



2025 ANNUAL REPORT

**NEW HORIZONS:
RECOVERY, RENEWAL
& IMPACT**

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The client artwork featured throughout this year's report reflects the renewal, resilience, and hope experienced along the recovery journey.

MESSAGE FROM LEADERSHIP

At Outreach, our mission is to build healthy lives and strengthen individuals, families, and communities impacted by substance misuse and co-occurring mental health disorders. Over the past year, we dedicated ourselves to further expanding access to care across Queens and Long Island, supporting thousands of New Yorkers through compassionate, person-centered services grounded in dignity and connection.

2025 marked a year of meaningful progress. With the launch of our new strategic plan, we strengthened our workforce, reduced turnover, and fostered a culture that supports both our staff and the delivery of high-quality care. We advanced integrated services, expanded innovative programs, and introduced a Community Partnerships team to deepen collaboration and improve access to coordinated support.

The opening of our Young Adult Residence completed a full continuum of care for individuals of all ages, regardless of ability to pay. We also launched a pilot of our Registered Apprenticeship Program, the first of its kind for a not-for-profit behavioral health provider in New York, creating new pathways into the field and strengthening the future workforce.

This work is powered by community: the individuals and families we serve, the dedicated staff who support them, and the Board members, partners, and supporters who make it all possible. Together, we are building stronger systems of care rooted in hope, healing, and opportunity.

As we look ahead, we remain focused on deepening our impact, advancing innovation, and building healthier communities across New York. Thank you for standing with us in this important work.



Paul Vitale, MPA, FACHE
Interim President &
Chief Executive Officer

David Vizzini
Sr. VP & Chief Administrative
Officer

Mary Brite
Sr. VP & Chief Operating Officer

Angela Murdock-Ridley
Sr. VP & Chief Financial Officer

Christal Montague
Sr. VP & Chief Strategy &
Growth Officer

A LASTING LEGACY OF LEADERSHIP AND SERVICE



After more than four decades in behavioral health, including nearly 30 years of transformative leadership at Outreach, Alexis Gadsden retired this past year from her role as Chief Diversity Officer. She leaves a legacy of compassion, accountability, and an unwavering commitment to equity and excellence. A champion of Justice, Equity,

Diversity, and Inclusion and a mentor to many, Alexis helped shape Outreach's growth while keeping dignity, quality care, and inclusion at its core. As she shared, "We're all important. We all have value. Love each other and support each other. Work hard, love hard, and be blessed." We are honored that in retirement she will continue her impact as a member of Outreach's Board of Directors.

BOARD OF DIRECTORS

Outreach is proud to be supported by two separate 501(c)(3) nonprofit organizations, Outreach Development Corporation and Outreach Project, Inc., each guided by its own dedicated Board of Directors. While operating independently, the organizations work together and share assets in support of each other's missions, strengthening the agency's impact in the communities we serve.

The Outreach Development Corporation Board provides governance and strategic oversight for our behavioral health, substance use treatment, and mental health services, while the Outreach Project, Inc. Board advances community engagement, partnership development, public awareness, and fundraising efforts that help sustain and grow our work. We extend our deepest gratitude to both Boards for their leadership, advocacy, and unwavering commitment to improving the lives of individuals and families every day. We are truly grateful for their steadfast commitment and dedicated service.



Outreach Development Corporation

Kathleen Riddle, Board Chair
Paul D. Vitale, MPA, FACHE, Board Vice Chair
Vincent Llobell, Secretary/Treasurer
Dana Amodeo, DO
Lisa A. DeRoché, Ph.D.
Kathy Jordan
Jennifer Kim, MD
Ludwig LaLanne
NYS Senator Monica Martinez
Sergio Sedita
Phyllis Dunn Weiner, MD

Outreach Project Inc.

Daniel Kindbergh, Board Chair
Howard I. Rothschild, Board Vice Chair
Matthew Chasin, Board Secretary/Treasurer
Steven Alessio
Kuba J. Brown
James Cahill
Edwin L. Christian
Kenneth J. Collins
Scott Corneby
Gary La Barbera
George Lewis
John O'Hare
Scott Salmirs
John Santos
James Whelan



Artwork by Outreach Clients

VOICES OF RECOVERY AND RESILIENCE



“I have almost died more times than I can count. God tried to save me more than I ever noticed and I just did not want to listen.

