



Renewal, Inc.

The Start of New Beginnings

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 job training program for offenders reentering the workforce. This program provides: pre-employment & employment readiness training, behavior expectations, appropriate workplace attire, completing job applications, personal financial management, compensation overview, workplace ethics, time management, workplace safety, job retention tips, on the job experience and job coaching.

**704 Second Avenue
Pittsburgh, PA 15219**

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

**700 Fifth Avenue
Pittsburgh, PA 15219**



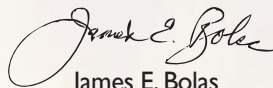
A Letter From the Chairperson

The success of a community corrections program is to “correct” bad behavior and reduce the likelihood of an individual to commit future criminal activity and return to prison. Ideally, it is to rehabilitate an individual from the criminal justice system into a model citizen who will make a positive contribution to the community. By any measure, Renewal continues to be a success as a community corrections enterprise to meet this ideal objective. Positive results produced by a dedicated and professional staff supported by an equally dedicated and pro-active management and board, who continually strive for ongoing improvement in a dynamic corrections’ environment.

In recent years, Renewal has strategically expanded its services to deal with the growing mental health and addiction needs of our residents in providing means for connecting our residents with their families and strengthening our organizational response to improving our resident’s abilities to gain meaningful employment after leaving community corrections. To accommodate more in-house residents and also handle more people in need on an outpatient basis, we acquired new, as well as, modified existing downtown facilities. Such strategic moves required excellent planning, organizational commitment and diligent implementation.

In an effort to further improve the organization’s planning, the board and management have advanced their strategic planning process. Starting with a Board Planning Conference in February 2014, the planning process will become a more disciplined on-going process from the bottom-up, engaging staff, management, advisory committees and the board throughout the year in the review of the effectiveness of existing programs and the identification and development of new programs, services and facilities to meet the growing opportunities we see developing within county, state and the federal correction system.

On behalf of the board, I sincerely thank those individuals and organizations who continue to contribute to the success of achieving the mission of Renewal and look forward to continuing the extraordinary accomplishments of Renewal in improving the quality of the lives of those we serve and of the community in which we live.


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.

Renewal's Vision is to be known for achieving the highest standards in the community corrections industry and thereby reducing the rate of recidivism.

In keeping with our vision, we review our programs on a regular basis and make adjustments that will enable our residents to achieve the success of becoming a responsible citizen in the community. Many of the services we offer are unique to Renewal and not offered by other organizations in the community corrections arena. We have been recognized nationally for the quality of our programs and services.

Purchasing another building to concentrate services in one location is a perfect example of our commitment to high standards. Little did we know how quickly the building would fill up. We were able to move programs and services under one roof. Support Services, Lydia's Place, GETPAID, and Renewal Treatment's Inpatient Drug & Alcohol services now occupy this facility and the Outpatient Mental Health Clinic was opened. This enabled us to increase our bed capacity at our Second Avenue and the Blvd of the Allies locations. With the expansion of our services and programs, the scope of work is more tailored to meet each resident needs. The Programs Summary page provides a good overview of the number of residents we served this past fiscal year.

Since the approval was granted for the Outpatient Clinic, it has undergone a licensing review which resulted in full licensure along with many accolades for the work being done at the clinic. The clinic operates six days a week to accommodate client schedules. We believe in empowering our clients to invest in their mental health as an integral part of their successful reentry process.

Community Service plays another important role in successful reentry. Residents are required to perform a minimum of 2 hours per week. This year, our residents have performed more than 22,000 hours of service. One example is the Greater Pittsburgh Community Food Bank. Every week, a group of residents volunteer at the Food Bank inspecting and repackaging food. These residents take such pride in the efficient manner in which they repackage the food that they attempt to beat the previous week's record. I hope you will take a few moments to review the list of organizations that our residents served this year.

