

The Start of New Beginnings...

2010 – 2011 ANNUAL REPORT



RENEWAL, INC.

MISSION, VISION, VALUES

Mission

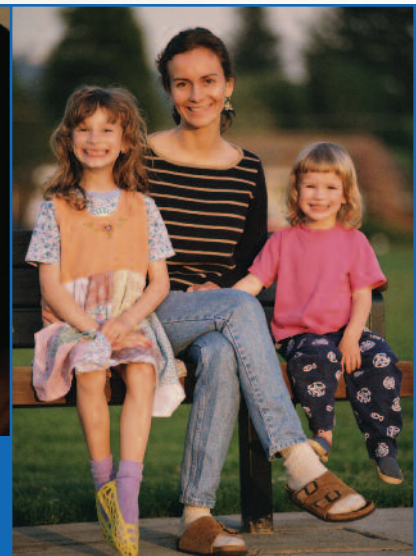
Renewal, Inc., is “dedicated to the renewal of individuals in the criminal justice system and to their return to society as responsible citizens.”

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

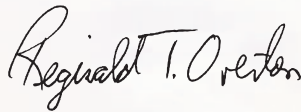
A Letter From the Chairperson

This annual report chronicles the remarkable strides Renewal, Inc. has taken in the past fiscal year. The quality of the staff, the introduction of an Alumni Association, the American Corrections Association accreditation and the quality of our outcomes are all key positive indicators that Renewal, Inc. evolved and progressed in more ways than its founders could have possibly imagined. That process of steady advancement continued during the past year with some of the most positive changes in the organization's history.

As you view this annual report, Renewal's impressive accomplishments could not have happened without the generous support of our community partners.

As Theodore Roosevelt said, "Far and away the best prize that life offers is the chance to work hard at work worth doing." Never has there been more important work than that of returning an individual in the criminal justice system to becoming a responsible member of the community.

We are grateful for all that you have done to make our progress possible and for helping us to lay a foundation for an even greater impact in the future. It has been my privilege to be a part of such a worthwhile endeavor.



Reginald T. Overton
Chairperson
Board of Directors

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



RENEWAL, INC.

From the CEO

As the leader for an organization that is “dedicated to the renewal of individuals in the criminal justice system and to their return to society as responsible citizens”, I am pleased to present you with Renewal, Inc.’s 2010 -2011 Annual Report.

Here is a brief recap of our efforts during the last fiscal year:

- **Board Initiatives**

We hosted a Board Retreat early in the year to address our strategic direction. The Board renewed their commitment to Renewal’s Mission and Core Values. They defined the strategic objectives for the organization over the next three years and began the process of identifying the steps required to accomplish these objectives.

A new area of growth for Renewal was identified in the Development & Fundraising arena. A Board Development/ Fundraising Committee was established to address this initiative. The chair of this committee will work directly with the staff development team to create and implement an annual fundraising plan.

- **Training Institute**

Renewal offers professional training courses to staff and others in the Human Services industry to gain their CEU’s (Continuing Education Units). We have taken that training to a new level and created a formal Training Institute. Participants are able to go to the Renewal website, click on “Training Institute”, go to the training calendar, select a training course, register and pay on line.

- **Facilities**

This year we completed two major facility initiatives. The first was resurfacing the exterior of our building located at 704 Second Avenue. This project took a number of months to complete. However, the final outcome was worth the wait. We are proud that this building is now a compliment to the surrounding landscape.

Our second project revolved around transforming the basement at 704 Second Avenue into a state-of-the-art workout facility. Since its completion in October, we have recorded a significant increase in usage by our residents.

- **Drug & Alcohol Training and Program Goals**

On an annual basis, Renewal Treatment, Inc. develops training and program goals for Inpatient & Outpatient treatment programs. The results of these programs can be found later in the report. We are pleased to report, RTI treatment services achieved a 92% satisfaction rating among randomly surveyed participants.

- **Audits**

Renewal works with all levels of agencies from federal to local jurisdictions and is thus required to complete audits with each of those agencies. We have 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 been accredited by the American Correctional Association since 1999.

