



# Renewal, Inc.

**The Start of New Beginnings**

2013 – 2014 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

## A Letter From the Chairperson

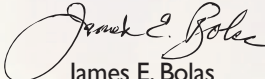
The board of directors and the citizen advisory committees of Renewal are comprised of individuals from all walks of life in the Pittsburgh community. They bring experience and expertise from community sectors representing business, labor, education, law enforcement, healthcare, information technology, finance, non-profits and government. Together with the excellent community corrections experience and expertise of the management and staff of the Renewal enterprise, the “Renewal Team” successfully provides worthwhile and needed services to thousands of people in the Pittsburgh area enhancing the quality of life for all its residents.

The programs of Renewal help individuals and families who are challenged by incarceration, addiction, joblessness and hopelessness and strive to help them become productive citizens and community members. This work is not easy. The challenges are often difficult for those needing help, as well as, for those providing the help. However, when successful, which in Renewal is often the case, the rewards are truly appreciated and celebrated. Individuals who have successfully been through Renewal are often given an opportunity to share their experiences with other residents in the program, as well as, the outside world. This sharing is often transformative for the individual and the audience. The audience often includes executives, elected officials, judges, law enforcement and other leaders in our community.

As Renewal moves into the next fiscal year, it remains a strong organization with solid finances, strategic planning and an experienced management team and staff which are flexible and adaptive to the dynamic nature of community corrections serving the county, state and federal criminal justice systems.

A bi-partisan consensus has been forming in America in the last several years which recognizes that extensive, prolonged and expensive incarceration for many of our citizens does not, in and of itself, correct bad behavior. Community correction organizations are now being strongly considered as a better rehabilitation option for many in our criminal justice system. Renewal is ready to respond to this growing need.

On behalf of the Board, I once again sincerely thank those individuals and organizations that continue to contribute to the success of Renewal and look forward to continuing work with you to accomplish our mission.

  
James E. Bolas  
Chairperson

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



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



# RENEWAL, INC.

As I reflect on the happenings of this past year, I can't help but focus on our accomplishments and the ability of the Renewal staff to adapt to the ever changing needs of the population we serve.

Last fall, Renewal was invited by the Commonwealth of Pennsylvania, Department of Corrections, to submit bids to provide services for seven different programs. In January, we received notification that we were awarded all seven contracts to provide offenders with reentry services. These services include: Outpatient Alcohol and Other Drug Treatment Services, Day Reporting Services, Housing Assistance Program, Mentoring Program, Transitional Employment & Vocational Services, Family Reunification Services, Outpatient Mental Health Services and Cognitive Behavioral Intervention Services. Very soon after receiving the approval, the staff quickly began preparing for the implementation of these programs.

In early February 2014, the Board and Executive Management held a day long planning session. Strengths, areas of growth, challenges and opportunities were identified. The board recognized that a solid financial base is key to attracting quality talent and expanding programs and services.

The executive management team will continually strive to build upon the plan of action throughout 2014-15.

A new executive management structure was created as we welcomed Paul Trunzo to fill the position of Vice President, Administration and promoted Scott Johanson to the position of Vice President, Human Resources and Compliance.

We engaged The Institute of Research, Education & Training in Addiction (IRETA) to conduct an evaluation of Renewal Treatment, Inc.'s Level 3C Residential Drug and Alcohol Treatment Program. The components of the project included a baseline data report, recidivism data report and final report with recommendations. Clients who successfully completed the Renewal program demonstrated lower rates of re-arrest at 12, 18 and 24 months relative to published benchmark data. More compelling was that clients who completed the Renewal program and were released into transitional housing or community corrections had a much lower recidivism rate across the board. IRETA study results can be viewed on our website [www.renewalinc.com](http://www.renewalinc.com).

The GETPAID Program continues to expand the number of potential employers and increase the number of residents active in the program. We recently received a letter from one of the original program participants and want to share an excerpt from his letter which clearly demonstrates the program's potential.

