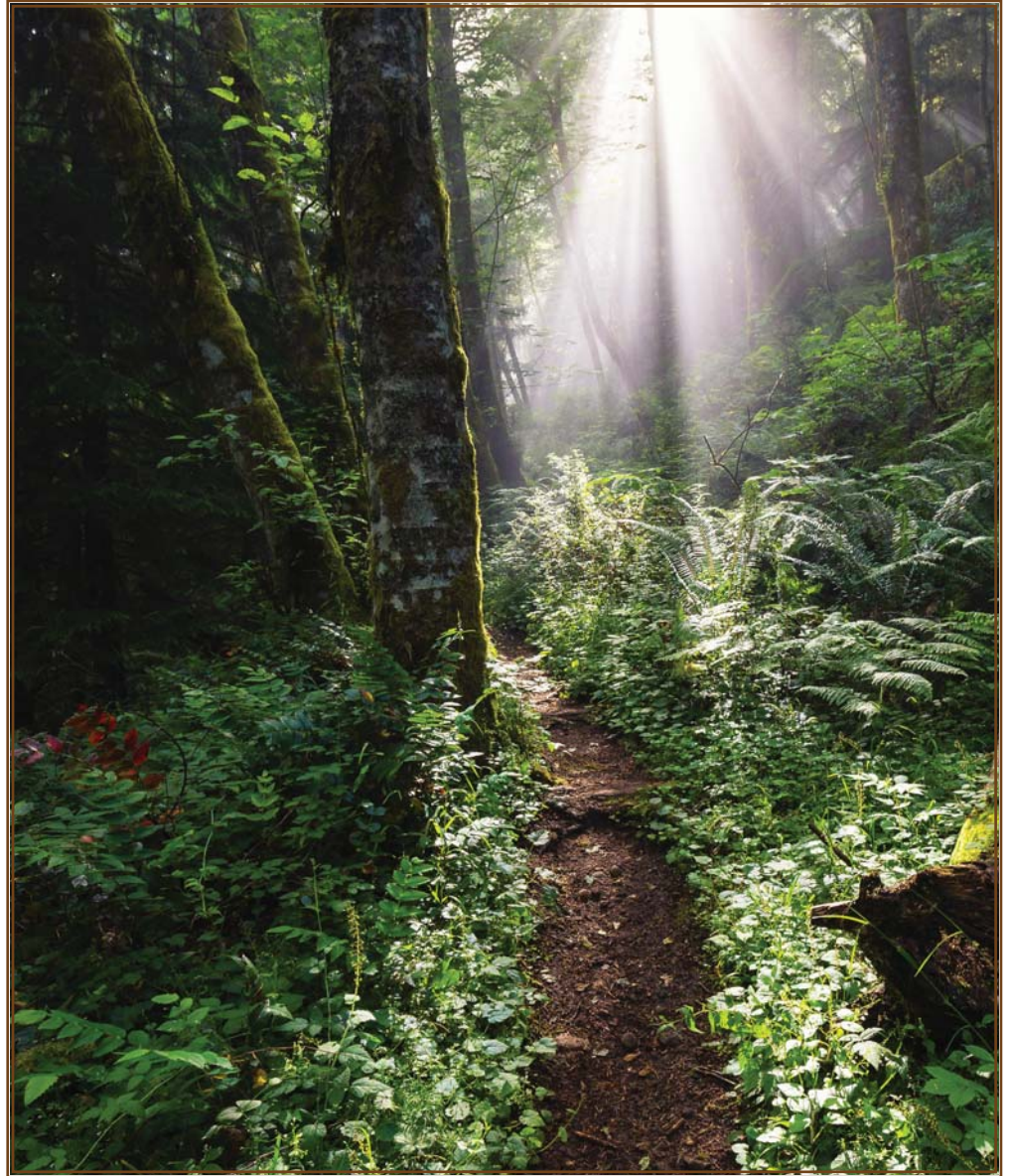
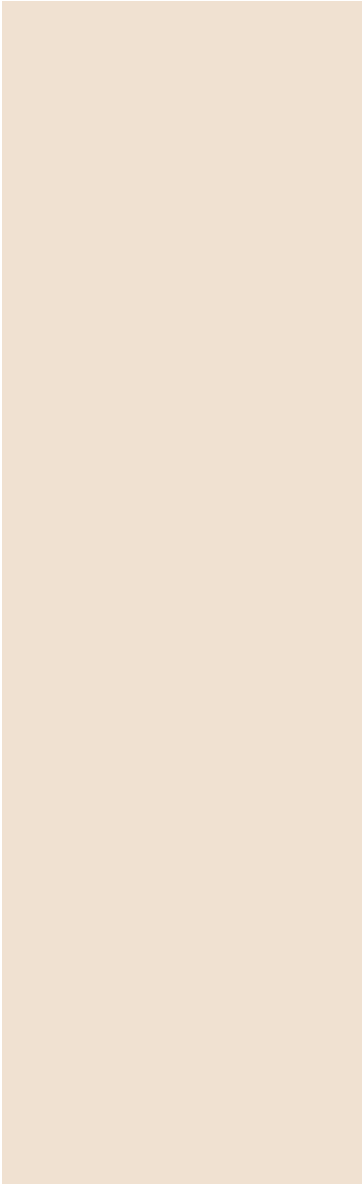