- **Mental Health License**

Our plan this fiscal year included applying for a Mental Health License. This license will allow us to greatly expand our in-house services and reduce the need to refer clients to other programs. Approval was received a few months ago and we have moved forward with our expansion plans.

- **Other Accomplishments**

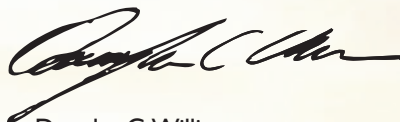
Renewal's Community Service Program has allowed us to develop an enhanced level of community-based involvement. It gives our residents choices for unique experiences. The aim of this program is to provide new and meaningful opportunities for our clients to contribute their time, acquired skills, personal effort and support to a wide variety of civic institutions and social service agencies. This program allows our residents to meet and work along side responsible individuals, learn how to properly address new situations and challenges, and, concurrently, develop new skills. Our residents are asked to perform a minimum of 2 hours of community service each week. This year our residents have provided more than 3,559 hours of community service. A partial listing of organizations is contained later in this report.

And finally, we are excited with the introduction of the Alumni Association. Men and women who have gone through Renewal treatment programs are invited to join the association. Their mission is to mentor current residents through discussion of their achievements. With their help and guidance, residents will learn first hand the benefits of achieving their goals and improving their lives.

As we look back on this past year, I am sure you will agree that this has been a time of tremendous growth and change. We are extremely grateful to our staff and executive management team for their tireless efforts in executing the day to day operations that assist our residents in returning to our communities as productive citizens. We have always believed that our work makes a difference in the lives of those we serve and we are able to focus on productive outcomes. We have developed systems and tools to secure measurements that quantify our impact. This information will help us gain support for new initiatives and to remain a strong provider of programs and services in the community corrections system.

As you review the annual report, we hope you will share in our enthusiasm for the many ways Renewal has served our communities.

As we move forward with our future plans, we want to express our commitment to Renewal's mission, to the staff, our community and especially our residents.



Douglas C. Williams
Chief Executive Officer

Renewal Inc., Board of Directors

Reginald T. Overton, Chairperson
John R. Schmitt, Vice Chairperson
Karen A. Shastri, Ph.D., C.P.A., Treasurer
Ronald F. Flanders, Secretary

Thomas J. Bachman
James E. Bolas
Randy Castriota
Linda Dickerson
Betty Esper

Mary Anne Foley
Janie M. Harden Fritz, Ph.D.
Amy Kerr Parker, Esquire
Alex T. Powell, Jr.
Morton D. Stanfield

Irv Firman, Esquire
(Legal Counsel & Non-voting member)

Renewal Treatment, Inc., Board of Directors

Reginald T. Overton, Chairman
John R. Schmitt, Vice Chairman
Douglas C. Williams, President
Karen A. Shastri, Ph.D., C.P.A., Treasurer
Ronald F. Flanders, Secretary

Thomas J. Bachman
Mary Anne Foley
Morton D. Stanfield

Renewal Treatment, Inc. Advisory Board

Pamela Butler, *Federal Bureau of Prisons*
Dr. Janie Harden Fritz, *Duquesne University*
Robert H. Lindner, *Travelers Aid of Pittsburgh*
James Moore, *Community Advocate*
Dr. Jaime Munoz, *Duquesne University*
Angelo Norelli, *ANG Silkscreen Printing*

Keith A. Paylo, *Point Park University*
Sandra Welsh, *YMCA of Greater Pittsburgh*
Valerie H. Wheatley, *YWCA of Pittsburgh*
Pamela Wigley, *Citizens Bank*
Kimberly Wood, *Pittsburgh Penguins*

Administration

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

Debra M. Humberson, Director, Finance
Scott C. Johanson, Director, Program Compliance

Christine Y. Laverty, Director, Human Resources
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 re-integration 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 full service cafeterias 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.



