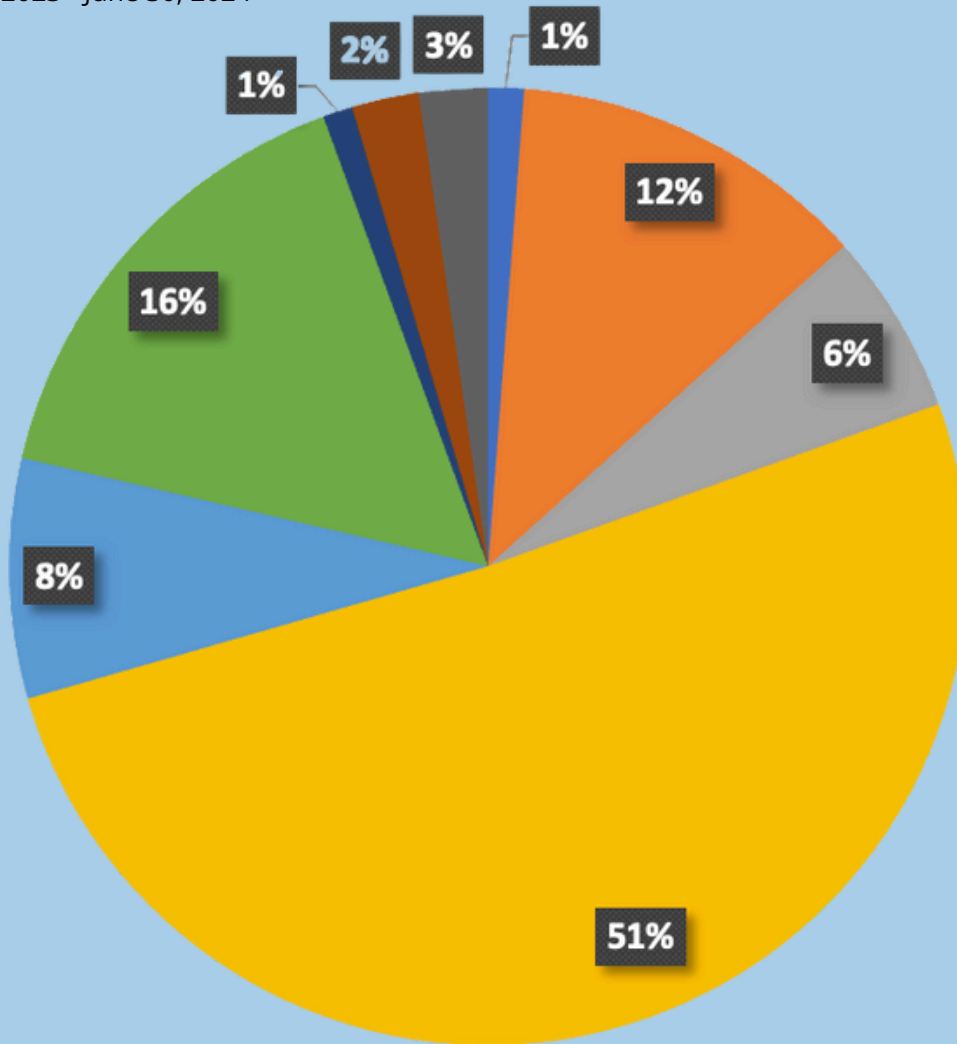
Mental Health (MH) Residential Services:

Grand Total: \$53,781,941

CRi is a nonprofit dedicated to empowering individuals with special needs in Virginia and Maryland. Through personalized care, housing, and community programs, CRi helps people with disabilities live fuller, more independent lives. Their mission is to foster inclusion, independence, and a sense of belonging, making a meaningful difference in the lives of those they serve.