# Renascence

## 2020 Annual Report



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## Message from Board President, Joe Crowley



2020 brought a unique set of challenges and stresses for so many of us. It was a year that we all collectively navigated with strength and grace for our residents and one another.

The restrictions imposed in order to prevent the spread of COVID-19 were hard on our residents, especially those newly released who were anxious to spend time with their families. Our resident population shrank due to the closing of prison doors during the pandemic, on top of the drastic reduction of parole hearings in the second half of 2019. As with many small organizations, our income decreased, and we made the difficult yet necessary decision to cancel our annual fundraising event.

However, like so many things, when challenges are faced, we often find silver linings and emerge more resilient. We brought on a full-time Program Manager in August and had a number of incremental wins that have allowed our small organization to continue carrying out our mission despite these uncertain times.

Our new Program Manager, Susan Hunt, has been competent, resourceful, and gracious. With quick intelligence and excellent interpersonal communication skills, she has worked well with our Administrative Assistant and House Superintendent and with the Alabama Board of Pardons and Paroles (ABPP) to manage the office efficiently and the resident program in a kind but firm way. The Board has promoted her to Executive Director as of February 1, 2021.

Our contract-partnership with Pardons and Paroles to provide halfway house services for men attending their nearby Day Reporting Center has recovered stronger than ever and looks to continue at near capacity.

CARES Act relief funds from Congress and the American taxpayers, thankfully, enabled us to pay our staff, keep the house going, and avoid overwhelming debt. And they will again help us get through 2021 without our annual Ping Pong fundraiser. If our Payroll Protection Plan loan is forgiven (as is likely), we will end the year in the black rather than in deep red.

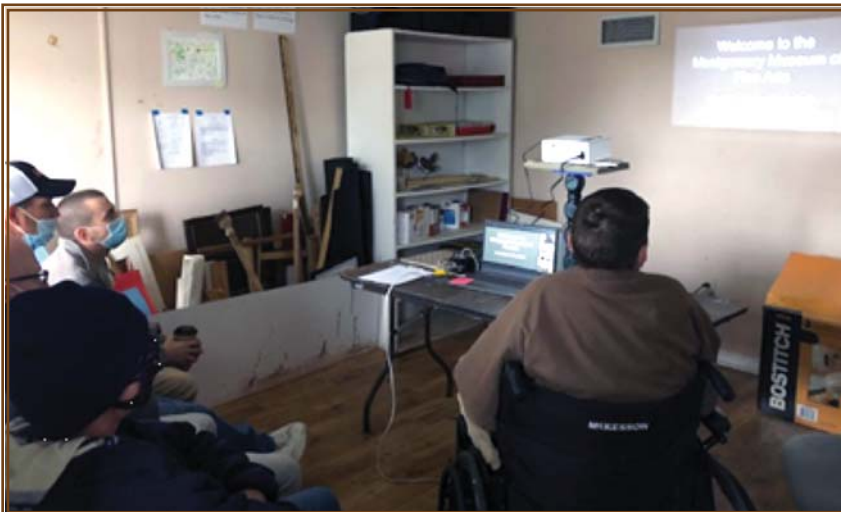
Some further achievements are listed in a following section.

We thank God and you for support of our work.

