

# The Start of New Beginnings



**Renewal, Inc.**

2011 – 2012 ANNUAL REPORT

# MISSION, VISION, VALUES

## Mission

*Renewal, Inc. is “dedicated to the renewal of individuals in the criminal justice system and to their return to society as responsible citizens.”*

## Vision

*Renewal, Inc. wants to be known for achieving the highest standards in the community corrections industry and reducing the rate of recidivism.*

## 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** – Implementing new programs and services in accordance with industry standards
- **Empowerment** – Taking responsibility within the parameters of the mission, core values and policies
- **Professionalism** – Maintaining the highest standards of ethical behavior and the continued quest for excellence



[www.renewalinc.com](http://www.renewalinc.com)

## A Letter From the Chairperson

The American dream is one of hope and opportunities and for some to realize that dream requires second chances; especially when they leave the gates of a prison.

As our mission states, Renewal is committed to helping to renew the lives of individuals in the criminal justice system and returning them to society as responsible citizens.

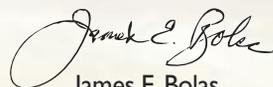
Our core values are a central part of that effort. The Renewal board, community advisors, management and employees work together as a team adhering to our mission and the core values which are required to be successful in this challenging endeavor.

As Renewal enters its 27th year of service in the criminal justice system and in the Pittsburgh community, we continue to build upon the path our founders and leaders have begun. Our services have expanded this year with the addition of a mental health license to offer mental health treatment along with our drug and alcohol treatment. This is an area of treatment which has been recognized as much needed in the criminal justice system to better ensure successful outcomes. Also, this year we have added capability to provide additional services to our female population and to better assist our residents to gain and maintain employment after leaving our program.

In July, Governor Tom Corbett signed Senate Bill 100, known as the Criminal Justice Reform Act. This new law is designed to reduce the state prison population by changing criminal law and has been welcomed by judges and others in the criminal justice system.

With the passage of this law, the board and management of Renewal continue to review our operations to best address the anticipated increase in individuals being transferred from prison to community corrections while maintaining the highest standards of our programs. Well chosen partnerships have opened new avenues for the delivery of our services and the purchase of another building in downtown Pittsburgh has enabled us to increase the number of individuals from the criminal justice system which we can accommodate on both an inpatient and outpatient basis.

My sincere gratitude for all that you do and, on behalf of the board of Renewal, we look forward to the opportunity to work together in the future.



James E. Bolas  
Chairperson

*“Dedicated to the renewal of  
individuals in the criminal justice  
system and to their return to society  
as responsible citizens”*



# RENEWAL, INC.

We embarked on an exciting journey this year. We seized the opportunities that were presented and addressed the challenges that appeared before us. We are very fortunate to have a devoted staff that carries out our mission on a daily basis. Our successes are due to their commitment to empower this population to become responsible citizens of our communities.

I am pleased to present you with our Highlights for 2011 – 2012.

## **Expansion**

At our board retreat conducted in May 2011, we identified several avenues to grow our organization: A) Purchase another building B) Explore potential mergers/affiliations and C) Create a new subsidiary dedicated to workforce development. Each of these initiatives has been achieved.

In early 2012, Renewal entered into an agreement to acquire the building located at 700 Fifth Avenue, which allowed us to move programs and services under one roof. We were renting space in the building so we were familiar with the location. This building now houses Renewal Treatment's Inpatient and Outpatient drug & alcohol program and outpatient mental health treatment services, Renewal Support Services, GETPAID, Inc., an employment agency for former offenders, and Lydia's Place, Inc., our new affiliate committed to female offenders and their families.

Lydia's Place, Inc. became a formal affiliate of Renewal, Inc. on August 1, 2011. Lydia's Place offers family reunification services, parenting education and coaching, caregiver support, employment counseling, housing referrals and drug & alcohol case management. Both Boards of Directors recognized invaluable synergies between the two organizations. By creating a formal alliance, both organizations were able to significantly expand the quantity and quality of their services.

GETPAID (**G**aining **E**mployment **T**hrough **P**lanning, **A**dvocacy, **I**nitiative and **D**edication) is a temporary employment agency for offenders reentering the workforce. Residents in the program receive job readiness training, resume preparation, interviewing techniques, tips on appropriate workplace attire, personal financial management, workplace ethics, time management, on-the-job experience, job retention tips and coaching. This model was developed after reviewing similar programs throughout the country and selecting the most successful elements of each program.

Renewal's Support Services provides services that assist residents in reentry. They conduct Life Skills training, GED Classes, Violence Prevention classes, resume building, job opportunities, interviewing skills, housing referrals and much more.