I am 27 now and I don't want to ruin my life anymore, so I'm getting the help I need in the right way. While being here I got my social security card and license. I have attended appointments that I need for my health. I started working as a direct support professional and it is something I love to do. I start school soon and it feels good to start this positive journey! I see my purpose more than anything right now and I am more than grateful! Sometimes we don't always have the life we want but in the end the goal is to create the life we deserve!”

- E.M., client at Outreach's Women's Recovery Residence

“My substance use affected everything. My academic performance, my personality, and my relationships.

My mom saw the changes immediately and fought hard to get me the help I needed. Even when I pushed her away, for two years she kept trying. Eventually, I entered treatment... I'm grateful for the tools Outreach gave me, for every staff member who refused to give up on me... As I wait to hear back from the colleges I applied to, I feel excited, nervous, hopeful, and ready. Ready because of the work I've put in, ready because of my family, and ready because Outreach taught me that even when life gets hard, there will always be help. Always support. Always a path forward.”

-D., graduate of Outreach House II, residence for adolescents



Artwork by Outreach Clients

VISION, MISSION, & VALUES

To be a premier provider and champion of behavioral health services, while facilitating access to medical services, by offering:

- High quality, evidence-based, and person-centered care, delivered by a qualified staff.
- Training programs that enhance the skills of professionals dedicated to delivering these services.

VISION

To inspire individuals and families to achieve a life of unlimited potential.

MISSION

Diversity & Inclusion

We are committed to fostering a diverse and inclusive environment where everyone, regardless of race, ethnicity, age, education, skill set, or beliefs, feels equally involved, valued, and supported in all aspects of the workplace.

Client Focus

We are dedicated to understanding and addressing our clients' needs, while respecting their unique backgrounds and diversity.

Leadership

Our services, facilities, and staff are recognized as industry leaders due to their excellence and commitment to meeting the needs of the clients and communities we serve.

Integrity

Honesty, fairness, transparency, and trust are the core principles guiding all our interactions with staff, clients, and external partners.

Responsive to Change

We view change as an opportunity for growth, approaching it with flexibility and proactivity to continually raise the standards of care we provide.

Quality Improvement

We actively seek opportunities to improve every aspect of our operations, with a special focus on enhancing the quality of services delivered to clients and their families.

Growth

We are dedicated to continuous learning, enhancing competence and wellness, and expanding our services to meet the growing needs of those we serve.

Positive Environment

We combine cutting-edge facilities with initiatives that foster a welcoming atmosphere, prioritizing the health and safety of both clients and staff while supporting the long-term success of Outreach.

VALUES

WHO WE SERVED IN 2025

Clinical Services:

- 1,910 Unique # of clients screened/assessed/ referred
- 3,072 Unique # of clients who received services

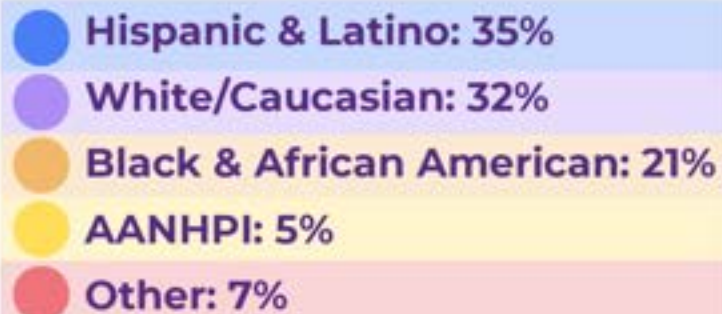
Outreach Training Institute:

- 228 Students enrolled in CASAC Training
- 1,505 Registrations for Professional Development
- 221 Outreach Staff Trained