FY24 ANNUAL REPORT

Expenses July 1, 2023 - June 30, 2024



■ CR Foundation

■ CRi Administration

■ CRi Property (Havens)

■ ICFs

■ IDD Community Services

■ IDD Residential Homes

■ Maryland Community Services

■ MH Community Services

■ MH Residential Homes

Community Residences Foundation:

CRi Administration:

CRi Property (Havens):

Intermediate Care Facility (ICFs):

Intellectual & Developmental Disabilities (IDD) Community Services:

Intellectual & Developmental Disabilities (IDD) Residential Homes:

Maryland Community Services:

Mental Health (MH) Community Services:

Mental Health (MH) Residential Services:

Grand Total: \$52,365,135

BREAKING BARRIERS

A LIFE OF ADVOCACY: A FAMILY'S JOURNEY WITH CRI

For more than 30 years, Christine Plummer has been a passionate advocate for individuals with disabilities, a journey shaped by faith, family, and a deep commitment to inclusion. It began when, at 15, she welcomed a young girl with Down Syndrome into her Sunday school class. The experience that opened her eyes to the power of acceptance and belonging. Years later, as a military mom to her son Kevin, who was born with disabilities, Christine tirelessly built inclusive support systems in every new community they joined. Her advocacy became a full-time mission: training educators, building programs from scratch, and challenging systems that resisted inclusion.

When Kevin reached adulthood, they struggled to find a space that truly fit his unique needs, until they discovered CRI's Newbrook Day Support Services. Kevin became one of its first participants when the program opened in 2011. Newbrook quickly became a life-changing place where he felt safe, understood, and celebrated.

"Newbrook wasn't about fitting in," Christine said. "It was built for people like Kevin, and that's what CRI does best."

Christine's passion for advocacy was born out of necessity. From the moment her son Kevin was born, she recognized the systems in place weren't equipped for his needs, so she worked to make them ready. Over the years, Christine has learned that effective advocacy isn't about confrontation, but about listening, building trust, and collaborating for lasting change.



BREAKING BARRIERS

ADVOCACY: FROM PASSION TO PURPOSE

Christine Plummer's passion for advocacy was born out of necessity. When her son Kevin was born with disabilities, she quickly realized the systems in place weren't built to support him, so she committed to helping change them. As a military family often relocating, Christine built programs from scratch, learning that real advocacy means listening, building trust, and working collaboratively.

"I've faced plenty of pushback," Christine says. "Some people see advocacy as confrontation, but I believe in collaboration, asking open-ended questions, bringing people to the table, and showing how inclusion benefits everyone." It is this belief that now guides her as Chair of CRI's newly formed Advocacy Committee.

Christine brings a broad and inclusive vision, from ensuring individuals feel seen to pushing for systemic change. Her goals include tracking policy shifts, building relationships with funders and decision-makers, addressing workforce challenges, and crafting compelling narratives that raise awareness and support. "We need a resilient advocacy system that can adapt to the moment and our capacity," she says.

With Christine's leadership, CRI is expanding its impact through inclusive practices and innovative funding strategies. While Medicaid remains our core funding source, we are pursuing new opportunities to grow and sustain services. "Everyone matters" isn't just a message, it's CRI's mission, and through strong advocacy, we're ensuring that mission is seen, heard, and supported at every level.



EVERY ABILITY, NO MATTER HOW IT
LOOKS, IS A GIFT WAITING TO BE
SHARED WITH THE WORLD



FOSTERING INDEPENDENCE: AT CRI'S KENSINGTON PROGRAM: STORIES OF HOPE AND SUCCESS

"It's no different than a physical illness. In fact, our mental and physical health are often deeply connected. When one suffers, so does the other." says Kiah Walton, CRi Lead QMHP-A, CDP

The staff at Kensington bring both professional expertise and a deep personal passion to their work in mental health. Many have been inspired by what they've seen firsthand, the impact untreated mental health issues can have on individuals, families, and entire communities. Their collective belief is simple, yet powerful: Mental health is just as important as physical health.



Far too often, mental health goes untreated due to stigma or a lack of resources. At CRi, the staff is driven by the belief that we can change that trajectory with compassion, with the right care, and with community support.

