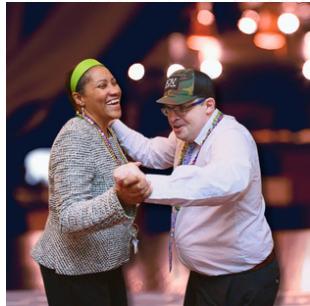




Choice. Respect. independence.



ANNUAL REPORT
— FY2025 —

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A Letter from CRI's President and CEO, Justin Zakia



FY 2025 was a transformative year for CRI. We welcomed new programs, new board members, and new leaders; we doubled the size of our presence in the Richmond Area; and we unveiled our new Strategic Plan, laying the foundation for our next 50 years of success.

The addition of three new mental health group homes in the Richmond area speaks to our commitment to continue to expand services for individuals with serious mental illness, and our commitment to the Richmond area where CRI has been providing services since 1998.

On the other end of our continuum of care, CRI was pleased to be awarded contracts for permanent supportive housing services in both Prince William and Fairfax Counties.

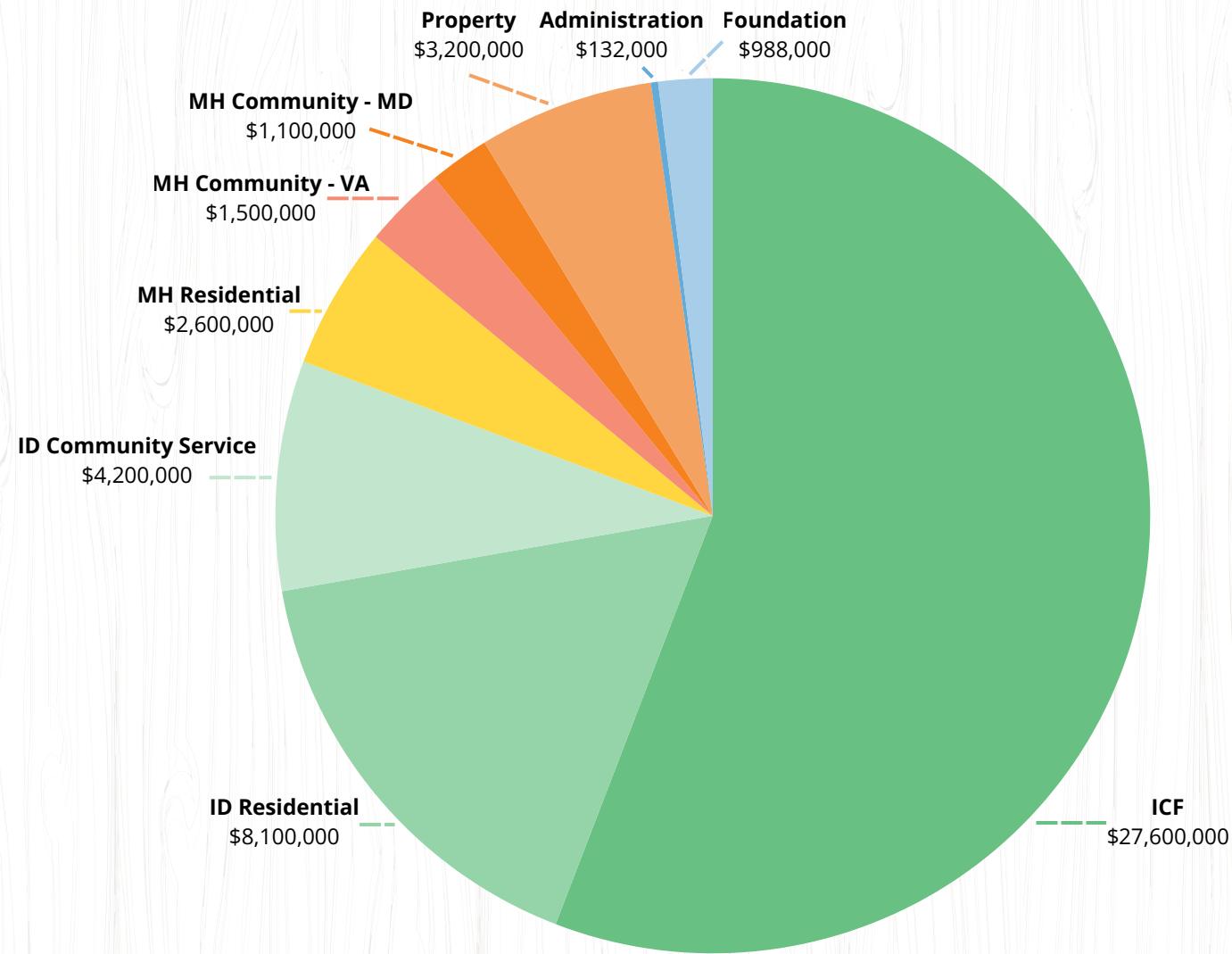
This broad continuum of services, encompassing both individuals with intellectual and developmental disabilities and individuals with serious mental illness, really sets CRI apart from other caregiving organizations. We are proud to offer such diverse services to such a diverse population!

