



**Renewal, Inc.**

**GETPAID**

*Lydia's Place*  
An Affiliate of Renewal, Inc.



**renewal treatment, inc.**

**The Start of New Beginnings**

2014 – 2015 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

For nearly 40 years, Renewal has been dedicated to the renewal of individuals in the criminal justice system and to their return to society as responsible citizens. The population that Renewal serves is often the least fortunate, the downtrodden, the forgotten portion of our society. Without significant help, this portion of our culture struggles to become educated, functionally employed and adequately housed. In the absence of any or all of these three basic life tenants, individuals can be stressed beyond their levels of endurance and often default to questionable and illegal measures to meet life's relentless demands. Those actions regularly put society's less fortunate into the gears and levers of the local, state or federal criminal justice systems. Once into the "system," hopelessness and despair can dominate one's perspective.

The programs of Renewal help individuals and families dampen the effects of hopelessness and despair. In addition to providing resident services to individuals caught up in the criminal justice system, Renewal provides such critical services as drug and alcohol treatment, anger management therapy, family strengthening services and parenting classes, job placement, housing assistance and many, many more life-altering programs. Renewal supports, nurtures and challenges its client base, helping them to accept responsibility for their past actions and strive to become good family members and productive citizens in our local communities.

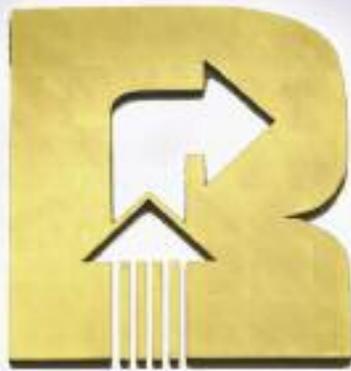
Unfortunately, not every interaction with Renewal ends in success. Some individuals don't want the organization's help, or they want Renewal's help but aren't willing to accept responsibility for their past actions or aren't willing to change their past behaviors. For some, despite all of the resources available from Renewal, they are simply unable to turn over that new leaf. Therefore, we celebrate our successes – returning an individual to his or her family, helping a resident land a job, find an apartment, pass a GED test. These may appear to be mundane tasks for most individuals, but they are life changing events for our client base. And for those that don't achieve the successes, for whatever reason, Renewal remains committed to help.

The Renewal board of directors is proud to be a part of this wonderful organization. Board members give freely and generously of their time and their talents to help set the organization's overall direction. We have a terrific Chief Executive Officer, a caring, committed management team and a population of employees who are dedicated around the clock to our client base. We have a tremendous network of individuals and partner organizations that assist Renewal with its mission of "the renewal of individuals in the criminal justice system and to their return to society as responsible citizens."

On behalf of the Renewal board, I wish to sincerely thank our CEO and management team, the Renewal family of employees and outside individuals and corporate partners that have contributed to the many successes that we have witnessed within our client population and I look forward to working with you to further the Renewal mission.

John R. Schmitt  
Chairperson

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



# RENEWAL, INC.

Renewal, Inc. has been offering programs to individuals in the criminal justice system for more than 38 years. We have come so far since our early days. You might say the organization has grown extensively in every aspect. Renewal now offers and provides a full continuum of evidenced-based, high quality, community corrections and reentry services. We have expanded and recruited board members with diverse backgrounds. We have created an Advisory Board and recruited twenty-seven (27) community leaders to serve on this board. We hired an executive management team with the expertise to handle our continued growth. Renewal now occupies three buildings conveniently located near the courts on Port Authority Transit bus routes. We have increased our staffing to include highly experienced and/or trained people in the criminal justice field to implement the programs for our residents in an efficient & effective manner.

Our Board of Directors convened a Strategic Planning Day in 2014. Out of that planning session came a roadmap guiding Renewal's future. Our management team has implemented the strategies and continues to make adjustments to the action plan to achieve the best possible outcomes. We welcomed Becky Ludwig to the position of Vice President, Program Management. She brings a wealth of experience to the programs and services we offer our clients.