At Kensington, CRi provides more than "just housing." They provide homes for people who may otherwise be homeless or marginalized due to their mental health or past circumstances. But it doesn't stop there. All support and services delivered are with dignity, flexibility, and personalization, as CRi understands a one-size-fits-all approach will not work. Staff deliver wraparound mental health support that honors each individual's unique needs, including:

- Medication management
- Support in developing healthy lifestyles
- Coordination of medical and psychiatric appointments
- Meaningful daytime activities
- Money and home management
- Collaboration with Arlington County Case Managers
- Ongoing support for mental health symptom management

***"EVERY PERSON HAS A UNIQUE
ABILITY TO SHINE, AT CRi, OUR
MISSION IS TO HELP THEM
LIGHT THE WAY"***

CRI, EMPOWERING THROUGH A UNIQUE APPROACH

At CRI, we take a person-centered, empowerment-based approach that sets us apart from traditional mental health models. Rather than imposing rigid rules, we focus on choice, independence, and respect, believing that people thrive when given the tools and support to live life on their own terms. From helping individuals overcome daily challenges to their finding joy and connection. CRI's impact is best seen in the stories of those we serve, like LL*, who now maintains a clean and safe home; FA, who found renewed independence through the right treatment; and KW, who's rediscovered purpose through volunteer work.

At CRI, we're deeply aware of the barriers to mental wellness. Many individuals face isolation, stagnation, limited access to services, and a loss of autonomy. Staff work daily to counter these challenges by fostering real community, encouraging accountability, and expanding services. Through collaboration with families, healthcare providers, and many community partners, CRI ensures that everyone receives comprehensive, compassionate care.

But we can't do it alone. CRI is committed to growing our programs, offering more personalized support, and reaching more people. But we need the community's help. Whether you volunteer, donate, or simply share our mission with others, *your support brings us closer to a world where healing and hope are within reach for everyone.*

Working together, we can break the stigma and build communities where every person is seen, valued, and empowered.

*CRI residents choose to remain anonymous, and we use random initials to represent different people.



THE STRENGTH OF A COMMUNITY LIES
IN ITS ABILITY TO EMBRACE AND
SUPPORT EVERYONE, NO MATTER THEIR
CHALLENGES.



CREATING CONNECTIONS:

THE POWER OF VOLUNTEERING AT CRI

Volunteering with CRI is more than just giving your time; it's about transforming lives and building inclusive communities. CRI supports individuals with mental health needs and developmental disabilities by providing them with compassionate care, housing, and opportunities to thrive.

In FY24 alone, 484 volunteers generously donated 1,266 hours of their time to CRI, with an in-kind value of \$30.08 per hour, that's \$38,081.08, and a very powerful reminder of how valuable community support truly is. From holiday decorating and administrative support for the philanthropy/development department, to baking, arts and crafts, making tie-dyeing towels, playing kickball, making bracelets, hosting games, and helping serve lunch at events like SummerFest, volunteers contributed to both the joy and functionality of CRI programs. Many of our volunteers picked up paintbrushes, rakes, and spread mulch for special renovation and beautification projects at many of our forty-one residential programs, leaving a lasting impact on the homes and spaces where residents live and thrive. ***Whether you're spending time one-on-one with a resident, lending a hand at an event, or helping behind the scenes, your efforts are deeply felt and widely appreciated.*** Volunteers bring warmth, creativity, and joy, essential ingredients in helping CRI build inclusive environments where everyone is valued.

Becoming a CRI volunteer means joining a mission rooted in compassion, dignity, and the belief that everyone deserves a full and meaningful life. You bring the heart, CRI brings the opportunity. Together, we create change and make the world a better place.

To learn more about CRI's Volunteer Program, visit our website www.mycrri.org/volunteer.