There has been a great deal of change throughout all levels of our organization, but these changes have been mindfully implemented with the sole purpose of increasing the resilience of our programs and our teams and our ability to execute on our mission. Resilience means embracing challenges and emerging on the other side stronger and better prepared for the next.

As we look to FY26, we see a myriad of challenges ahead but we are ready for them. As we embark on our Strategic Plan, we do so with an engaged board and governance structure, a renewed leadership team, and an energized and expanded donor base. There is a mountain ahead and we can't wait to see the view from the top. For now, though, I invite you to take a look at the mountain just climbed. There aren't too many years in the history of our organization where the CRI that emerged is so different from the one that commenced, but 2025 was one of those.

Thank you for your interest in our mission. Thank you for your engagement in our cause. Thank you for helping us to get where we are, and thank you in advance for your help to come. We have set a bold vision; but together, we will make it a reality and enable even more of our most vulnerable friends and relatives and neighbors to live a fulfilling life of dignity and purpose.

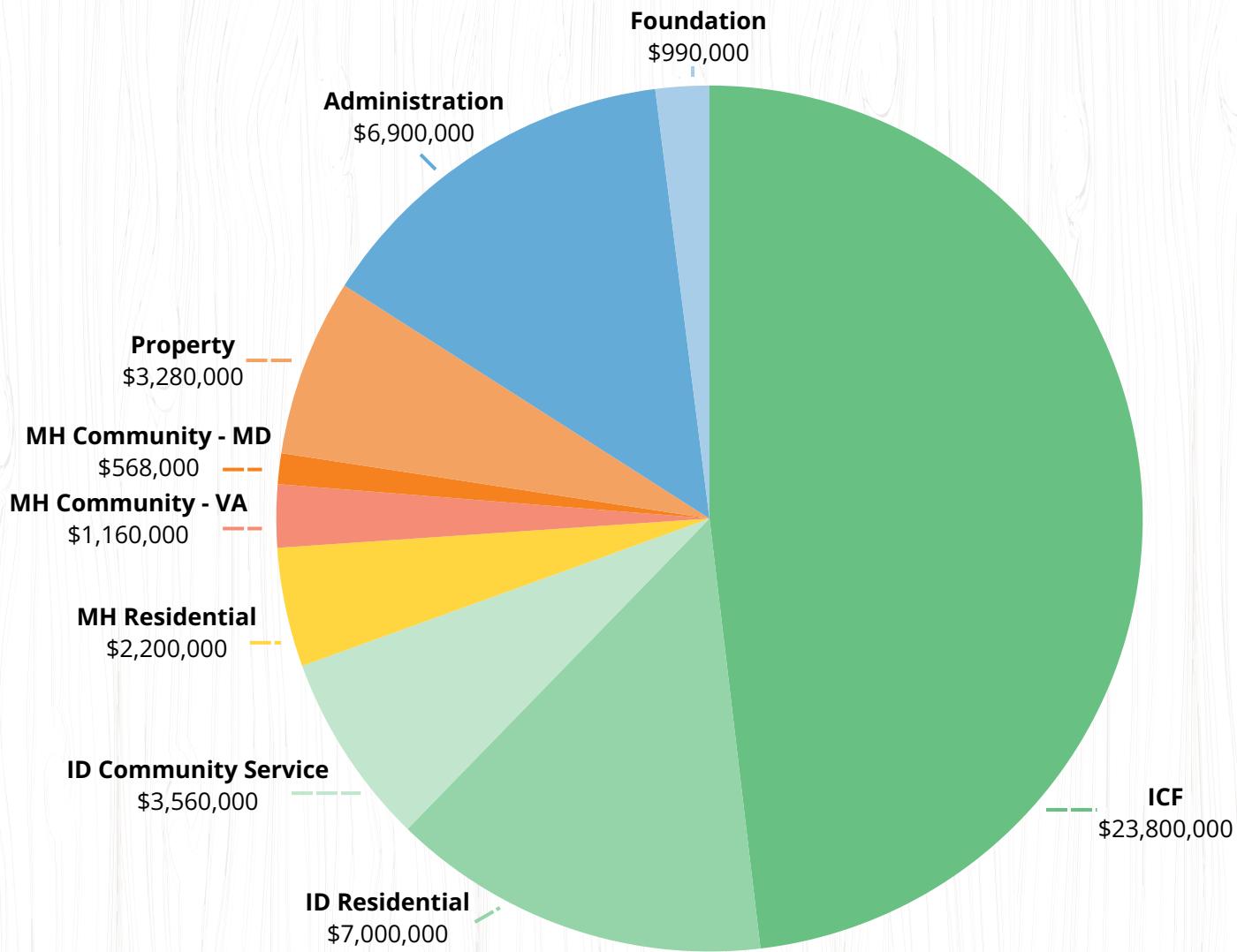
Revenue



Intermediate Care Facility (ICFs):	
Intellectual & Developmental Disabilities (ID) Residential Homes:	
Intellectual & Developmental Disabilities (ID) Community Services:	
Mental Health (MH) Residential Services:	
Mental Health (MH) Community Residential Homes VA:	
Mental Health (MH) Community Residential Homes MD:	
CRi Property (Havens):	
Administration:	