We purchased the building at 700 Fifth Avenue in 2012. Each floor of the Reentry Center is now fully occupied. This center houses all of our reentry services including our affiliates, Lydia's Place and GETPAID (Gaining Employment Through Planning Advocacy Initiative & Dedication). Those services include: mental health and drug & alcohol treatment programs, family strengthening and reunifications services, mentoring, batterer's intervention & violence prevention programs, workforce development from job training to job placement, housing assistance and life skills training. The "Programs Summary" page lists the Annual Gross Earnings of Employed Residents and the Annual Economic Impact on the community.

***“The National Institute on Drug Abuse noted that according to several conservative estimates, every dollar invested in addiction treatment programs yields a return of between \$4 & \$7 in reduced drug-related crime, criminal justice costs, and theft.” (Dec. 2012)***

Last fall, Pittsburgh City Council proclaimed October 7, 2014, “Terri Minor Day”. Terri was a former resident who has turned her life into a new direction since leaving the Renewal Center in 2007. She is a full time employee of The POISE Foundation. In her spare time, she works at the West End Works Employment Center/Technology Lab. She volunteers in the community having organized community clean ups with the University of Pittsburgh’s “Make a Difference Day”, a Secret Santa event dispensing Christmas toys for children in need. She has organized the Westside Reunion/Community Day residents. She also volunteers her time as a G.E.D. tutor through the Greater Pittsburgh Literacy Council.

June 2015 brought us another informative and successful “Start of New Beginnings!” event. More than 300 guests joined Honorary Chairs Charlie Batch, Mary Anne Eisenreich & Kimberly Slater-Wood to celebrate the successes of several former residents. Allegheny County Chief Executive Rich Fitzgerald, Erin Molchany, Director of the Governor’s Southwest Regional Office and John E. Wetzal, Secretary, Pennsylvania Department of Corrections attended to recognize Ideal Integrations, Inc. with Renewal’s 2015 Outstanding Community Partner award and Greg Vietmeier, Dollar Bank, with our 2015 Sally Hillman Childs Rising Sun Award. Funds raised through this event support programs and services not funded by contracts or grants.

While performing weekly community service may be a requirement for Renewal residents, we find that it plays a key role in building self-esteem. A residual benefit is the financial impact it has on the organizations we support. Community service performed by our residents this year totaled more than 24,000 hours. That’s a savings of approximately \$174,000 for our partner organizations. Be sure to check out the Community Service section in this report.

The world and life itself throw us all challenges that at times seem insurmountable and hope seems hard to hold onto. The individuals and families we serve turn to us, the “Renewal Family”, for a renewed sense of faith and hope that gives them continued opportunities and guidance that they may be role models to their families and others.

On behalf of the “Renewal Family”, we want to thank our partners, donors and the communities we serve for the ongoing commitment and support of the Renewal mission to assist individuals in overcoming the obstacles of a successful reentry to society.



Douglas C. Williams  
President and Chief Executive Officer

## **Renewal, Inc.**

### **Board of Directors**

John R. Schmitt, Chairperson  
Laura A. Maines, Esq., Vice Chairperson  
Karen A. Shastri, Ph.D., C.P.A., Secretary  
James E. Bolas, Treasurer & Past Chairperson

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Herman M. Mitchell

Reginald T. Overton  
Alex T. Powell, Jr.  
Richard N. Rose  
Saj Roy  
Kimberly Slater-Wood

Irv Firman, Esquire  
Legal Counsel & Non-voting member

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

### **Board of Directors**

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Alex T. Powell, Jr.  
Richard N. Rose  
Saj Roy  
Kimberly Slater-Wood

## **Renewal, Inc.**

### **Community Advisory Board**

Wendy Bell, WTAE  
James E. Bolas, Engineering Consultant  
Pamela Butler, Federal Bureau of Prisons  
Marilyn Caye, Non-Profit Consultant  
David Defide, Duquesne Light Company  
Mary Anne Eisenreich, Government Relations Consultant  
Teresa Fedele, Marketing Consultant  
Janie Harden Fritz, Ph. D., Duquesne University  
Matthew Jakovac, Gateway Global Delivery  
Robert Klasnick, PNC Financial Services  
Richard Labuskes, Retired, Mellon Bank  
Robert H. Lindner, Travelers Aid of Pittsburgh  
Angela J. Longo, Non-Profit Community Volunteer  
Kim E. Lyttle, Huntington Bank