Joe Crowley

## Representative Achievements in 2020

- Renascence has been committed to limiting the opportunities for our residents to pick up COVID-19 or to spread it. In April, the Board developed and implemented detailed policies and procedures for the house, residents, and staff. We are happy to report no COVID-19 infections among our residents and staff in 2020. We are continuing our COVID-19 protocols.
- To make up for some of the decreased income in 2020 (ex. from individuals, charity bingo, churches, and foundations) we pursued grant opportunities. We received \$15,500 applied for from foundations, and we applied for and received Cares Act funds in a PPP loan (\$32,000) from the Small Business Administration and in two coronavirus relief grants (\$19,054). These enabled us to pay our staff and utilities and to avoid overwhelming debt.
- Renascence again qualified for GuideStar's highest seal of transparency: Platinum. Millions of people use GuideStar information to make decisions about nonprofits and the work they do.
- The ABPP Day Reporting Center and the Montgomery Health Authority provided case management and professional counseling services for our residents during 2020.
- Beautiful repainting of the house exterior was completed in February, with funds raised largely in 2019. Necessary upgrades (security; office computer) and repairs (roof) and cleaning have been done for the House.



# Mission

The mission of Renascence is to restore men released on probation or parole by assisting them to successfully reintegrate into our community.

# Program

In Montgomery since 2006, Renascence has provided over 380 men from all over the state with stable, drug-free, housing and a structured program that requires them to set goals, take action, and be accountable. Renascence is one of very few 24/7-supervised, non-governmental residential re-entry programs in Alabama exclusively for men on probation or parole. In our large, two-story house, we can provide individual rooms to 14 men. Three full-time staff and four part-time. We help our residents obtain identifications, food stamps, disability or social security, medical and dental services, and mental health counseling, as needed.

## **There is a great need for programs like Renascence.**

Over 8,500 men are released in a normal year (not 2020) from the Alabama Department of Corrections.

- Many do not have family or friends to support them in their re-entry.
- Most have no job, few job skills, and no high school diploma.
- Over 85% have a history of chemical dependency; 30% have physical or mental disabilities.

How can they rebuild their lives and not fall back into bad habits, unless they have a place to stay that is stable, affordable, drug and alcohol free, and conducive to living responsibly?

## **Benefits and responsibilities for Renascence residents**

### **Benefits**

- Safe housing, clothing, food, transportation, supervision, recovery support groups, life skills training, and access to a variety of services according to their specific needs.
- Communal living and accountability.
- Effectiveness. Most graduates have remained out of prison.

### **Responsibilities**

- Attend full time the nearby Day Reporting Center (DRC) of the Alabama Board of Pardons and Paroles (ABPP) or find full-time employment or a combination of work and education and volunteer service.
- Pay on child-support and victim's compensation obligations as well as (for non-DRC residents) contribute 25% of employment or pension income to Renascence.
- Abide by all house rules and share in household chores.
- Attend all house meetings and certain evening meals. There is a nightly curfew for all.

## **Renascence benefits many people beyond the residents:**

- The families of residents, by helping them reconnect in healthy, responsible ways;
- Employers, by providing them with workers who are sober, rested, fed, and supported;
- The Montgomery community, by providing a stable home and individual support for men who might otherwise be casting about;
- Alabama taxpayers, by saving them \$18,220 per year (2018, ADOC) for each man who would otherwise be in prison.

