



2016-2017 ANNUAL REPORT





I often think about my role as the President and CEO of Renewal, Inc. and the challenges our dedicated staff and our reentrants have faced during the last year.

I am proud of the fact that Renewal, Inc. and its affiliated entities, Renewal Treatment, Inc., Lydia's Place, and GETPAID offer the most comprehensive continuum of Reentry Services in the region. Our programs are tailored to the individual's specific needs from medical and behavioral health services helping to overcome addiction and other destructive behavior, to job readiness training, family counseling and assistance in finding housing.

For those who are entrusted to our care, transitioning from the criminal justice system is a challenge. Reconnecting with family and community and overcoming so many other obstacles can be daunting.

Renewal frequently faces the constant ebb and flow of funding resources and priorities. With every challenge, I stay true to Renewal's "mission" and the opportunity to lead our organization in an effort to more effectively address the issues facing our reentrants and the behavioral health and justice systems today. The rewards are seen in the smile of a child reconnected to a parent, felt in a renewed feeling of self-worth or connection to community and in a life restarted and armed with the tools to overcome the challenges of a better future.

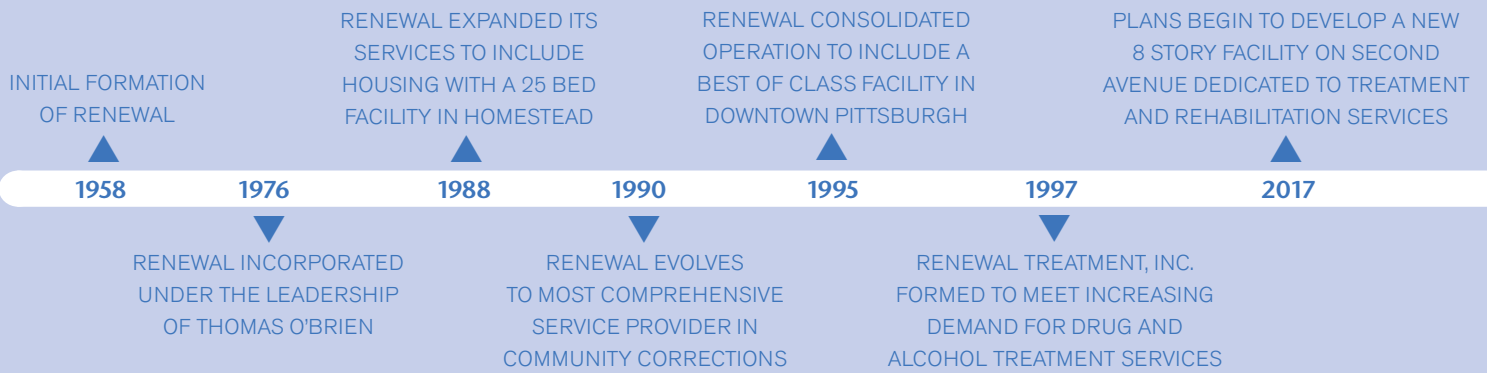
I realize that none of this would be possible without the dedicated people who make up the Renewal, Inc. staff, our committed Board of Directors, Community Advisory Board, elected officials at the local, county, state and federal levels and all our community partners.

Renewal, Inc. remains committed and steadfast to taking on even greater challenges. I am happy to report that progress continues to be made in our Renewing Hope for Better Futures Capital Campaign. The \$20 million project to construct a new building to accommodate the growth of Renewal, Inc. programs and services for former offenders, those at risk of re-offending and preventative programs for at-risk youth and their families is a testament to Renewal's unwavering promise to be a leader in the provision of the highest possible standards of services to everyone willing to reach out for help.

I remain committed and confident that together, Renewal will succeed in carrying out its mission in helping to change lives for the better and by leaving an everlasting footprint in the community.

John R. Schmitt
Chairman, Renewal Board of Directors

Douglas C. Williams
President and Chief Executive Officer



CORE VALUES

As we put our mission and vision into action, our goal is for individuals to be able to lead full, healthy and rewarding lives when they leave us, aided by skills and support systems that will provide an enduring and lifelong source of confidence. We are always striving toward the goal by making decisions based on our Core Values:

- **Safety** — Protecting the lives and well-being of residents, staff and our community
- **Diversity** — Appreciating and respecting the differences of our staff, residents and community
- **Leadership** — Empowering employees to emulate our mission and core values
- **Teamwork** — Working together for the betterment of our staff, residents and community
- **Innovation** — Implement new programs and services in accordance with industry standards
- **Empowerment** — Taking responsibility with the parameters of the mission, core values and policies
- **Professionalism** — Maintain the highest standards of ethical behavior and the continued quest for excellence

OUR HISTORY

The Early Years

Renewal, Inc. was formed in 1958 through the efforts of Pittsburgh businessmen serving on the Penal Committee of the St. Vincent de Paul Society. The new organization is dedicated to returning adjudicated offenders to society as responsible citizens.