The acquisition of 700 Fifth Avenue enables us to remodel and expand the number of residential beds we have available for the many programs we serve.

## **Alumni Association**

In 2010, we implemented an Alumni Association consisting of former Renewal residents who meet 6 to 8 times per year. While still in its infancy, this group has grown exponentially and appreciates the chance to give back. Their mission is to mentor current residents through their discussion of achievements. Residents learn first hand the benefits of reaching their goals and the rewards of being given a second chance. Three members of this group were recognized with Renewal's Inaugural Alumni Achievement Award at the "Start of New Beginnings" Event held June 14.

### **Audits**

Again this fiscal year, Renewal and its subsidiaries successfully completed audits with the American Correctional Association, the Federal Bureau of Prisons, the Pennsylvania Department of Corrections, the Allegheny County Departments of Health & Human Services and the County Controller's Office.

We have maintained accreditation with the American Correctional Association since 1999.

### **Community Service**

Renewal encourages residents to perform a minimum of 2 hours of community service each week. This program is incorporated into a resident's overall plan of reentry. It provides residents with a unique choice of experiences. It gives them a chance to contribute their time, acquired skills and personal effort to a wide variety of civic and social service organizations. This year our residents have performed more than 25,890 hours of service. We are proud of their achievements and you will find a page later in this report devoted to the organizations they served.

### **Government Relations**

This year we have begun to work with a Government Relations team to help us work with federal, state and local legislators in identifying and implementing successful reintegration strategies. Members of our team serve on the Allegheny County Jail Collaborative as well as other committees addressing the needs and obstacles for those individuals in the Community Corrections System.

### **Other Accomplishments**

On Thursday, June 14, Renewal hosted its inaugural "The Start of New Beginnings!" event. Over 200 people attended and enjoyed a delicious buffet of assorted pastas, grilled chicken, salad bar and mini-pastries. The keynote address was delivered by John E. Wetzel, Secretary, Pennsylvania Department of Corrections followed by Mission Moments, stories told by three former residents, who have turned their lives around.

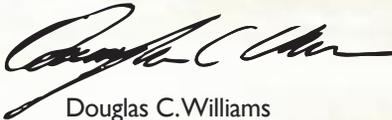
We presented the First Annual Alumni Awards to those three graduates for best exemplifying Renewal's mission. The Sally Hillman Childs Rising Sun Award was given to the Mother's Voice and Religious Volunteers of Lydia's Place. PNC Bank was honored to receive Renewal's Outstanding Community Partner Award for their stalwart commitment to our organization.

This event enabled us to raise unrestricted funds that were directed to programs and services for our residents and their families that are not funded by contracts and grants.

We firmly believe that our work makes a difference. Our Alumni Association is a clear example of our outcomes. We have created and implemented tracking systems to secure measurements that quantify the impact of our programs. This information enables us to introduce new initiatives, continue current successful programs and remain a strong provider in the community corrections system.

As you take a few moments to review this report, we hope you will recognize the many ways Renewal supports our communities.

On behalf of our Board of Directors, the management team, staff and especially the population we serve, "Thank You" for your ongoing support and the confidence you place in our mission.



Douglas C. Williams  
Chief Executive Officer

## **Renewal, Inc.**

### **Board of Directors**

James E. Bolas, Chairperson  
John R. Schmitt, Vice Chairperson  
Karen A. Shastri, Ph.D., CPA, Secretary  
Ronald F. Flanders, Treasurer

Thomas J. Bachman	Herman M. Mitchell
Randy Castriota	Reginald T. Overton
Linda A. Dickerson	Alex T. Powell, Jr.
Betty Esper	Richard N. Rose
Janie M. Harden Fritz, Ph.D.	Morton D. Stanfield
Mary Anne Foley	Brenda Tate
Sherri Grasaki	Irv Firman, Esquire

Legal Counsel & Non-voting member

## **Renewal Treatment, Inc., GETPAID, Inc., Lydia's Place, Inc.**

### **Board of Directors**

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Janie M. Harden Fritz, Ph.D.	Morton D. Stanfield
Mary Anne Foley	Brenda Tate
Sherri Grasaki	

## **Renewal Treatment, Inc.**

### **Advisory Board**

Pamela Butler, Federal Bureau of Prisons	Sandra Welsh, Retired, YMCA Greater Pittsburgh
Dr. Janie Harden Fritz, Duquesne University	Valerie Wheatley, YWCA Greater Pittsburgh
Robert H. Lindner, Travelers Aid of Pittsburgh	Pamela Wigley, Carnegie Mellon University
Angelo Norelli, ANG Silkscreen Printing	Kimberly Slater Wood, Pittsburgh Penguins
Keith A. Paylo, Point Park University	