**When we help these men, we help the larger society. Second chances are good business.**

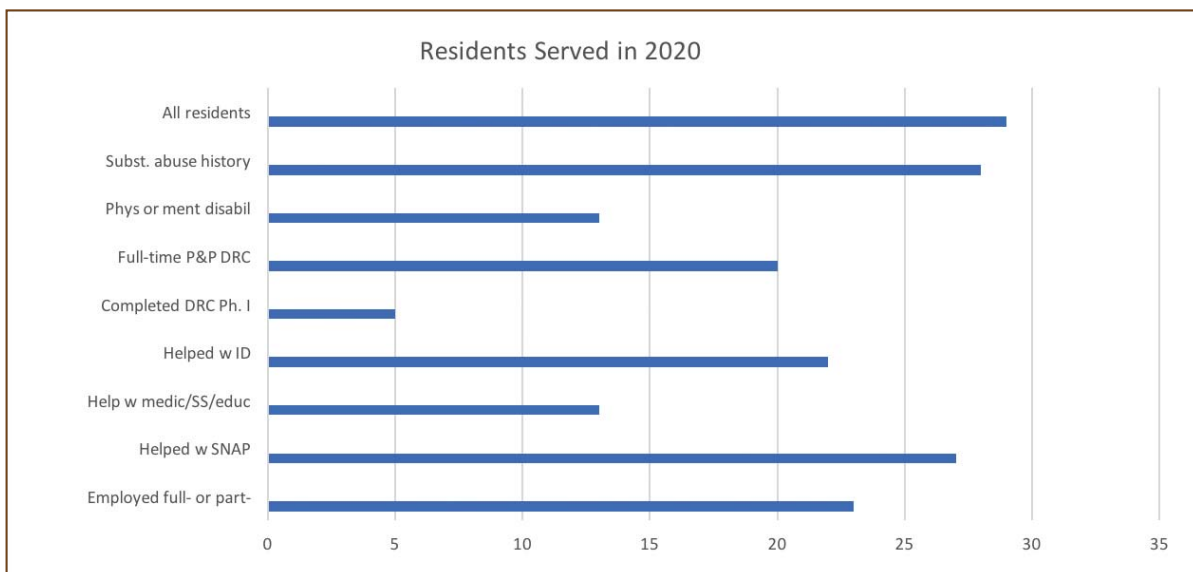
# Renaissance Residents 2020

2020 was an abnormal year in that we had few residents in the first half of the year due to the drastic reduction of parole hearings and releases in the second half of 2019 and then to the ADOC closing its doors for a time during the pandemic. In the latter half of the year we received more residents. From March to December, access to services was variously limited by Covid conditions. For examples, the Social Security, Medical Outreach Ministries (MOM), and Mental Health Authority offices were closed to the public much of the time. Services were by phone or online and slow.

Some residents came with some needed documents or registrations. Many others did not. Job preparation and mental health services were provided by the DRC for their men. In any given year, the house population may have more needs for outside services than in another year.

## 29 individual men resided at Renaissance in 2020. Of those,

7	had a mental illness diagnosis	24%
6	had a documented physical disability	21%
20	attended Pardons & Paroles DRC	69%
5	completed DRC Phase I (*DRC was closed for c. 6 mos.)	17%
22	were assisted with getting ID	76%
13	were assisted to med., dent., SS, educ. services	45%
24	were helped to apply for medical coverage (MOM)	83%
27	were assisted with SNAP benefits	93%
10	opened a bank account	34%
20	attended bi-weekly classes on financial management	69%
10	were employed full-time (not allowed in DRC Phase I)	34%
13	were employed part-time	45%
6	completed the Renaissance program (=stayed 6 months or left after 3 months in good standing with parole officer's approval)	21%



## Volunteer Involvement

In 2020 volunteers gave rides to the following services:	# times
From prison to Renaissance	7
To his parole officer (not at DRC)	6
Registration with Sheriff's Dept.	17
Birth certificate	11
State picture ID (driver's/nondriver's)	22
Social Security Office, in person or online	4
Hope Inspired Ministries (employment program)	4
Medical services: MOM, clinic, doctor, dentist	35
Mental health clinic	4
Pharmacy	16
Bank (not counting money management classes offered at the house by ASE Credit Union)	23
Court hearing or appointment	1



## Former Resident Becomes Current Employee

Roosevelt Long is one of four house managers at Renascence. You'll find him working the overnight shift during the week. He keeps watch as the residents sleep, then makes sure they do their chores each morning. He also leads them through a morning meditation to get their day started off right.



Roosevelt first came to Renascence as a resident himself in 2011. He recently reflected on his time here and said, "Renascence helped mold me back into society. When you come out of prison, you need help; you're starting over and need someone to teach you how to be responsible. Renascence helped me get myself together, get my ID, find a job, and much more."

While Roosevelt was a resident, an art teacher volunteered regularly to provide lessons and hands-on learning. Roosevelt did quite a few art projects, including the one in the photo. He liked doing the art because it gave him something else to focus on and was an

outlet for him. "I didn't know I could do art before the teacher came." He was, in fact, quite productive and for a time enjoyed some recognition and sales as a folk artist in the Montgomery area.