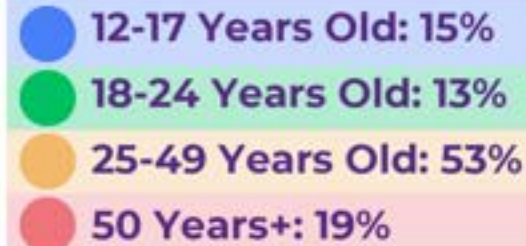
Gender of Individuals Served:



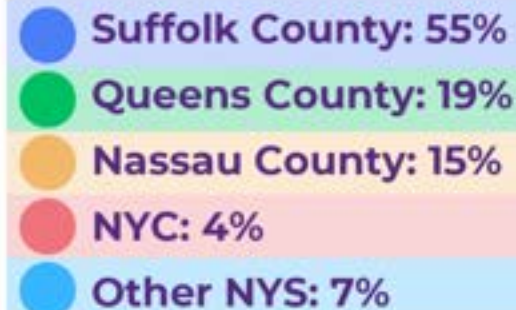
Race of Individuals Served:



Age of Individuals Served:



Geography of Individuals Served:



Examples of Quality Clinical Impact in 2025:

- **84%** of individuals demonstrated early engagement in care, returning for a second visit within 14 days.
- **60%** of individuals progressed from intake to admission, exceeding the industry benchmark of 30–50%.

STRATEGIC PLAN IN ACTION: 2025 HIGHLIGHTS

Guided by Outreach's strategic plan, 2025 was a year defined by renewal, resilience, and forward momentum. We emerged stronger by investing in leadership, stabilizing and supporting our workforce, modernizing our technology, and expanding services to meet the evolving needs of our community. What follows below reflects more than progress, it reflects transformation. Each milestone represents a deliberate step toward strengthening our foundation while expanding our impact, positioning Outreach for an even more impactful future.

Strengthening Leadership for the Future:

In 2025, Outreach deepened its commitment to strong governance and strategic leadership. We welcomed two distinguished leaders to our Board of Directors—**Dana Amodeo, DO**, of Northport VA Medical Center, and **Lisa A. DeRoché, PhD**, of the Roosevelt Institute—whose expertise in healthcare, equity, and organizational development strengthens our ability to lead with vision and accountability.



Dr. Lisa A. DeRoché



Dr. Dana Amodeo

STRATEGIC PLAN IN ACTION: 2025 HIGHLIGHTS

New Leadership Team

The focus on strengthening leadership extended across the organization, with key executive appointments and promotions that reinforce operational excellence, strategic growth, and long-term sustainability. Together, these leaders bring both deep institutional knowledge and fresh perspective, ensuring Outreach is well-positioned for the future.



David Vizzini
Sr. VP & Chief
Administrative Officer



Mary Brite
Sr. VP & Chief
Operating Officer



Angela-Murdock Ridley
Sr. VP & Chief
Financial Officer



Christal Montague
Sr. VP & Chief Strategy &
Growth Officer

Building and Sustaining a Strong Workforce

At the heart of Outreach's impact is its people. In 2025, we made significant strides in strengthening and sustaining our workforce, both by creating new pathways into the field and by investing in those already serving our community.

STRATEGIC PLAN IN ACTION: 2025 HIGHLIGHTS

Through the Outreach Training Institute, we launched a first-of-its-kind **Registered Apprenticeship Program** for behavioral health in New York State. By combining paid, on-the-job experience with no-cost training toward CASAC certification, the program expands access to meaningful careers while helping address critical workforce shortages.

"This experience has vastly influenced my career goals. I now know that I want to be a social worker and help people for the rest of my life, which is not something I think I would have said a few years ago. I credit this program for getting me there. This experience has been intense, invaluable and lucrative as it has helped me determine the way my life will go."

– **Dylan Klansky**,
Outreach RAP Apprentice



Dylan Klansky & Supervisor Caitlin Duddy, LMSW

At the same time, targeted investments in recruitment, retention, and human resources infrastructure led to a dramatic reduction in staff turnover, **from 47% to 7.4%**, an extraordinary achievement in a field facing persistent workforce challenges.