## **Lydia's Place, Inc.**

### **Advisory Board**

Wendy Bell, WTAE	Kim E. Lyttle, Huntington Bank
Marilyn Caye, Non-Profit Consultant	Carol S. Mills McCarthy, Esquire
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Mary Ann Eisenreich, Office of Pennsylvania Governor	Kerstin Schuler, Buchanan, Ingersoll & Rooney, PC
Teresa A. Fedele, Marketing/Fundraising Consultant	Sr. Karen Stoila, CSJ
Matthew D. Jakovac, Gateway Global Delivery, Inc.	Vladimir St. Surin, CCAC
Richard Labuskes, Retired, Mellon Bank	Robert J. Wittman, UPMC Children's Hospital

## **Administration**

Douglas C. Williams, Chief Executive Officer  
Stephen M. Devlin, Vice President, Program Management

Debra M. Humberson, Director, Finance	Christine Y. Laverty, Director, Human Resources
Scott C. Johanson, Director, Program Compliance	Angela J. Longo, Director, Public Relations and Organizational Advancement

## **Renewal, Inc.**

Renewal, Inc.'s work release program has been recognized by professionals within the criminal justice community as a model for work release programs. In the mid-90's, Renewal developed a fully-computerized resident management system designed to manage its population, and track residents' movements and progress.

To be eligible for Renewal's work release services, offenders must be referred to Renewal through the Federal Bureau of Prisons, the U.S. Probation Office, the Pennsylvania Department of Corrections, the Pennsylvania Department of Parole or the Allegheny County Jail. Offenders must be willing to adhere to Renewal's program requirements. Once an offender is released to the Renewal Center, they receive an orientation, along with a comprehensive Resident Guide Book that outlines the rules and responsibilities of each resident. Each resident is assigned to a Case Manager who will assist the resident in achieving the goal of successful reintegration into society.

During the time that a resident is housed at Renewal, they are given opportunities to address mental health and/or drug and alcohol concerns, attend Life Skills classes and seek job search assistance. Additionally, the residents may work with the Employment and Outreach facilitators, who provide support and resources, to obtain employment while they stay at Renewal. Residents live in dormitory style rooms with lounge areas and TV access. The facilities are equipped with recreation areas and a full service cafeteria in each building. All facilities are handicap accessible.

### **Renewal, Inc. Training Institute**

The Training Institute offers professional training courses to staff and others in the Human Services industry to gain their Continuing Education Units (CEU's). Participants simply go to the Renewal website, review the "training calendar", register and pay for the course.

### **Renewal Treatment, Inc.**

Renewal Treatment, Inc. was designed for individuals who have histories of addiction and mental health disorders and have been or are currently in the criminal justice system. We utilize specific approaches that are designed to teach individuals how to avoid relapse and recidivism through the understanding of mental health issues, criminal thinking distortions and addictive behavior. Outpatient services focus on assessment, education, medication management, group therapy (MET/CBT) individual counseling and case management.

The Mental Health License has allowed RTI to expand and offer the outpatient program to any adult who is a member of the Allegheny Health Choices Managed Care Program. The staff works to provide a comprehensive treatment plan that best suits the client's needs.

The Outpatient Mental Health Clinic has expanded hours to accommodate the client's schedule. Staff empowers and encourages clients to invest in their mental health as an integral part of their successful reentry into the community.

### **GETPAID, Inc.**

GETPAID is a temporary employment agency for offenders reentering the workforce. GETPAID was established by Renewal and began working with local employers in June 2012. The program integrates successful elements of current employment readiness programming with contemporary best practices in employment reentry services for those individuals in the criminal justice system. Renewal residents who have achieved certain criteria are selected to participate in this program. Upon successful completion, clients receive ongoing coaching, support and follow-up. Services include: pre-employment & employment readiness training, behavior expectations, completing job applications, appropriate workplace attire, personal finance management, compensation overview, workplace ethics, time management, workplace safety, job retention tips, on-the-job experience, and job coaching.

Companies employing GETPAID participants gain a trained, drug-free workforce, on-site job management, no payroll tax liabilities and upon permanent job placement, the employer is eligible for employment tax credits.