In June, we hosted our second Annual "The Start of New Beginnings" Event. First National Bank received Renewal's "2013 Outstanding Community Partner Award" and Ms. Debra Germany, Divine Intervention Ministries was recognized for her outstanding volunteer service with the "Sally Hillman Childs Rising Sun Award". This award is presented annually to a volunteer who best exemplifies Sally Hillman Childs, founder of our affiliate, Lydia's Place. More than 300 people attended the evening's festivities and heard from Pennsylvania's Secretary of Corrections, John Wetzel and Allegheny County Executive, Rich Fitzgerald. Guests heard the success stories of three former residents who turned their lives around. Proceeds from the event were directed to services not funded by contracts or grants. It's an electric evening and we hope you will consider attending the 2014 event.

We know through research that successfully reuniting a family is an invaluable tool in keeping a former offender from returning to the life of crime. One element of Renewal's Family Strengthening program is keeping a child or children connected to their mother and/or father. We accomplish this through the "Mother's Voice" program. This program nurtures the fragile bond between offenders and their children. It began with female inmates in the Allegheny County Jail reading a book into a recorder. This program has since expanded to include video which enables the child to see, as well as, listen to their parents. This service is highly regarded by the residents, caregivers and especially the children.

Renewal is subject to audits from the Federal Bureau of Probations, PA Department of Corrections and Allegheny County Department of Health & Human Services. We take these audits very seriously and the preparation is very extensive. We frequently receive surprise audits, as well as, unplanned visits by officials. We are very pleased to report that we pass with flying colors and few exceptions. Most often, we receive accolades for the quality of our programs and the excellence of our facilities.

One of our most exciting moments of the 2012-2013 year, was the introduction of the "Angel Tree" project. We were able to provide our residents with presents to give to their children when they attended one of our nine holiday parties. This was all made possible by individual donors, churches and corporations. The children received a minimum of three gifts each. We are so grateful for our supporters who were so generous with presents and financial donations toward this project.

On average, we employ 200+ staff who are committed to our mission and our vision. Without this dedicated team of individuals, we could not operate as efficiently and effectively as we do on a daily basis. Every Renewal employee completes a minimum of 40 hours of training each year. Our team believes that their work makes a difference.

The Renewal Board of Directors and the executive management team work together to address the challenges that come with our vision and mission. Also, we work closely to take advantage of the opportunities that come our way. We appreciate their time commitment and dedication to Renewal.

On behalf of the entire Renewal team, we want to "Thank You" for your support and commitment to Renewal, Inc.



Douglas C. Williams
President and CEO

Renewal, Inc.

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Legal Counsel & Non-voting member

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

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Renewal, Inc.

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Marilyn Caye, Non-Profit Consultant
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Scott C. Johanson, Director, Program Compliance
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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 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, 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 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, 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	2,600
Average Monthly Employment Rate.....	69%
Average Hourly Rate.....	\$7.80
Average Estimated Age	36 Years
Average Length of Stay	80 Days
Average # of Hours per Employed Resident.....	109
Resident Paid Room & Board.....	\$427,760
Resident Paid Court Costs	\$108,009
Total Annual Earnings of Employed Residents	\$1,525,259

Parole Violators Center

Total New Admissions.....	114
Average Length of Stay	80 Days

Inpatient Drug & Alcohol Services

Total Residents Served.....	451
Individual Counseling Hours	2,706
Group Counseling Hours.....	32,472
2012 Cost Savings to Allegheny County Jail.....	\$453,645

Outpatient Services

Total Clients Served.....	303
Est. Individual Treatment Hours	15,756
Est. Group Treatment Hours	23,634

GETPAID

# of Participating Companies.....	9
# of Participating Residents.....	66
# of Active Residents	20
Average Hourly Wage.....	\$8.47
Average # of Hours Worked Per Week	31
# of Participants Placed in Permanent Jobs	10

Lydia's Place

Mother's Voice Program:

Total Clients Served.....	133
Total Children Served.....	270
Total Books Read, Recorded & Distributed.....	540

Drug & Alcohol Case Management:

Total Clients Served.....	118
Total Securing Permanent Housing.....	24

Family Strengthening:

Total Family Strengthening & Support Clients.....	131
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2012 – 2013 Community Service Sites

Renewal residents are required to perform a minimum of two hours of community service each week.