Roosevelt was hired as a house manager about a year ago. He says this experience has been good, both with the residents and the staff. "I'm around genuine people who really care when you need help." When he had some personal difficulties, some of the other staff were able to assist him. He says, "It means a lot to me being around people you know have your back, no matter what. That's one part of the job that makes you want to do more, because you have people that do more for you. [The staff] do a lot."

As for working with the current residents, he enjoys the morning meditation with them. He talks with them about what the house can do for them. He tells them it's a place where they can get themselves together, to be better than they were when they first got out of prison. He also shows them a better way by the example of his own life. He explains to them, "The only way you can do it is you have to be willing to do it. Don't use the house to be something to play with. Do what you said you're going to do. Show people with your actions." He continues, "Every morning I try to tell them something positive and encourage them. To be a mentor. I tell them to keep pushing through it. I want to see everyone make it. I like to come here and do stuff to help the house out. I always wanted to be somebody to come back and help out, to volunteer my time." Now he is doing even better as a dedicated and reliable employee.

# Leadership

BOARD OF DIRECTORS

12/28/2020

**Joseph Crowley, President** Associate Professor of English, AUM - retired

**Ja'Taune Bosby, Vice-President** Executive Director, ACLU Alabama

**Brett Wilkinson, Treasurer** CPA; Partner, Warren Averett

**Vincent Hall, Secretary** Community Engagement Liaison; Court Specialist for Attorneys; Founder, The Living Initiative

**Carlton Avery** Paralegal, self-employed

**Ryan Beesley** Real Estate Agent, RE/MAX Tri-Star

**James Bozeman** Math teacher, Principal, Robert E. Lee HS, Montgomery – retired

**Kiesha Favor** Patient Services Navigator, Health Services Inc.; former Sergeant, US Army

**Artegus Felder** Postal Carrier, USPS; Congressional District Liaison for NALC

**Carl Fisher** Chaplain (Brig. Gen.), U.S. Army Res. - retired; Chaplain, Federal Bureau of Prisons – retired

**Willie Miles III** Vehicle Technician, USPS; Ordained Pastor at Fresh Anointing House of Worship, over men's ministry and prison ministry.

**Laura J. Murdock** Drug Program Specialist, ADOC - retired

**John Pickens** Attorney; Executive Director, Alabama Appleseed - retired

**Douglass Porter (Emerita)** Director, Episcopal Resource Center - retired

**Nelson Smith** Col. US Army - retired; Educator, Church Administrator - retired

## Executive Director, Susan Hunt



In August 2020, Susan Hunt joined Renascence as Program Manager. She brought a passion for social justice and 20 years of experience as a project manager and facilitator and as a small-group trainer and presenter. An excellent communicator, Susan began immediately to build positive relationships with Renascence residents, staff, partnering organizations (ABPP), and friends. In February the Board promoted her to Executive Director.

Susan is a native of Birmingham and a graduate from Auburn University with a Bachelor of Industrial Engineering. After working in that field for a few years, she heard a call into full-time Christian ministry. This took her to Oklahoma City where she served in several capacities with the United Methodist Church. There she worked with many nonprofit agencies and gained more of a passion for social justice and for Christian Mission. Susan returned to Alabama in January 2009 to serve as the Director of Mission and Advocacy of the Alabama-West Florida Conference of the United Methodist Church until she came to Renascence. Susan was commissioned a Deaconess in the United Methodist Church in March 2004.



# Resources & Financial Management

The high cost of running a residential re-entry program is challenging. Many foundations do not grant funds for operating expenses such as salaries, insurance, and utilities. Yet safe housing and support services require a dedicated staff on duty 24/7 each week of the year. Modest staff salaries, payroll taxes, and health insurance make up almost two thirds of our expenses. Because of the population we serve, our insurance is expensive. And a large house with 10-14 residents cooking, showering, washing clothes, and keeping cool in summer and warm in winter incurs high utility bills. We do what we can to keep our operating expense low.