Foundation:	

Grand Total:
\$49,420,000

Expenses



Intermediate Care Facility (ICFs):	
Intellectual & Developmental Disabilities (ID) Residential Homes:	
Intellectual & Developmental Disabilities (ID) Community Services:	
Mental Health (MH) Residential Services:	
Mental Health (MH) Community Residential Homes VA:	
Mental Health (MH) Community Residential Homes MD:	
CRi Property (Havens):	
Administration:	
Foundation:	

Grand Total:
\$49,458,000

Clinical Highlights

CRi opened three Root and Rise mental health group homes in the Richmond, VA area: West 27th (city proper), Eagle Run (Chesterfield), and Wall Avenue (Henrico). Each residential program can house 4 individuals and is staffed by specially trained behavioral health technicians.



Sabrina, a woman with schizoaffective disorder who joined the Root and Rise program in September 2024, has rewritten her story to rise up from past struggles with the right support in place. She enrolled in a community college for 12 credit hours and took the necessary legal steps to work toward regaining custody of her daughter.



FY25 ANNUAL REPORT: JULY 2024 - JUNE 2025

In July 2024, CRI was awarded a Supportive Housing contract from the Department of Behavioral Health and Developmental Services (DBHDS) to support up to 150 individuals living in Fairfax and Prince William County, respectively. Through this program, CRI provides supportive services to assist vulnerable populations with stabilizing and achieving their personal goals while living in their own homes. CRI received its first clients in August 2025—and has steadily grown since its initial 11 active clients in Fairfax County and six active clients in Prince William County.