In 1976, thanks to the organization's successful and intensive focus on sustainable healing for individuals, Renewal, Inc. was incorporated as a private, non-profit organization. Its first Administrator was Thomas O'Brien, himself an ex-offender and reentrant of the program.

Building a Comprehensive Program

In 1988 Renewal expanded its services to include housing, opening a 25-bed facility in Homestead, PA to help mitigate overcrowding in the Allegheny County Jail. Almost 30 years later, Renewal and Allegheny County continue that relationship along with contractual agreements with a range of County, State and Federal entities. Today Renewal provides critical residential services for 627 individuals in two facilities owned and operated by Renewal, Inc. in downtown Pittsburgh.

Since the 1990s and early 2000s, Renewal has pursued and leveraged its contractual relationships to evolve into a service provider offering the most comprehensive programs in community corrections.

In 1997, because of increasing demand created by Renewal's growing capabilities, Renewal Treatment, Inc. was founded to perform inpatient and outpatient drug and alcohol treatment services.

Best-in-Class Facilities

Renewal consolidated its operations in 1995 when it purchased and renovated a facility located at 339 Boulevard of the Allies in downtown Pittsburgh. Through a robust renovation, this location now has a bed capacity of 290 and meets all standards of the Americans with Disability Act, American Correctional Association Adult Community Residential Services 4th Edition, Pennsylvania Department of Corrections and Federal Bureau of Prisons.

A Bigger Brighter Future

Looking ahead, Renewal is excited to open a new eight-story facility (adjacent to the current 704 Second Avenue facility) that will be dedicated to treatment and rehabilitation services. There are plans to launch a full Juvenile Justice Reentry Treatment services program that will deliver comprehensive family treatment, education and reunification services designed to continue care as reentrants and their families rejoin the community together.



Rev. Douglas Patterson, Senior Minister
Smithfield United Church of Christ



OUR VISION:

Renewal, Inc. will be recognized nationally as an innovative leader in the field of treatment and support for people transitioning out of the criminal justice system. Through a range of evidence-based approaches aimed at prevention, early intervention, reentry and holistic family strengthening, Renewal will take a leading role in delivering effective and successful outcomes for those it serves.

As neighbors in Downtown Pittsburgh, we have known Renewal and the individuals it serves for many years. While we don't have a formal history, we share a goal of helping people to live better, more meaningful lives — us through worship and fellowship, and Renewal through its exceptional programs and services.

We have had several individuals from Renewal attend our Sunday worship services. They feel comfortable and welcome here, which they are. We minister to these folks by simply fully including them in whatever capacity their situation allows. In some cases, I have forged relationships with the individuals

beyond when they have successfully completed Renewal's programs.

So many roadblocks are placed in the way of the kinds of individuals Renewal helps, and without assistance, their chances of success are minimal. Downtown residents, business owners, and corporations who make up the fabric of our community need to realize that we're all in this together. The welfare of every person impacts the overall health and vitality of our life together. It's only in working together that all folks are afforded the opportunity to live peacefully and productively.

For more than four decades, Renewal has created pathways to help the men and women in our care successfully transition back into society. We are proud of the role we play in that future. It is at the core of our mission and vision that guide how we approach our programs, services and the operations that support them.

RENEWAL TREATMENT, INC.

The dedicated staff of treatment professionals at RTI provides treatment focused on addressing both the “what” and the “why” of the issues at hand so that they cannot only stop destructive behavior, but can help individuals permanently manage the impulses and processes that trigger them.

Renewal offers Drug and Alcohol Inpatient, Outpatient and Detox Treatment as well as Mental Health Outpatient Services as part of its commitment to supporting the whole individual on their path to reentering society.

LYDIA'S PLACE, INC.

The process of reentering the family may be one of the most complex and emotionally challenging aspects of reintegration into society. Through Lydia's Place, Renewal provides a safe space where men, women and families can learn to cope.