***"During custody at Renewal, the GETPAID staff provided me an opportunity to work for a great company. I had no experience working for this type of company and thought I would just do my time and move back into the work I had previously done not realizing that I needed to reestablish my credibility, work history and earning new references. The company that they placed me with provided all of this and more. After my release, I continued to work for this company and through hard work and dedication got hired full time. I have been offered increased pay, more responsibilities and good benefits. An example that I am most happy for is a company backed bank account. Due to my offenses, I was worried that I would never have credit or a bank account ever again. Now I have credit and a bank account!! All of these things became possible because of the GETPAID Program."***

Three years ago, we hosted the first "Start of New Beginnings". This event showcases the benefits of our programs and features successful Renewal Alumni who have turned their lives in a positive direction. The proceeds from this event fund programs and services not funded by grants or contracts. This year we presented Tucker Arensberg, P.C. with the "2014 Outstanding Community Partner Award and we recognized Victor Hildebrand with the "2014 Sally Hillman Childs Rising Sun Award".

Community service plays an important role in building the self-esteem of our residents. Each resident is required to complete 2 hours of service per week. However, they do so much more!!! We are so pleased with the work they perform in our community that we have showcased their hours and the organizations where they completed this service.

We have a dedicated staff that believes in Renewal's mission and vision. Their daily commitment is demonstrated in the accomplishments of Renewal residents. Employees know that their work can make the difference in the lives of former offenders who are seeking to overcome the obstacles of returning to the community.

The Board of Directors and the Executive Management Team strive to stay abreast of the national trends in the criminal justice system. The climate is changing and we stand prepared to implement the best possible programs for former offenders and to further reduce the rate of recidivism.

I am very excited and encouraged about the present and look forward to planning for the future of Renewal, Inc. The services and programs this organization provides to offenders striving to achieve a successful reentry into society and the communities they live in become more important each day. The world and life itself throw us all challenges that at times seem insurmountable and hope is hard to hold onto. The individuals and families we serve turn to us, the "Renewal Family" that I am so very proud to be a part of, for a renewed sense of faith and hope that gives them continued opportunities and guidance so that they may be role models to the families and others their lives touch.

On behalf of the entire Renewal Team, "thank you" for your support to Renewal's mission of serving individuals in the criminal justice system in their return to society as responsible citizens.

Douglas C. Williams  
President and 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  
Randy Castriota  
Linda A. Dickerson  
Honorable Betty Esper

Janie M. Harden Fritz, Ph.D.  
Mary Anne Foley  
Esquire Laura A. Maines  
Herman M. Mitchell

Reginald T. Overton  
Alex T. Powell, Jr.  
Richard N. Rose  
Saj Roy

Irv Firman, Esquire  
Legal Counsel & Non-voting member

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

### Board of Directors

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Saj Roy

## Renewal, Inc.

### Community Advisory Board

Wendy Bell, WTAE  
James E. Bolas, Engineering Consultant  
Pamela Butler, Federal Bureau of Prisons  
Marilyn Caye, Non-Profit Consultant  
Dave Defide, Duquesne Light Company  
Linda A. Dickerson, 501 © 3 Squared  
Mary Ann Eisenreich, PA Governor's Southwest Regional Office  
Terry Fedele, Marketing Consultant  
Janie Harden Fritz, Ph.D.  
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, Community Volunteer

Kim E. Lyttle, Huntington Bank  
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Alex Matthews, Highmark  
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Angelo Norelli, ANG Silkscreen Printing  
Keith A. Paylo, Point Park University  
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Kerstin Schuler, Buchanan, Ingersol & Rooney, P.C.  
Sr. Karen Stoila, CSJ  
Vladimir St. Surin, CCAC  
Jeremy Waldrup, Pittsburgh Downtown Partnership  
Sandra Welsh, Retired, YMCA Greater Pittsburgh  
Robert J. Wittman, UPMC Children's Hospital  
Kimberly Slater Wood, Pittsburgh Penguins

## 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, 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 .....	1,521
Average Monthly Employment Rate.....	52%
Average Hourly Rate.....	\$7.78
Average Estimated Age .....	36 Years
Average Length of Stay .....	90 Days
Average Hours per Employed Resident.....	320
Resident Paid Room & Board.....	\$387,162
Resident Paid Court Costs.....	\$80,295
Total Annual Earnings of Employed Residents .....	\$2,001,210