Throughout our residential care programs licensed by the DBHDS, 16% of the people we serve have been assessed for self-administration of medication. CRI has successfully supported 13% in achieving and maintaining the ability to administer medication independently.



The Newbrook Day Program was a catalyst for community integration: 87% of program participants engaged in community-based activities at least twice weekly — a 25% increase from FY24. Twelve participants began part-time community volunteering as part of CRI's partnership with local businesses to launch a supported pre-employment initiative.

A CRI case manager coordinated with a homeless shelter to secure a four-month rent voucher, to then phase out after one year. The case manager consistently reached out even though the client was unresponsive after receiving the voucher. When they finally connected, the client only had three days to find housing before her voucher expired. The case manager succeeded in finding the client housing with a private landlord in time—and a job to have the means to pay for rent moving forward.



Ken began volunteering at the Arlington Central Library after long-term support and encouragement from CRI staff. He now proudly refers to this volunteer role as his “job” and takes public transportation independently to and from the library. Ken is now an active member of the Kensington Book Club, where he regularly recommends and discusses books with the group.

The Newbrook Pulse Initiative brought family collaboration to a new level: 95% of family members reported improved communication and involvement in their loved one’s care planning.

Thanks to Living Independently for Tomorrow (LIFT), three young adults who may otherwise not have had the opportunity are thriving years later in the same apartment complex that LIFT program staff secured for them. All three are performing well at their stable jobs, paying their bills on time, managing their day-to-day new life successfully.



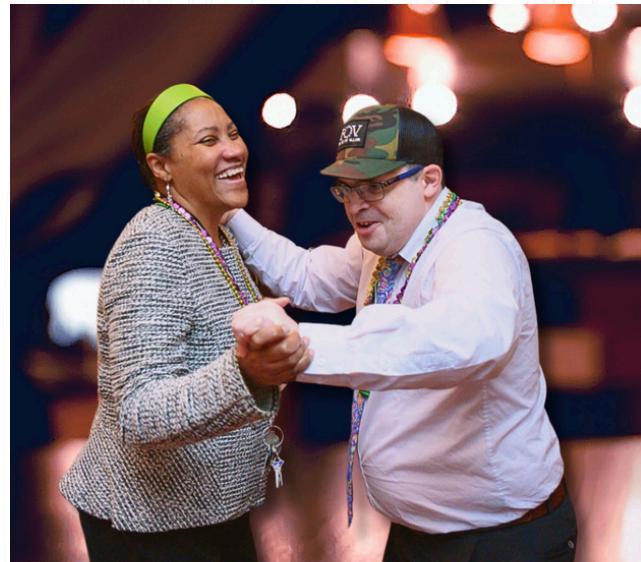


Agency-wide, quarterly meetings are an all-day opportunity for clinical and administrative management staff to connect regularly for interdisciplinary collaborative leadership sessions. One focus of these sessions is clinical quality, documentation consistency, staff development, quality alignment, and program performance.

An Autumn Evening of Enchantment: *Enhancing & Enriching Lives*

On September 6, 2024, CRI proudly hosted An Autumn Evening of Enchantment: Enhancing & Enriching Lives at The Barns at Wolf Trap, bringing together supporters, partners, and community members for a night filled with purpose and celebration. Guests enjoyed live musical performances, delicious hors d'oeuvres, and a curated selection of seasonal cocktails and mocktails, all set within a warm and inviting atmosphere.

CRI extends heartfelt gratitude to all event sponsors, with special appreciation for the **Shrivastava Family**, the presenting sponsor of the evening. Their commitment to inclusion and community continues to play an essential role in advancing CRI's mission.