At Lydia's Place, we are committed to individuals who are ready to be part of their children's lives by supporting their efforts to do so. Lydia's Place offers a full continuum of relationship-focused services for families that have been impacted by incarceration. Specialized programs focus on Family Strengthening and Mentoring and on providing housing assistance.

GETPAID, INC.

(Gaining Employment Through Planning, Advocacy, Initiative, Dedication)

GETPAID, Inc. is a 6-month on the job employment training program for individuals reentering the workforce. It offers employment training and incorporates contemporary best practices in employment reentry services. Pre-employment and employment readiness training help individuals in the criminal justice system prepare for success.

Participants will have access to Job Site Supervisors (JSS) who coach each participant in areas such as workplace behavior, time management and workplace ethics. Each JSS also works closely with each employment training site's staff to ensure all participants successfully reenter the workforce.

GETPAID's philosophy is to teach the moral benefit of work, which creates the ability to enhance character.

PROGRAMS SUMMARY

July 1, 2016 – June 30, 2017

Work Release Program

Total New Admissions	2,021
Average Monthly Employment Rate	67%
Average Hourly Rate	\$9.53
Average Estimated Age	38 years
Average Length of Stay	75 days
Resident Paid Room & Board	\$172,037
Resident Paid Court Costs	\$74,681
Total Annual Earnings of Employed Reentrants	\$1,092,263

Parole Violators Center

(closed mid-May 2017)

Total New Admissions	228
Average Length of Stay	63 days

Inpatient Drug & Alcohol Services

Total Reentrants Served	506
Total Individual Counseling Hours	3,848
Total Group Counseling Hours	46,176
Total Support Services Hours	34,292

Drug & Alcohol Outpatient Services

Total Reentrants Served	350
Total Individual Treatment Hours	4,160
Total Group Treatment Hours	1,872
IOP Group Hours	3,328

Mental Health Outpatient Services

Total Reentrants Served	855
Total Individual Treatment Hours	3071

Lydia's Place

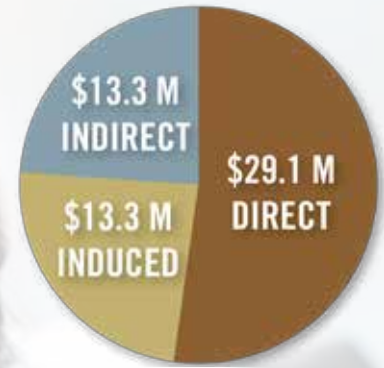
Total Families Served	58
Total Participants in Housing Program	1339
Total Participants Securing Housing	62
Total Mentoring Program Participants	43
Total Annual Family Activities	1

COMMUNITY SERVICE

July 1, 2016 – June 30, 2017

While residing at Renewal, reentrants are required to perform a minimum of two hours of community service each week. During this past fiscal year, 822 reentrants completed more than 12,361 hours of community service. A list of the many organizations where Renewal reentrants have donated their time and talent are listed below:

African American Heritage Parade 2016
(Sponsored by Urban League of Greater Pittsburgh)
Aleph Institute
Allegheny County Jail
"Book Em" Project (Thomas Merton Center)
Church of God in Christ
Clean & Sweep 704 Second Avenue Corridor
Cribs for Kids
Cribs for Kids Convention
Cribs for Kids Hazelwood
Dogtoberfest by CARMAA
East End Community Thrift – Annual Fashion Show
East End Community Thrift Store
Greater Pittsburgh Community Food Bank
Hill District Community Development Corporation
Maya Foundation Color Run
Narrow Way International Ministries
Northshore Riverwalk Project
Northside Common Ministries
Northside Institutional Church
Operation SafetyNet (Pittsburgh Mercy Health System)
Pittsburgh Aids Task Force
Pittsburgh Community Kitchen
Pittsburgh Community Service, Inc.
Pittsburgh Downtown Partnership Downtown Cleanup
Pittsburgh Great Race
Pittsburgh Marathon 2017
Pittsburgh Mercy
Pittsburgh Triathlon
Pneuma Center
Renewal, Inc.: 339 Boulevard of the Allies building,
700 Fifth Avenue building, 704 Second Avenue building,
and Corporate Offices
Representative Jake Wheatley: Community Day 2016
Health & Wellness Expo 2016 and UPHILL 5K Run 2016
Salvation Army: Social Services Department, South Side
Thrift Store, Army Warehouse and Army West End
SCI Pittsburgh Pennsylvania Department of Corrections
St. Simon & Jude Church Festival
St. James Episcopal Church
Susan G. Komen Pittsburgh Race for the Cure 2017
Three Rivers Arts Festival 2017
Trinity Lutheran Church
Turkey Trot
Urban League of Pittsburgh Housing Department
Urban League of Pittsburgh Hunger Services
Warrington Community Center
YMCA of Homewood Brushton



TOTAL \$55.8 MILLION

ECONOMIC IMPACT

In July of 2016, Renewal received impressive third party validation from Fourth Economy, a national community and economic development consulting firm.