Julie Marx, Pennsylvania Women Work  
Alex Matthews, Highmark  
Carol S. Mills McCarthy, Esquire  
Angelo Norelli, ANG Silkscreen Printing  
Keith A. Paylo, Point Park University  
Melissa Russo, UPMC Health Plan  
Kerstin Schuler, Buchanan, Ingersoll & Rooney, P.C.  
Sr. Karen Stoila, CSJ  
Vladimir St. Surin, Ph.D., CCAC  
Jeremy Waldrup, Pittsburgh Downtown Partnership  
Sandra Welsh, Retired, YMCA Greater Pittsburgh  
Robert J. Wittman, Independent Businessman  
Kimberly Slater-Wood, ALCOSAN

## **Administration**

Douglas C. Williams, President & Chief Executive Officer  
Scott C. Johanson, Vice President, Human Resources & Compliance  
Becky Ludwig, Vice President, Program Management  
Paul A. Trunzo, Vice President, Administration

## **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 tracking 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 Guidebook 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 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 (Gaining Employment Through Planning Advocacy Initiative & dedication) is a job training program 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 of the program, clients receive ongoing coaching, support and follow-up. Services include: pre-employment & employment readiness training, behavior expectations, completion of job applications, appropriate workplace attire, personal financial 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 Renewal residents who have experienced incarceration and want to change their lives. Lydia's Place is an affiliate of Renewal, Inc. Lydia's Place meets the needs of incarcerated individuals 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, housing referrals, supervised family visitations, Allegheny County Jail worship services & Bible studies, family reunification services, caregiver support, and social events for parents, caregivers and children.

# Programs Summary

July 1, 2014 thru June 30, 2015

## Work Release Program

Total New Admissions .....	2,839
Average Monthly Employment Rate.....	57%
Average Hourly Rate.....	\$8.72
Average Estimated Age .....	36 Years
Average Length of Stay .....	112 Days
Average Hours Per Employed Resident.....	320
Resident Paid Room & Board.....	\$355,899
Resident Paid Court Costs .....	\$ 95,835
Total Annual Earnings of Employed Residents .....	\$2,170,600
Annual Economic Impact.....	\$8,682,400

## Parole Violators Center

Total New Admissions.....	435
Average Length of Stay .....	62 to 75 Days

## Inpatient Drug & Alcohol Services

Total Residents Served.....	470
Total Individual Counseling Hours .....	22,560
Total Group Counseling Hours .....	188,000

## Outpatient Services

Total Residents Served.....	519
Total Individual Treatment Hours .....	26,988
Total Group Treatment Hours .....	28,080
IOP Group Hours .....	4,590

## GETPAID

Total Participating Companies .....	6
Total Participating Residents .....	80
Total Active Residents.....	17
Average Hourly Wage.....	\$9.76
Average Hours Worked Per Week .....	40
Total Participants Receiving Permanent Employment .....	23

## Lydia's Place

Total Families Served.....	50
Total Participants in Housing Program .....	260
Total Participants Securing Housing .....	124
Total Mentoring Program Participants .....	39
Total Families Provided Family Support Services.....	50
Total Annual Family Activities .....	7
Total Family Visits.....	99

# Community Service July 1, 2014 thru June 30, 2015

**Renewal residents are required to perform a minimum of two hours of community each week while residing at Renewal. During this past fiscal year, Renewal residents completed more than 24,000 hours of community service averaging over 2,000 hours per month.**

**Below is a sampling of the organizations where Renewal residents performed community service throughout this past year.**

Adopt A Block  
2014 African American Heritage Day Parade  
Aleph Institute of Pittsburgh  
Allegheny County Jail  
Clean & Sweep 704 Second Avenue  
Cribs for Kids Hazelwood  
Cribs for Kids Stroll Event  
2015 Dollar Bank Three Rivers Arts Festival  
Dress for Success Pittsburgh  
East End Community Thrift Fashion Show  
East End Community Thrift Store  
Greater Pittsburgh Community Food Bank  
Habitat for Humanity  
Lydia's Place  
MUSA  
Northside Common Ministries  
Northside Institutional Church  
2015 Obediah Cole Foundation Father's Day Run  
2014 Original Church of God

