



2015-2016 ANNUAL REPORT





OUR MISSION:

Renewal, Inc. is a non-profit organization dedicated to helping individuals in the criminal justice system transition back to families and communities. Through a range of prevention, early intervention, programming and treatment approaches, Renewal empowers individuals to change their lives for the better.

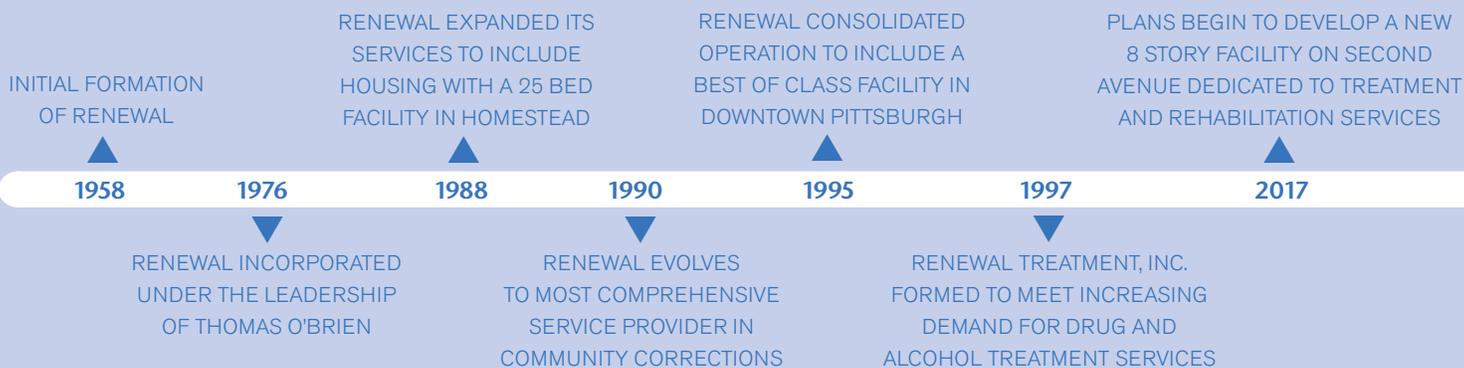
From time to time we have used the phrase “new beginnings” to describe what we help individuals accomplish in their lives. Men and women—former offenders—have come to Renewal, Inc. from jail or prison for help in confronting the physical and emotional issues that placed them behind bars in the first place. Whether those issues stem from addiction or behavioral problems or both, these individuals are trying to remake their lives, to find the path that will lead them to a more hopeful future. In 2016, as in every year since our founding in 1976, Renewal has been the first step on that path for hundreds of mothers, fathers, sons and daughters who are seeking new beginnings. Through Renewal, Inc. and its affiliated entities (Renewal Treatment, Lydia’s Place and GETPAID), our continuum of services, the most comprehensive of any organization in the region, is tailored to each individual’s specific needs, from medical and psychological services to help overcome addiction or other destructive behaviors, to job readiness training, family counseling, and even assistance in finding housing, if needed.

The phrase “new beginnings” also took on special meaning for Renewal itself in 2016. The result of years of planning, Renewal set in motion a range of activities designed to position us to undertake a project of unprecedented scope. Despite our successful outcomes and the economic impact we have on the region, we determined that we could better serve the men and women in our programs—and the region as a whole—by developing a brand-new facility that will enable us to accommodate new and expanded services, and free up space in our current facilities to expand alternative housing options. In the area of new programming, for example, our research shows that there is an urgent need for comprehensive medical and psychological services for youth, delivered in a therapeutic setting rather than in a jail or detention center. Like our programs for adults, the actual services the youth receive will be customized based on their unique needs, and will often involve the entire family unit and community resources, such as schools and churches, to ensure that the child’s progress continues after he or she leaves Renewal.

To prepare for this major undertaking, we took important steps in 2016 to ensure that our governance and operations were positioned to support the initiative. We made changes to our bylaws and policies to make sure that we are utilizing our board members’ talents effectively, and we have enhanced our public affairs and fundraising operations to educate the community about our plans, and help secure the estimated \$20 million required to make the project a reality. We are looking forward to 2017 with great anticipation. We will launch our fundraising activities in 2017, and expect to achieve progress on many fronts related to the new facility. To that end, we want to express our sincere thanks to the board of directors and each of our employees for their dedication, as well as our community partners, legislators and other local, county, state and federal officials, and other long-time supporters for their commitment. Our success in 2017—and beyond—will require the continued support and personal generosity of many throughout southwestern Pennsylvania.

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 resident 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.



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.

Judith Bannon, Executive Director/Founder Cribs for Kids®

“Renewal, Inc. has partnered with Cribs for Kids since 2006. Today we have over 700 partners who rely on the hard work of our Renewal volunteers to assure they receive their product in a timely manner so that no baby is left without a safe place to sleep.

We are often humbled by Renewal reentrants' dedication and their willingness to help us any time they're available. They truly understand, and express that understanding to us, the importance of the work they are doing and the satisfaction they get from helping to keep babies safe.

All of our employees are inspired by the Renewal reentrants; they recognize that they are just like anyone else, and have struggled to overcome obstacles and live better lives. On more than one occasion, reentrants have come back to visit and have brought their families to meet their Cribs for Kids co-workers.

In 2013, we held our Fourth National Infant Safe Sleep Conference in Pittsburgh at the Omni William Penn. We had asked Harold and Mark, two of our volunteers from Renewal, to help us out. The work entailed lifting, moving and setting up, everything that goes into putting on these kinds of events.