### **Lydia's Place, Inc.**

Lydia's Place is a non-profit organization that provides a continuum of care for women who have experienced incarceration and want to change their lives. Lydia's Place, now a formal affiliate of Renewal, Inc., meets the needs of incarcerated women both while they are in prison and after their release by providing a series of services from jail through transition to stability. Services include: individual case management, parenting education & coaching, employment counseling, drug & alcohol counseling, transportation services, housing referrals, supervised family visitations, ACJ worship services & Bible studies, family reunification services, caregiver support, social events for parents, caregivers and children along with the Mother's Voice Program.

With a group of dedicated volunteers, the Mother's Voice Program offers offenders the ability to read and record a book which is then sent to their children. Recently, video capabilities were added to this program giving the children an opportunity to see their mother read to them. This has proven to be a key element in successful family reintegration.

# Programs Summary

## Work Release Program

Total New Admissions .....	1,351
Average Monthly Employment Rate .....	65%
Average Hourly Rate .....	\$7.78
Average Estimated Age .....	31 years
Average Length of Stay .....	90 days
Average # of Hours Per Employed Resident .....	320
Resident Paid Room & Board .....	\$457,500
Resident Paid Court Costs .....	\$108,120
Total Annual Earnings of Employed Residents .....	\$2,185,869

## Parole Violators Center

Total New Admissions .....	163
Average Length of Stay .....	98 Days

## Inpatient Drug & Alcohol Services (Male & Female)

Total Residents Served .....	452
Individual Counseling Hours .....	2,712
Group Counseling Hours .....	32,910
2011 Cost Savings to Allegheny County Jail .....	\$185,000

## Outpatient Services

Total Clients Served .....	335
Individual Treatment Hours.....	5,360
Group Treatment Hours.....	8,040

## GETPAID

### (February 2012 Start-up Venture)

# of Participating Companies .....	4
# of Participating Residents .....	61
# of Active Residents.....	16
Average Hourly Wage .....	\$8.31
Average # of Hours Per Week .....	40

## Lydia's Place

### Mother's Voice Program

Total Clients Served .....	276
Total Children Served .....	344
Total Books Read, Recorded & Distributed .....	705

### Drug & Alcohol Case Management

Total Clients Served .....	260
Total Finding Permanent Housing .....	64
Total Obtaining Employment.....	47

Family Parenting Education Clients .....	550
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# 2011 – 2012 Community Service Sites

**Renewal residents are required to perform a minimum of 2 hours of community service each week. During this past year, the residents completed more than 25,890 hours of service or an average of 2,157 hours per month. We are proud of their achievements and the assistance they have given to the organizations listed below.**

Aleph Institute of Pittsburgh  
Allegheny County Jail  
Animal Rescue League  
Annual Richard Caliguri Great Race  
Beltzhoover Civic Association  
Borough of Wilksburg Community Clean Up  
Clean & Sweep @ 704 Second Avenue  
Cribs for Kids (SIDS Foundation)  
Dress for Success  
East End Community Thrift  
First Night Pittsburgh 2011  
FOCUS Pittsburgh  
Greater Pittsburgh Community Food Bank  
Heart4Kids Thrift Shop  
Rep. Jake Wheatley Community Appreciation Festival  
Lydia's Place  
Northside Common Ministries Food Bank  
Northside Institutional Church  
Obediah Coll 2012 Race for the Cure for Prostate Cancer

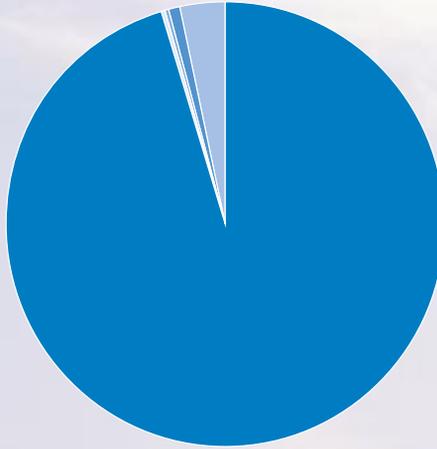
Pittsburgh Community Services, Inc.  
Pittsburgh Aids Task Force Food Bank  
PNCYMCA Annual Turkey Trot  
Renewal, Inc. – Mailing Projects  
Renewal, Inc. 700 Fifth Avenue Clean Up  
Renewal, Inc. Women Blanket Project benefiting Gwen's Girls  
Salvation Army Thrift Shop  
Springboard Kitchen's Meals on Wheels Program  
Susan G. Komen Race for the Cure  
Thomas Merton Center Book Em' Books for Inmates Project  
Three Rivers Arts Festival  
Trinity Lutheran Church  
Trinity Lutheran Church – After School Program  
UMOJA African Arts in the Park  
Urban League of Greater Pittsburgh Administration  
Urban League of Greater Pittsburgh - Hunger Services Food Bank  
Urban League of Greater Pittsburgh – Urban Beautification Program  
Wilksburg Borough Beautification Program  
YWCA of Greater Pittsburgh