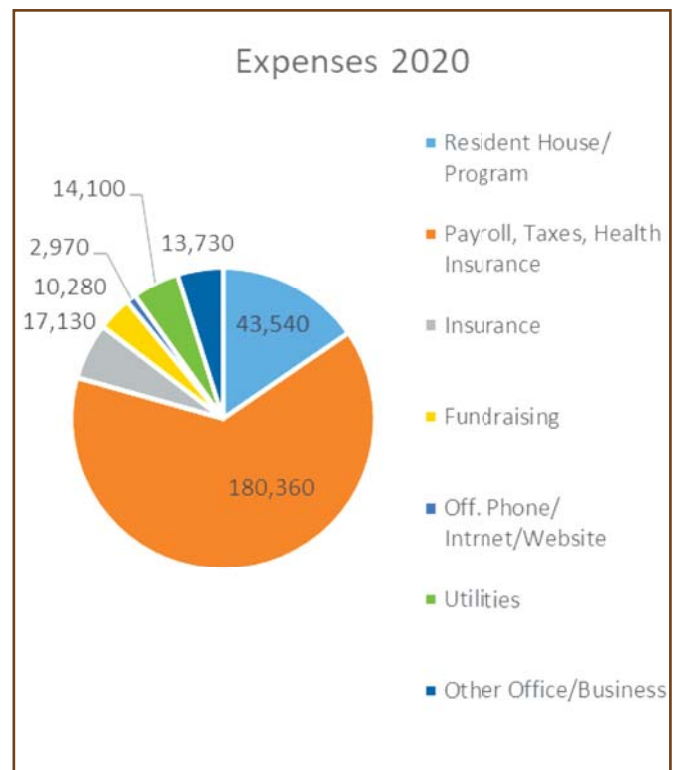
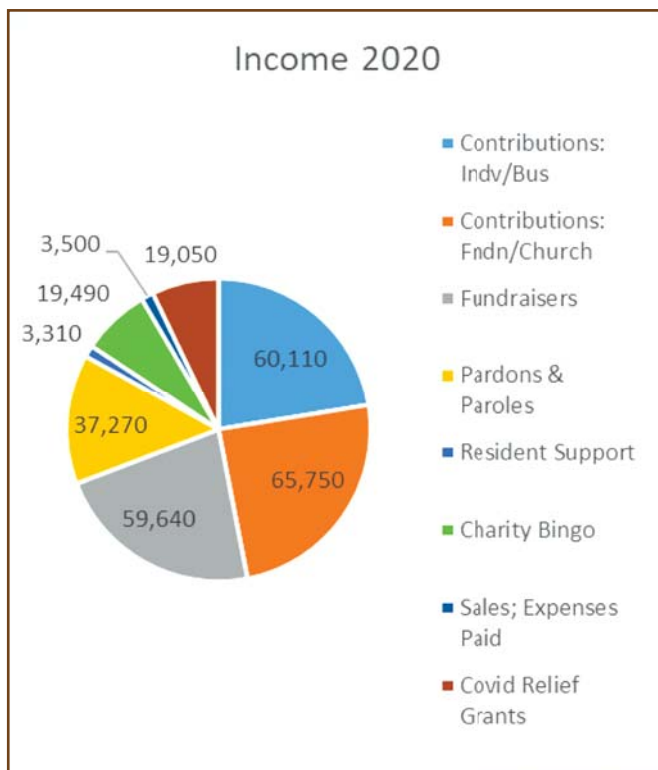
*(Numbers are rounded to the nearest ten.)*

## INCOME 2020

Contributions: Individual/business	60,110
Contributions: Foundations, Churches	65,750
Fundraisers (Fall Appeal; Ping Pong)	59,640
Covid 19 Relief grants	19,050
Resident Support	3,310
Pardons & Paroles	37,270
Sales; Expenses Paid	3,500
<u>Charity Bingo</u>	<u>19,490</u>
<b>TOTAL</b>	<b>\$268,120</b>

## EXPENSES 2020

Insurance	17,130
Resident House/Program	43,540
Payroll, Taxes, Health Insur.	180,360
Fundraising expenses	10,280
Utilities	14,100
Off. Phone, Internet, Website	2,970
<u>Other office/business</u>	<u>13,730</u>
<b>TOTAL</b>	<b>\$282,110</b>



Conclusion: Despite the decrease in usual incomes, due to the pandemic, with the help of Covid relief funds we applied for and the encouraging donor responses to our newsletters and fall annual appeal, we have kept the program going and brought on a Program Manager (now Executive Director), and continued a positive partnership with the Board of Pardons & Paroles. If the SBA PPP loan is forgiven, as is likely, we will have ended the year in the black, without increasing our relatively low debt burden.

# Thank You to Our Donors: January 1 to December 31, 2020

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