- Their economic impact study showed that Renewal, Inc. and its affiliated organizations provide \$55.8 million in annual economic impact as a result of their activities in southwestern Pennsylvania.
- The work of Renewal, Inc. in the region supports 393 jobs which include the organizations direct employment of 218 professionals and an additional 175 jobs supported throughout the area because of Renewal's operations.

- The extensive inpatient and outpatient services Renewal, Inc. provides reduces recidivism resulting in a savings to Pennsylvania and Allegheny County of \$43.3 million annually.
- Men and women who receive post incarceration services from Renewal, Inc. are better prepared for success with only 1 in 8 returning to the criminal justice system. Those without any post incarceration service face a 1 in 3 risk of recidivism.

The finances of Renewal, Inc. and its affiliates reflect that during fiscal year 2017, Renewal continued to be successful in meeting the operational, challenges associated with serving the needs of county, state and federal reentrants. Renewal, Inc. establishes annual financial targets and tracks progress through scorecards that are continually monitored by management and the board of directors of Renewal, Inc.

FINANCIALS

July 1, 2016 - June 30, 2017

(Schneider Downs has audited the financial statements of Renewal, Inc. and Affiliates as of June 30, 2017)

REVENUE	
Program Revenue	\$16,871,432
Grants and Contributions	132,031
Other Revenue	62,703
TOTAL	\$17,066,166
EXPENSES	
Program Services	\$14,261,727
Management and General	3,195,058
Fundraising	229,308
TOTAL	\$17,686,093



2017 LEADERSHIP

BOARD OF DIRECTORS

Board Leadership

John R. Schmitt, Chairperson
(Calgon Carbon Corporation)

Laura A Maines, Esquire, Vice Chairperson
(Every Child, Inc.)

Karen A. Shastri, Ph.D., CPA, Secretary
(University of Pittsburgh)

James E. Bolas, Treasurer and Past Chairperson
(Project Management)

Thomas J. Bachman, Investment Advisor

Randy Castriota, Castriota Metals & Recycling, Inc.

Honorable Betty Esper, Mayor, Homestead Borough

Ronald F. Flanders, Finance Officer (Retired)

Janie M. Harden Fritz, Ph.D., Duquesne University

Mary Anne Foley, Jewish Association on Aging

Jodi Gill, Esquire, Community College of Allegheny County

Richard Labuskes, BNY Mellon Corporation (Retired)

Herman M. Mitchell, City of Pittsburgh Police Commander
(Retired)

Reginald T. Overton, Account Executive/Director

Alex T. Powell, Jr., Civil Rights Director (Retired)

Saj Roy, Eaton Aerospace

Kimberly Slater Wood, ALCOSAN

Irv Firman, Esquire

Legal Counsel and Non-voting Member

COMMUNITY ADVISORY BOARD

Pamela Butler, Federal Bureau of Prisons

Tracy Bindle, Pittsburgh Downtown Partnership

Marilyn Caye, Non Profit Consultant

David Defide, Duquesne Light Company

Janie Harden Fritz, Ph. D., Duquesne University

Mary Ann Eisenreich, United Way of Butler County

Robert Klasnick, PNC Financial Services

Julia Marx Lally, Pennsylvania Women Work

Angela J. Longo, Community Volunteer

Alex Matthews, Highmark

Keith A. Paylo, Point Park University

Melissa Russo, UPMC Health Plan

Sr. Karen Stoila, CSJ

Jeremy Waldrup, Pittsburgh Downtown Partnership

Sandra Welsh, Retired, YMCA Greater Pittsburgh

RENEWAL ADMINISTRATION

Douglas C. Williams, President and Chief Executive Officer

Scott C. Johanson, Vice President, Human Resources & Compliance

Becky Ludwig, Vice President, Program Management

Paul A. Trunzo, Vice President, Administration



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