**TOGETHER, WE'RE NOT JUST CHANGING
LIVES—
WE'RE BUILDING A WORLD WHERE
EVERYONE BELONGS**

SUMMERFEST

What began as SummerFest, CRI's post-pandemic community celebration, has evolved into something even more impactful. Originally created to help break the isolation felt during COVID-19, SummerFest quickly became a beloved tradition, bringing together individuals supported by CRI, staff, families, and community partners for a day filled with laughter, games, music, food, and fun. At its core, the event has always been about fostering inclusion, building connections, and celebrating the diverse CRI community. Last year, our guests gathered at CRI's Administrative Offices to take part in the festivities, generously supported by the Shrivastava Family, Google, and our donor community.

Though the name is changing, the heart of the event remains the same: building meaningful relationships, celebrating inclusion, and creating joyful, welcoming spaces for all. Community Fest is not just a new chapter, it's a bold step forward in CRI's journey!



TOGETHER IN ACTION:

How Your Support Helps Us Break New Ground

The Power of Giving,

CRi is primarily funded through Medicaid. Unfortunately, Medicaid doesn't cover everything. The essential extras include field trips, specialized programming, job training, art supplies, and social engagements, and those come from donors. These thriving dollars make all the difference. They allow CRi to hire the professionals that our individuals need and provide the support they are relying on us to give.

Please, don't donate out of sympathy or obligation – donate out of belief.

Belief that every person deserves to be seen, valued, and included in a community that embraces them for who they are. Give because one day it might be your family, your friend or even yourself in need of that same support.

At CRi, we believe every person is born with something meaningful to offer. CRi is committed to building communities where everyone, regardless of ability, has the opportunity to belong, to thrive, and to live with dignity and purpose.

That's not just worth supporting...*that's worth believing in.*



INCLUSION IS NOT JUST A WORD, IT'S
A PROMISE TO CREATE A WORLD
WHERE EVERYONE BELONGS.



A TRIBUTE TO CRI's DONORS

Thank you, your support means
EVERYTHING.

VISIONARY LEADER (\$50,000 OR MORE):

Barbara Kinney Estate
Renaissance Acquisition Co, LLC, (The Estate of Paul Scott)

BENEFACTOR (\$10,000 TO \$49,999):

John Andelin and Virginia Geoffrey
Google Data Social Impact
Lennar Homes Foundation
Eva Loser
The Shrivastava Family

CHAMPION (\$5,000 TO \$9,999):

| | |
|-------------------------------|-------------------------|
| Cigna Health & Life Insurance | Michael Fitzgerald, BWX |
| Paul J. Gallagher, III | Mutual of America |
| NFP/Golden and Cohen | SteamPunk |
| United Bank | Virginia Housing |

ADVOCATE (\$2,500 TO \$4,999):

Julia Anderson IRRV Trust, Robert Anderson Trustee
Paula Bruggeman
Thomas Clark, Clark Financial Consulting Group of Wells Fargo Advisors
Edward Jenkins and Nancy Silva
Pharmacy Alternatives (RESCARE)

"The future of CRI is radiant—with innovation, with purpose, with limitless possibility. Today, we are fearlessly transforming the way we serve, breaking barriers and redefining what's possible. Those entrusted to our care are not just reaching goals, they are living empowered, joyful, and extraordinary lives."

-Tamika Hawkins Adu, CRI Board Member



FY24 ANNUAL REPORT

A TRIBUTE TO CRI's DONORS

THANK YOU, YOUR SUPPORT MEANS **EVERYTHING.**

Sustaining (\$1,000 to \$2,499):

395 Express Lanes
Martha Ballon and Louis Chirinos
Mike and Donna Bruggeman
Jan and Francis A. Cirillo Jr.
Charles and Mary Ann P. Fellows
John and Jackie Givens
John Horton
Kiwanis Club of Alexandria
Lynn Macdonald
NOVEC Helps
Patricia Schultz