They arrived in their normal work clothes and had everything set up for registration by the opening. Later after guests began to arrive, I visited the reception area and saw two people behind the counter that I barely recognized. It was Harold and Mark dressed in business suits complete with white shirts and ties. I told them how great they looked and they told me that in anticipation of 'having the privilege' of being a part of the conference, they went to Goodwill and bought 'appropriate' clothing. They brought tears to my eyes. It has been a privilege to work with the organization and an inspiring group of Renewal reentrants.”

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 can not 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, 2015 – June 30, 2016

Work Release Program

Total New Admissions	2,044
Average Monthly Employment Rate	64%
Average Hourly Rate	\$9.29
Average Estimated Age	39 years
Average Length of Stay	74 days
Average Hours Per Employed Reentrant	209
Resident Paid Room & Board	\$212,964
Resident Paid Court Costs	\$90,447
Total Annual Earnings of Employed Reentrants	\$1,450,490

Parole Violators Center

Total New Admissions	342
Average Length of Stay	62 to 75 Days

Inpatient Drug & Alcohol Services

Total Reentrants Served	460
Total Individual Counseling Hours	3,650
Total Group Counseling Hours	27,268
Total Support Services Hours	38,342

Outpatient Services

Total Reentrants Served	238
Total Individual Treatment Hours	3120
Total Group Treatment Hours	6396
IOP Group Hours	6440

GETPAID

Total Participating Companies	6
Total Participating Reentrants	91
Total Active Reentrants	75
Average Hourly Wage	\$9.76
Average Hours Worked Per Week	40
Percentage of Reentrants Hired After 6 Months	28%

Lydia's Place

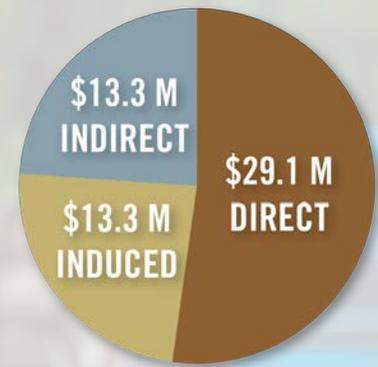
Total Families Served	1
Total Participants in Housing Program	155
Total Participants Securing Housing	106
Total Mentoring Program Participants	1
Total Annual Family Activities	1

COMMUNITY SERVICE

July 1, 2015 – June 30, 2016

While residing at Renewal, reentrants are required to perform a minimum of two hours of community service each week. During this past fiscal year, 705 reentrants completed more than 17,000 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
Aleph Institute
Allegheny County Jail
Beltzhoover Civic Association
Boys and Girls Club – The Zone
Clean & Sweep 704 Second Avenue Corridor
Cribs for Kids Hazelwood
Cribs for Kids – Breath of Life Stroll
Dollar Bank Three Rivers Arts Festival
East End Community Thrift – Annual Fashion Show
East End Community Thrift Store
Every Child, Inc.
Forbes Rehabilitation and Health Center – Earth Day
Friends of the Riverfront Triathlon
Great American Clean Up
Greater Pittsburgh Community Food Bank
Hill District Community Development Corporation
Lydia's Place
Montour Trail Association
New Dawn Hope Center
Northshore Riverwalk Project
Northside Common Ministries
Northside Institutional Church
Original Church of God
Pittsburgh Aids Task Force
Pittsburgh Community Services, Inc.
Pneuma Center
Renewal, Inc.
-339 Building
-339 Kitchen
-700 Fifth Avenue Building
-704 Second Avenue Building
-Corporate Offices
Renewal Treatment, Inc.
Representative Jake Wheatley Health & Wellness Expo
Salvation Army Social Services Department
Salvation Army South Side Thrift Store
Salvation Army Warehouse
Susan G. Komen Race for the Cure
Team Tassy Great American Water Balloon Fight
The Book-Em Project at the Thomas Merton Center
The Richard Caliguiri Great Race
Trinity Lutheran Church
Urban League of Pittsburgh
Urban League of Pittsburgh Housing Department
Urban League of Pittsburgh Hunger Services
YMCA of Homewood Brushton
YMCA PNC Thanksgiving Day Turkey Trot



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 2016 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, 2015 - June 30, 2016

(Schneider Downs has audited the financial statements of Renewal, Inc. and Affiliates as of June 30, 2016)

REVENUE	
Program Revenue	\$17,920,842
Grants and Contributions	57,967
Other Revenue	81,360
TOTAL	\$18,060,169
EXPENSES	
Program Services	\$14,107,504
Management and General	3,096,347
Fundraising	71,062
TOTAL	\$17,274,913



BOARD OF DIRECTORS

Board Leadership

John R. Schmitt, Chairperson
(Calgon Carbon Corporation)

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

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 (Retired)

Reginald T. Overton, Account Executive

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

Richard N. Rose, PPG Industries (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

Marilyn Caye, Non Profit Consultant

David Defide, Duquesne Light Company

Mary Ann 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

Julia Marx Lally, Pennsylvania Women Work

Robert H. Lindner, Travelers Aid of Pittsburgh

Angela J. Longo, Community Volunteer

Kim E. Lyttle, Huntington Bank

Alex Matthews, Highmark

Carol S. Mills McCarthy, Esquire

Angelo Norelli, ANG Silkscreen Printing

Keith A. Paylo, Point Park University

Melissa Russo, UPMC Health Plan

John R. Schmitt, Calgon Carbon Corporation

Kerstin Schuler, Community Volunteer

Sr. Karen Stoila, CSJ

Vladimir St. Surin, Ph.D., Community College of Allegheny County

Jeremy Waldrup, Pittsburgh Downtown Partnership

Sandra Welsh, Retired, YMCA Greater Pittsburgh

Robert J. Wittman, Independent Businessman

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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GETPAID

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