Programs Summary

Work Release Program

Total New Admissions	1,419
Average Monthly Employment Rate	65%
Average Wage Rate.....	\$7.78 per hour
Community Service Hours	3,559
Average Estimated Age	31 years
Average Length of Stay	90 days

Parole Violators Center

Total New Admissions	113
Average Length of Stay	98 days

Inpatient Drug and Alcohol Services *(Male & Female)*

Total Residents Served	454
Individual Counseling Hours.....	2,730
Group Counseling Hours	21,792

Outpatient Services

Total Clients Served	447
Individual Treatment Hours.....	7,350
Group Treatment Hours	11,760

2010 – 2011 Community Service Sites

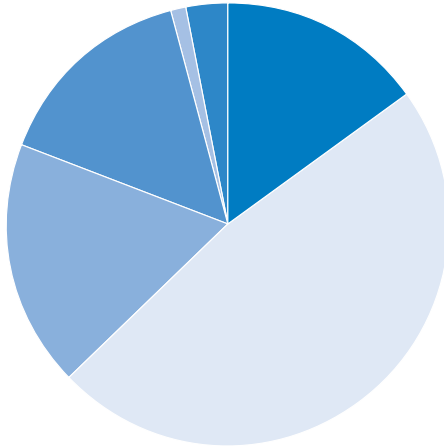
Annual Richard Caliguri Great Race
3 Rivers Arts Festival 2011
Allegheny County Jail
Alph Institute
Animal Rescue League
Borough of Wilkinsburg Community Clean up
Capacity Developers
Carnegie Library of Homestead
Clean & Sweep at 704 Second Avenue
Cribs for Kids (SIDS Foundation)
Dress for Success
East End Community Thrift
Greater Pittsburgh Community Food Bank
Homestead Community Clean Up
Homestead Block Party
Rep. Jake Wheatley Community Appreciation Festival
Lydia's Place
National Kidney Foundation Annual Monopoly Tournament
Northside Common Ministries Food Bank
Obediah Cole 2011 Race for the Cure for Prostate Cancer
Pittsburgh Community Services, Inc.
Pittsburgh Aids Task Force Food Bank
Susan G. Komen Race for the Cure
Salvation Army Social Services Food Bank
Salvation Army Thrift Shop
Trinity Lutheran Church
Trinity Lutheran Church – Afterschool Program
PNC YMCA Annual Turkey Trot
Urban League of Greater Pittsburgh Hunger Services Food Bank
Urban League of Greater Pittsburgh Administration
West End Salvation Army Food Services
YMCA-Allegheny Branch







Financials 2010 - 2011

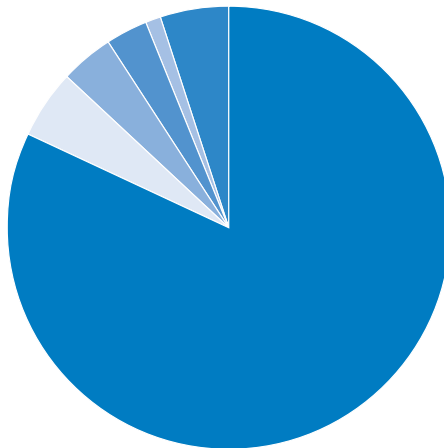
Revenue

Federal Work Release/Alternative Housing	2,118,842	15%	
State Work Release/Alternative Housing	6,696,059	48%	
County Work Release/Alternative Housing	2,544,971	18%	
D&A Treatment Services	2,108,702	15%	
Other Revenue	166,762	1%	
Resident Room and Board Collected	420,651	3%	



Expense

Program Expense	10,917,072	83%	
Administrative Expense	653,016	5%	
Professional Services Expense	529,285	4%	
Building and Equipment Maintenance Expense	423,546	3%	
Recruitment and Development Expense	67,912	<1%	
Property Tax and Depreciation Expense	625,243	5%	
	13,216,074	100%	



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.

**704 Second Avenue
Pittsburgh, Pa 15219**



**339 Boulevard of the Allies
Pittsburgh, Pa 15219**



**700 Fifth Avenue
Pittsburgh, Pa 15219**



Auditing Firm

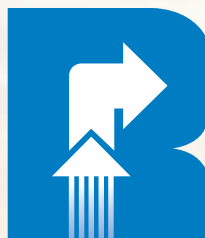
Swartz Izenson & Associates

Legal Counsel

Tucker Arensberg, P.C.

Memberships

American Correctional Association
International Community Corrections Association
Pennsylvania Community Providers Association



Renewalinc.com

For more information or to schedule an appointment, contact:

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