Debbie Ames Naylor
Bean, Kinney & Korman, PC
Christina and Charles Carter
Colliers International Inc.
Foundation for Children with Intellectual
Gruver Cooley Corp.
Lynn Juhl and Rosalie Smith
Lerch Early & Brewer, Chartered
Kenneth and Terry McDavid
Christine and Stephen Plummer
Andrew A. Viola

Arlington Host Lions Club
BMHSI
Devin and Becky Cate
Enterprise Holdings Foundation
& Developmental Disabilities
Patricia Guard
Jon Kinney, Kinney Family Fund
Mary C. Ludden
MFTA Architecture PLLC
The Plummer Family Fund
West Financial Group

Partners (\$500 to \$999)

Newman C. Ainsley
Kirstin Casey
Kelsey DeWispelaere
Eric Kendall
Heather Lyons
OFFIX
Jeffrey Scannell
Tom and Carol Skelly
The Spirit Club

Mary Ball
Mary K. Cayton
Tania Hammock
Nicholas Kim
Michael and Natalie Nathan
Qualifacts Systems
Sharon Schoeller and Edward Salzberg
Skelly Charitable Fund
Denise Vlantis

Richard Brewster
Charities Aid Foundation of America
Edward Szrom and John Geiger
Meghan Lang
David O'Connor
Resurrection EV Lutheran Church
Larry Scurlock
Rodney and Joyce Small
Volunteer Fairfax



Friends (\$250 to \$499):

Nancy Bright
Brigitte Custer
Carol and Drew Luten
Frances Miller
John F. Schifalacqua Jr.
Paul and Pam Thieberger

Rhonda Buckner
Vincent A Giachetti
Diane Marton
Network for Good
St. Athanasius Lutheran Church
Carli Wittkowski

Steve Coy
Cathy Little
Joan McLaughlin
Thomas and Ann Newel
Temple B'nai Shalom

A TRIBUTE TO CRI's DONORS

THANK YOU, YOUR SUPPORT MEANS **EVERYTHING.**



America Online, Inc.
Noreen Ames
Emelia Beltran
Catherine Berger
Jennifer A Brooks
Jim Burkholder
William Butera
Jill Caiazzo
Julie Campbell
Chain Bridge Bank
Patricia Colton
Karen L. Conley
Hannah Craven
Yvonne Dangerfield
Violette Der Minassian
Heather Doane
Steven Dunn
Kyle and Mary Foley
Sandra Foley
Lisa Fritsch
Clifford and Shirley Gay
Jane Goldweber
Emily Jo Goulden
Kimberly Grimm
Amy Harris
Anne Hartzenbush
Tamika Hawkins Adu
Irene Hruskoci
Terry Hurley
Susan Ishman
Kristen John
Ari Kaplan

**In 2024, CRI received
charitable contributions
totaling \$416,716.91**

Neighbors' (Up to \$249.99)

| | |
|---------------------------------|-------------------------------------|
| Chris and Julia Kassis | Deborah Schoeller-Perlmutter |
| Rachel Kinney | John Slye |
| Susan and Karl Klauck | Andrew Smith |
| Judith Korf | Susan Spence |
| Leadership Center for Arlington | Jeffrey Stack |
| Betsy Leeman | John Stanley |
| Joy Levi | Maria and Vincent Sturniolo Jr. |
| Dennis and Pam Lucey | Jonathan Swann |
| Patricia C Mark | Jane and Gary Thatcher |
| Carol Mae Marshall | Keith and Phyllis Talbert |
| Peter Mellette | Barbara Thompson |
| Darlene Mickey | John and Mary Vihstadt |
| DeAnne Mullins | Elizabeth Vasquez |
| Ruth Neeley | Jay and Kim Weitzel Charitable Fund |
| Steven Ortiz | Jennifer and Kurt Wellington |
| Karen Peters Hughes | Paul and Hilary Wexler |
| Keith R. Proctor | Constance Williams |
| Cameron Quinn | The Honorable Winn Williams |
| Christopher Rinehimer | Justin D Zakia |
| Darlene Robinson | Julie and David Zalkind |
| Diane Rothman | |