Since July 2012 through June of 2013, Renewal residents completed more than 21,861 hours of service for or an average of 1,822 per month. Below is a sampling of the organizations Renewal residents have served over this past year.

Aleph Institute of Pittsburgh	Pennsylvania Women Work
Allegheny County Jail	Pittsburgh Community Services, Inc.
Annual Richard Caliguri Great Race	Pittsburgh Community Services, Inc. Food Bank
Beltzhoover Civic Association	Pittsburgh Aids Task Force Food Bank
Clean & Sweep at 704 Second Avenue	PNC YMCA Annual Turkey Trot
Community Parades	Renewal, Inc. – Fifth Avenue Cleanup
Cribs for Kids (SIDS Foundation)	Susan G. Komen Race for the Cure
Cribs for Kids 5th Annual Graco Breath of Life Stroll	Salvation Army
Dress for Success	Springboard Kitchens/Life's Work
East End Community Thrift	Thomas Merton Center Book Em' Books for Inmates Project
Greater Pittsburgh Community Food Bank	Three Rivers Arts Festival
Highmark First Night Pittsburgh	Trinity Lutheran Church
Rep. Jake Wheatley Community Appreciation and Health & Wellness Expo	Urban League of Greater Pittsburgh Hunger Services Food Bank and Administration
Northside Institutional Church	Umoja African Arts Festival in the Park
Obediah Cole Race for the Cure for Prostate Cancer	





“Cribs for Kids began in 1998 in Allegheny County as a local infant safe-sleep education program to help reduce the risk of Sudden Infant Death Syndrome (SIDS) and prevent accidental suffocation of infants in adult beds, cluttered cribs and on couches. Thanks to the success of the program, by 2005, we had requests from all over the country to expand the program. In order to do that, we needed to establish a distribution system. As a non-profit organization with limited funding, we approached Renewal about providing the manpower needed for our newly established warehouse. Since that time, we have been fortunate to be able to include Renewal’s residents as the manpower needed to ship out over 50,000 cribs a year to our partners. Without Renewal residents, we would never have been able to expand this life saving initiative. Babies’ lives across the country are being saved thanks to them.”

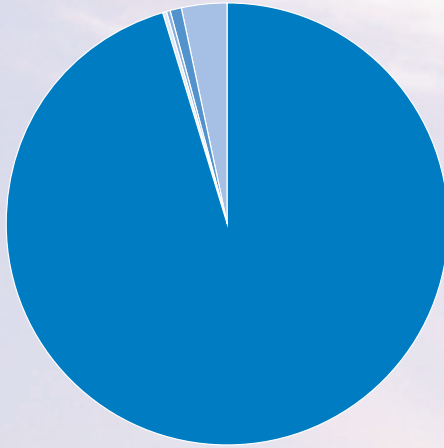
Judy Bannon
Executive Director
Cribs for Kids






Financials 2012 - 2013

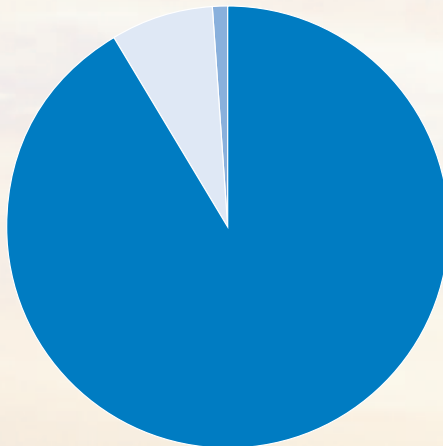
Revenue

Program Revenue	15351260	94%	
Grants and Contributions	39,084	<1%	
Fundraising Revenue	56,265	<1%	
Other Revenue	151,041	1%	
Resident Room and Board Collected	426,596	3%	
TOTAL	16,024,246	100%	



Expense

Program Services	14,969,338	91%	
Management and General	1,300,049	8%	
Fundraising	135,916	1%	
TOTAL	16,405,303	100%	



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

Auditing Firm

Swartz Izenson & Associates

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:

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