"The evening highlighted the incredible impact of our collective efforts and the vital role of community support," said Justin Zakia, President & CEO of CRI.

Volunteers Saved Us **\$13,200**

We  Our Volunteers !

Volunteering with CRI is more than giving your time. It strengthens lives and supports inclusive communities by empowering individuals with mental health needs and developmental disabilities through compassionate care, housing, and opportunities to thrive. In FY25, CRI's volunteers saved the organization over \$13,000, demonstrating the powerful impact of community involvement.

Whether offering administrative support, spending time with residents, or helping with beautification projects across CRI's programs, volunteers create welcoming spaces where people feel valued. Becoming a CRI volunteer means joining a mission rooted in dignity and compassion. To learn more, visit www.mycri.org/volunteer.



Let the Celebration Begin



Community Fest 2025: A Celebration of Inclusion, Joy, and Community

CRI's first Annual Community Fest on May 10, 2025 created a welcoming space where individuals with disabilities, their families, and caregivers could enjoy a day centered on fun and connection. Like the previous SummerFest event, Community Fest had a range of activities—but at a Wolf Trap, a larger venue providing an extra special atmosphere.

A Festival for Everyone

Guests explored a range of accessible activities, including bingo, fair games, caricatures, karaoke, face painting, balloon art, and textured food options. The festival grounds were decorated with bright flowers, colorful balloons, and sensory-friendly items that made the experience comfortable for all.

A quieter pavilion offered a calm environment for guests who preferred low-stimulus activities, while the main area featured games, snacks, and music.



Community Support

Community Fest was made possible by dedicated volunteers who helped run activities, greet guests, and support caregivers throughout the day. Their commitment strengthened the sense of belonging that filled the event.

We are grateful to our event sponsors **Colliers, Wells Fargo, and Robert & Maura Reiver**, whose generosity helped make the celebration possible. We were also honored to welcome Margaret Graham, Director of the Loudoun County Community Services Board (CSB), as a special guest during the festivities.

Celebrating Joy

The day was filled with connections and celebration. Individuals reunited with friends, explored new experiences, and enjoyed opportunities to express themselves. Laughter and music filled the venue as guests danced, sang, played games, and enjoyed sensory-friendly activities. Balloon creations, face paint, crafts, and outdoor stations brought energy to every corner of the festival.

To view highlights from Community Fest, please view the event video on our YouTube channel at [@MyCRIcares](#).

Community Fest will be an annual event where every person is welcomed, valued, and supported.



A Tribute to CRi's Donors

Thank you for your generosity and commitment. Your support strengthens our mission and makes a meaningful difference every day.

\$10,000+

- John Andelin and Ms. Virginia Geoffrey
- Foundation For Children with Intellectual & Developmental Disabilities
- Google Data Centers
- Em Loser Family Fund
- Ramesh Mazhari
- Sumeet Shrivastava
- Shrivastava Charitable Fund

\$1,000-9,999

- Julia Anderson IRRV Trust
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- Mike Bruggeman
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- Steampunk
- TriSource Staffing
- United Bank
- Andrew Viola
- Walker Healthcare CPAs
- West Financial Services
- Winn Williams

\$1-999

- Sanders Adu
- Luisa Afonso
- Sunita Agrawal
- Newman Ainsley
- America's Charities
- Noreen Ames
- Conrad Aschenbach
- Betty Anne Aschenbach
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- Jay and Kim Weitzel Charitable Fund
- Jennifer and Kurt Wellington
- Paul Wexler
- Asela Wijesiri
- Brian Winterhalter
- Justin Zakia
- Julie and David Zalkind

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CRI is proud to be supported by several affiliated organizations, each guided by its own Board of Directors. Together, these groups expand CRI's impact by offering vital program, housing, and operational support. Their dedicated board members generously contribute their time and expertise to ensure strong governance, responsible financial stewardship, and the long-term success of CRI's mission.

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

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