Pittsburgh Aids Task Force  
Pittsburgh Community Kitchen  
Pittsburgh Community Services, Inc. Education & Training  
Renewal, Inc.  
2014 Rep. Jake Wheatley Health Expo  
2014 Rep. Jake Wheatley UPhil 5K Race  
Rep. Jake Wheatley Community Appreciation Day  
Salvation Army South Side Thrift Shop  
Salvation Army Warehouse  
2015 Susan B. Komen Race for the Cure  
Team Tassy Great American Water Balloon Fight  
The Book-Em Project (Thomas Merton Center)  
The Hill Community Development Corporation  
2014 Richard Caliguri Great Race  
Trinity Lutheran Church  
Urban League Hunger Services  
Urban League of Pittsburgh  
Borough of Wilkinsburg  
2014 YMCA PNC Thanksgiving Day Turkey Trot

## **Portion of "Thank You" received from Obediah Cole Foundation**

*"Hello Renewal Team! Thank you SO MUCH for all of your help at our event last Sunday. Your team makes such a difference for us with our event year after year. We appreciate all of the hard work that goes into helping us on Race Day for sure.*

*Thank you for making Race Day seamless for us.*

*We look forward to working with you and your team again next year!"*

*Jody Zawada*

*Facilities and Operations Manager*

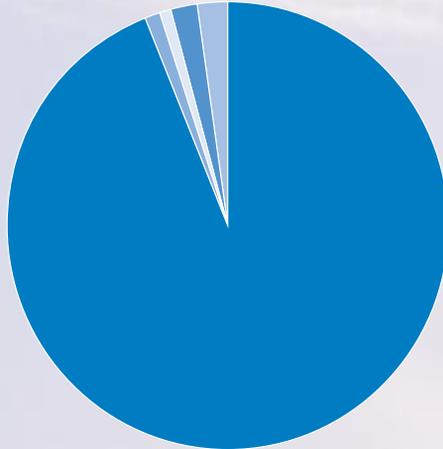


# Financials

## July 1, 2014 - June 30, 2015

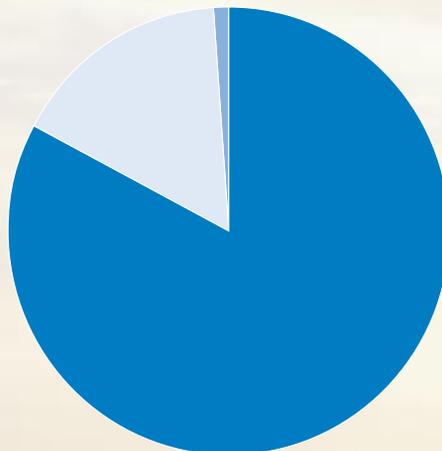
### Revenue

Program Revenue	\$17,112,184	94%	
Grants and Contributions	10,241	<1%	
Fundraising Revenue	64,702	<1%	
Other Revenue	423,948	2%	
Resident Room and Board Collected	370,485	2%	
<b>TOTAL</b>	<b>\$17,981,560</b>	<b>100%</b>	



### Expenses

Program Services	\$15,133,516	83%	
Management and General	2,921,831	16%	
Fundraising	33,394	1%	
<b>TOTAL</b>	<b>\$18,088,741</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. (RTI) 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 Renewal residents, their families and especially their 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, housing referrals, supervised family visitations, Allegheny County Jail worship services & Bible studies, family reunification, caregiver support, and social events for parents, caregivers and children.

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

**700 Fifth Avenue  
Pittsburgh, PA 15219**

**704 Second Avenue  
Pittsburgh, PA 15219**

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



## **Auditing Firm**

BDO

## **Legal Counsel**

Tucker Arensberg, P.C.

## **Memberships**

American Correctional Association  
International Community Corrections Association  
Rehabilitation & Community Providers Association



**Renewal, Inc.**

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

**Renewal, Inc.**

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