# Financials 2011 - 2012

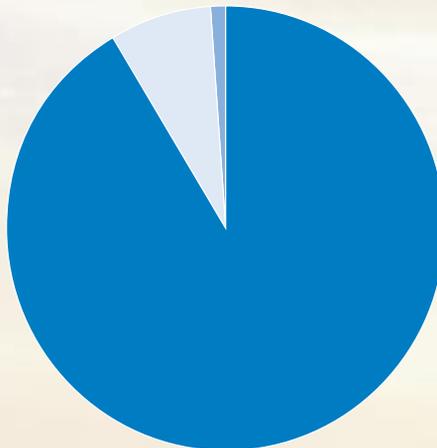
## Revenue

Program Revenue	13,584,419	95%	
Grants and Contributions	39,413	<1%	
Fundraising Revenue	42,220	<1%	
Other Revenue	104,467	1%	
Resident Room and Board Collected	457,357	3%	
<b>TOTAL</b>	<b>14,227,876</b>	<b>100%</b>	



## Expense

Program Services	13,326,032	92%	
Management and General	1,081,139	7%	
Fundraising	139,992	1%	
<b>TOTAL</b>	<b>14,547,163</b>	<b>100%</b>	



# OUR HISTORY

Renewal, Inc. was incorporated in 1976, and in response to a court order limiting the number of inmates housed in the Allegheny County Jail, Renewal opened two 25-bed work release facilities for men offering alternative housing and rehabilitation services. These services later expanded throughout the state of Pennsylvania and Federal jurisdictions.

Since 1999, Renewal, Inc. has been an American Correctional Association (ACA) accredited agency. Our residential facilities are located in downtown Pittsburgh and are conveniently located near legal offices, the courts and public transportation.

Renewal Treatment, Inc. was first licensed in 2001 to provide drug and alcohol treatment services and has maintained the licensure in good standing since the inception of services. RTI was designed for individuals who have histories of addiction and mental health disorders. This program utilizes specific approaches that are designed to teach individuals how to avoid relapse and recidivism through the understanding of mental health issues, criminal thinking distortions and addictive behavior. Once the criminal thought patterns are identified, offenders are taught to restructure anti-social patterns and direct their behavior towards a pro-social lifestyle.

Services include: evaluation and assessment, education, treatment, continuing care, aftercare and referral. In order to provide clients with the most comprehensive services, RTI maintains a working relationship with service providers from other agencies and disciplines throughout the surrounding area.

Programs and services for women were introduced in early 2006. Incarcerated mothers and recently released women participate in a twelve-week parenting curriculum. Mothers who are graduates of the classes are provided with family case management services in the realm of family strengthening and reunification issues. Mothers are assisted in determining whether they are able to parent effectively and reunite with their children. They are provided with housing referrals, job placement, drug and alcohol rehabilitation, training and transportation.

In August 2011, Lydia's Place, Inc. became a formal affiliate of Renewal, Inc. Founded in 1993, Lydia's Place provides a continuum of services to women and children wanting to break the intergenerational cycle of drug abuse and incarceration. Creating a formal alliance has enabled the organization to expand the quality and quantity of programs and services offered to individuals in the criminal justice system. Lydia's Place offers: individual case management, parenting education & coaching, employment counseling, drug & alcohol counseling, transportation services, housing referrals, supervised family visitations, ACJ worship services & Bible studies, family reunification services, caregiver support, social events for parents, caregivers and children along with the Mother's Voice Program.

GETPAID, Inc. (Gaining Employment Through Planning Advocacy Initiative & Dedication) was introduced in early 2012. GETPAID is a temporary employment agency for offenders reentering the workforce. This program provides: pre-employment & employment readiness training, behavior expectations, appropriate workplace attire, completing job applications, personal finance management, compensation overview, workplace ethics, time management, workplace safety, job retention tips, on-the-job experience and job coaching.

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Pittsburgh, PA 15219**

**339 Boulevard of the Allies  
Pittsburgh, PA 15222**

**700 Fifth Avenue  
Pittsburgh, PA 15219**



## **Auditing Firm**

Swartz Izenson & Associates

## **Legal Counsel**

Tucker Arensberg, P.C.

## **Memberships**

American Correctional Association  
International Community Corrections Association  
Pennsylvania Community Providers Association



**Renewal, Inc.**

**For more information or to schedule an appointment, contact:**

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