STRATEGIC PLAN IN ACTION: 2025 HIGHLIGHTS

We further expanded access to training through a **new OASAS-funded Scholarship Program** that allows New Yorkers across the state to attend the Outreach Training Institute's 350-hour CASAC Training Program for free, removing financial barriers for individuals pursuing careers in addiction counseling and strengthening the workforce statewide.

Investing in Staff Wellness and Culture



Recognizing that a strong workforce requires meaningful support, Outreach continued to invest in staff wellness and organizational culture. From fitness and creative initiatives to agency-wide events, we fostered an environment where employees feel valued, connected, and supported, both professionally and personally.

These efforts were reflected in external recognition, as Outreach was named one of **City & State New York's 2025 Top Workplaces**, an acknowledgment of our commitment to cultivating a workplace where people can thrive.



STRATEGIC PLAN IN ACTION: 2025 HIGHLIGHTS

Strengthening Community Connections to Care

With a strong internal foundation in place, Outreach expanded its reach through the launch of a dedicated Community Partnership team. Focused on Queens, Nassau, and Suffolk Counties, this initiative strengthens relationships with local providers, enhances referral pathways, and improves access to critical behavioral health services.



Left to Right: Community Partnership Managers Dakchyata Thapa, Le Motylenski & Alexis Attardi



Advancing Integrated, Whole-Person Care

Building on these partnerships, Outreach continued to advance a more integrated model of care. At our **Richmond Hill Certified Community Behavioral Health Clinic (CCBHC)**, an enhanced partnership with Damian Family Care Centers enables individuals to access substance use treatment, mental health services, and primary care in one location. This co-located approach improves coordination, reduces barriers, and delivers a more seamless, person-centered experience that meets individuals where they are and addresses the full scope of their needs.

STRATEGIC PLAN IN ACTION: 2025 HIGHLIGHTS



Expanding Access to Critical Treatment Services

Outreach also made significant investments in expanding access to life-saving care. With funding from the New York State Opioid Settlement Fund, we are developing a **new Comprehensive Integrated Outpatient Treatment Program in Nassau County**, expected to open in late 2026. By bringing together outpatient and opioid treatment services under one roof, this program will provide coordinated, accessible care and represents a critical step forward in addressing the opioid crisis across Long Island.

Leading with Inclusion: LGBTQ+ Affirming Recognition

The New York State Office of Addiction Services and Supports (OASAS) has recognized Outreach as a designated provider of LGBTQ-affirming services, reflecting our commitment to creating a welcoming, inclusive, and supportive environment for all individuals. Outreach has also earned the LGBT Network's Tier I designation, the organization's highest level of recognition for excellence in LGBTQ+ diversity, equity, inclusion, and belonging practices.



Office of Addiction
Services and Supports



STRATEGIC PLAN IN ACTION: 2025 HIGHLIGHTS

Innovating to Meet Emerging Needs

In 2025, Outreach reached a historic milestone with the opening of **Long Island's first residential treatment program dedicated exclusively to Young Adults, ages 18–25**. This purpose-built program addresses a longstanding gap in care, offering integrated substance use and mental health treatment tailored to the unique challenges of early adulthood. At a time when young people face rising rates of overdose and mental health concerns, this initiative reflects a deep commitment to early, developmentally appropriate intervention. By combining clinical care, life skills development, and long-term recovery support, Outreach is not only expanding access but redefining what effective, compassionate care can look like for the next generation.



OUTREACH IN ACTION: 2025 ACTIVITIES

Provided **1,080** Narcan Trainings
Distributed **1,100** Narcan Kits
Participated in **256** Community Events



10th Annual John Brower Jr. Memorial Heroes Against Heroin Walk

OUTREACH IN ACTION: 2025 ACTIVITIES

Community Events & Partnership Highlights:

NYS Senator Joseph P. Addabbo
Adelphi University
All in for Public Education
Amityville Day
Annual Back to School Health and Wellness initiatives, Jamaica, Queens
Assemble Long Island
Bard High School
Brentwood Library
Brooklyn Angels
John Brower Jr, Memorial Walk
CBTU Health Fair
Choice for All
CSEA Family & Friends Picnic
Community Solutions
Connetquot Middle School & High School
Corona Library
East Islip Middle School & High School
East Northport Middle School
Eastern Suffolk BOCES
Freeport Christian Academy
HART High School
Hempstead Prevention Coalition
Thomas' Hope Foundation
Horizons Counseling and Education
Huntington Wellness Walk for Hope
Islip Career Center
Islip Goes Purple
Kings Park High School
LGBTQ Network
LICAAD
Long Island Center for Recovery
Long Island Co-Occurring Disorders Committee
Long Island Pride Festival & Parade
Longwood School District & Community
NYS Senator Monica Martinez
Massapequa High School
Metropolitan Expeditionary School
NAMI
NAMI Long Island
Nassau County Criminal Division
Nassau County Housing Authority
Nassau County Library System
Nassau County Probation Family Division
Nassau County Re-entry Task Force

OUTREACH IN ACTION: 2025 ACTIVITIES

Community Events & Partnership Highlights:

Nassau University Medical Center
Never Alone
Newport Academy
Northport Middle School
North Shore Child and Family Guidance Services
NYS Assemblymember Kwani O'Pharrow
PAC Program
Prodell Middle School
P.S.-K721
Queens Criminal Court
Sachem High School North
Salvation Army
Seafield
Sequoia High School
Smithtown Task Force
Suffolk County Black Nurses Association
Suffolk County Community College
Suffolk County Legislative Opioid Task Force
Suffolk County Re-entry Task Force
Suffolk & Nassau County Community Health
Worker Program
Syosset High School

Take Back the Night
Town of Islip Task Force
Treatment Communities of America
Trevor Project
Uniondale High School
Unity FEC
Vibe & Thrive
Welfare Council Doula Program
Wellbridge
Western Suffolk BOCES
YES Counseling



Artwork by Outreach Clients

2025 FUNDRAISING HIGHLIGHTS

Outreach celebrated three cornerstone fundraising events in 2025 that brought our community together in support of our life-changing work across New York: the **31st Annual Long Island Luncheon**, chaired by Matty Aracich; the **44th Annual Metropolitan Luncheon**, led by Board Chair Dan Kindbergh; and the **10th Annual John Brower, Jr. Memorial Walk**, made possible by the John Brower Jr. Memorial Foundation, John & Jody Brower and their family. We extend our sincere thanks to the chairs, honorees, and event committees whose dedication made these events a success, raising vital funds to sustain Outreach's behavioral health treatment and training services for individuals and families across the state.



31st Annual Long Island Luncheon

2025 FUNDRAISING HIGHLIGHTS

44th Annual Metropolitan Luncheon



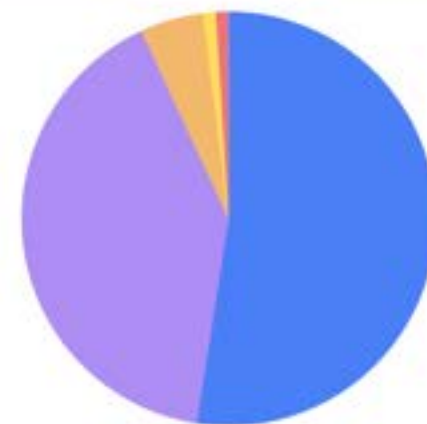
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2025 FINANCIAL OVERVIEW

Outreach is deeply grateful to our funding partners, whose generosity in FY 2025 made it possible for us to reach more individuals and families with critical services while continuing to strengthen and expand our programs. Every dollar invested helps drive meaningful change in the lives of those we serve. Reflecting this commitment, **86% of our total expenses last year were directed to client services**—ensuring resources are translated into direct, tangible impact.

Government Contracts	19,488,592	53%
Client Fees (Medicaid, Medicare, Private Insurance & Client Payments)	15,021,099	41%
Outreach Project Inc.	1,700,000	5%
Government Welfare Programs	432,805	1%
Other Income (contributions, rent, interest and other)	326,872	1%
	36,969,368	100%

Total Expenses	34,442,296	
Client Related/Program Expenses	29,618,567	86%



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