### Parole Violators Center

Total New Admissions.....	363
Average Length of Stay.....	70 – 80 Days

### Inpatient Drug & Alcohol Services

Total Residents Served.....	292
Total Individual Counseling Hours .....	15,184
Total Group Counseling Hours.....	182,208

### Outpatient Services

Total Residents Served.....	275
Total Individual Treatment Hours .....	14,300
Total Group Treatment Hours .....	21,450

### GETPAID

Total of Participating Companies .....	4
Total Participating Residents .....	93
Total Active Residents.....	20
Average Hourly Wage.....	\$8.31
Average Hours Worked Per Week .....	40
Total Participants Placed in Permanent Jobs.....	17

### Lydia's Place

Total Families Served.....	52
Total Participants in Drug & Alcohol Case Management.....	43
Total D & A Participants Securing Employment.....	20
Total Participants in Housing Program .....	170
Total Participants Securing Housing.....	60
Total Mentoring Program Participants .....	26
Total Families Provided Family Support Services.....	47
Total Annual Family Activities.....	21

## 2013 – 2014 Community Service Sites

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

From July 2013 through June 2014, Renewal residents completed more than 23,582 hours of community service averaging 1,965 hours per month. Below is a partial list of the organizations where Renewal residents provided service over the past year.

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

### Here is a portion of a "Thank You" note we received from the Pittsburgh Cultural Trust.

*"I just wanted to take a moment and let you know what a wonderful job the residents from Renewal did at the Dollar Bank Three Rivers Arts Festival. They were prompt, respectful and worked very hard helping all the artists. They stayed until the job was done and were willing to do anything we asked. They really represented themselves well and I wish them all well in the future and hope some of them come back next year by their own choice.*

*Also, the staff that was sent was great. It was so nice having them there to help coordinate the load in activities. I am looking forward to working with Renewal again and will be in touch later this year regarding the Highmark First Night Festivities.*

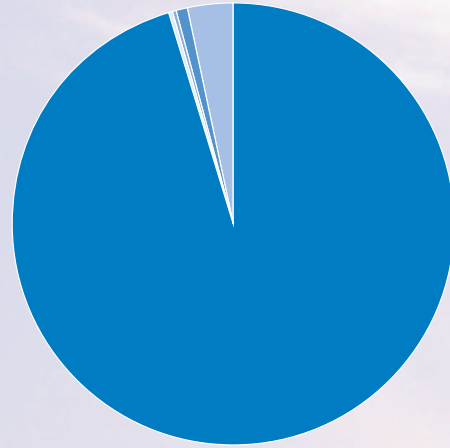
*Take care and thank you again,"*  
Eric Thomas



## Financials 2013 - 2014

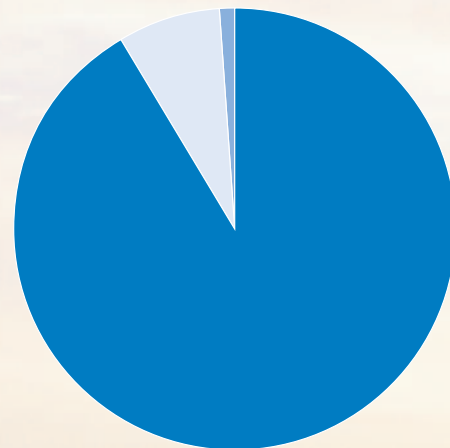
### Revenue

Program Revenue	\$17,587,292	95%
Grants and Contributions	36,980	<1%
Fundraising Revenue	66,841	<1%
Other Revenue	137,903	1%
Resident Room and Board Collected	386,341	2%
<b>TOTAL</b>	<b>\$18,215,357</b>	<b>100%</b>



### Expense

Program Services	\$16,177,775	91%
Management and General	1,418,284	8%
Fundraising	124,616	1%
<b>TOTAL</b>	<b>\$17,720,695</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 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



## **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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