



PACE 2019 ANNUAL REPORT

Rebuilding lives. Healing Families. Strengthening communities.

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PUBLIC ADVOCATES IN COMMUNITY RE-ENTRY



Rhiannon Edwards
Executive Director

PACE's mission is to provide the services needed to ensure the successful transition of previously incarcerated individuals back into the arms of their communities and families. We are proud of the job we have done to provide our clients with the tools they needed to craft successful, productive lives. We are also proud of the steps we've taken to enhance community and family stability as well as public safety.

However, the start of 2020 brought with it challenges the like of which we'd never seen. The appearance of COVID-19 in the United States brought with it not only loss of life but economic destruction for many. Especially affected by the virus were individuals and families who were already vulnerable. Included among the most susceptible are our clients, whose struggles to readjust to life outside of an institution are now even more difficult. The loss of family members, housing and jobs in the wake of COVID-19 is devastating.

Furthermore, we recognize that our country is currently experiencing the most widespread turbulence and civil unrest since the 1960s in response to the murder of Breonna Taylor by Louisville police officers on March 13 and George Floyd by Minneapolis police officers on May 25. We at PACE know firsthand how extensive systemic racism is in our criminal justice system, as our organization was founded in 1960 to advocate for humane treatment in correctional facilities.

These circumstances have made our job at PACE even more important. We are often the lifelines that our clients cling to as they try to stay afloat in a world that has changed immeasurably. Please think of PACE and its clients as you're creating your giving plan for this year. The struggles our clients face have increased, and we need your help now more than ever.

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Who are we?

TO OUR SUPPORTERS

Our mission

PACE was founded on the belief that all people's lives are worthwhile, regardless of past decisions or mistakes. For six decades we've been following that philosophy, uplifting and repairing the lives of individuals exiting the criminal justice system by providing them with the tools they need to become responsible, productive members of society.

Our community

Each year, as many as 5,000 people are released by the criminal justice system in Marion County. If they're not provided with the tools they need to successfully re-enter society, 44 percent of the formerly incarcerated released in Marion County re-offend within three years.

Our clients

We provided those necessary re-entry tools to a total of 3,679 clients during 2019. Some were long-term clients. 1,123 were new. These clients ranged in age from 16 to over 65. Eighty percent were male while 20 percent were female. The income of nine out of 10 fell below the federal poverty guidelines. A third lacked a high-school diploma. Nearly three-quarters lacked a driver's license. Half were parents.

Our tools

PACE provides its clients with numerous tools to ensure their successful transition. These services range from educational training to providing financial literacy and from helping with mental health treatment to recovery support. PACE also provides help with employment, housing, transportation, food and clothing as well as income supports.

"PACE has been very instrumental in my transition from the criminal mentality to a more pro-social way of living. Every resource helped me build a foundation for success." -- PACE client

Our successes

During 2019, PACE clients had a recidivism rate of only 4.3 percent. Compare that to the 44 percent rate for Marion County. Or the 34 percent recidivism rate for the state of Indiana. What we are doing is working!



This is us

WHO WE ARE (LEFT TO RIGHT)

Jason

Jason is an Indianapolis native who began using drugs when he was 14. His drug addiction worsened when his best friend committed suicide at the end of 2015. The majority of his teenage years were spent on various couches or rotating between the separate homes of his mother and father. When he was a senior in high school, Jason became homeless. He was arrested in 2018 for possession of both methamphetamines and a firearm.

"I was lost for a long time. I was definitely headed for either a life of prison or getting killed by somebody." - Jason

Jeannie

Jeannie was incarcerated 21 times over the years, all related to her drug use. Addicted since the age of 12, Jeannie desperately wanted to escape the grip of drugs and tried numerous stays in rehab facilities and hospitals. Last arrested for possession of cocaine, heroin and needles, when she appeared before the judge she begged to be sentenced to prison where she hoped to get help for her addiction. The judge complied.

"Nothing had worked. Nothing at all. I was ready. I was ready for a complete change. I was sick and I was tired." - Jeannie

Betty

Betty grew up in a family deeply involved in drugs. She admits now that she never knew another way of life existed. At 16 she became addicted when she began dating a drug dealer. Two years later she gave birth to their daughter. Although that relationship didn't last, Betty never strayed from drugs. However, she was always able to escape incarceration. That changed in 2017 when she was arrested on a 20-year-old warrant for cashing bad checks.

"I didn't even know what addiction was. I'd never been away from it. Now I know that I'd probably be dead." - Betty

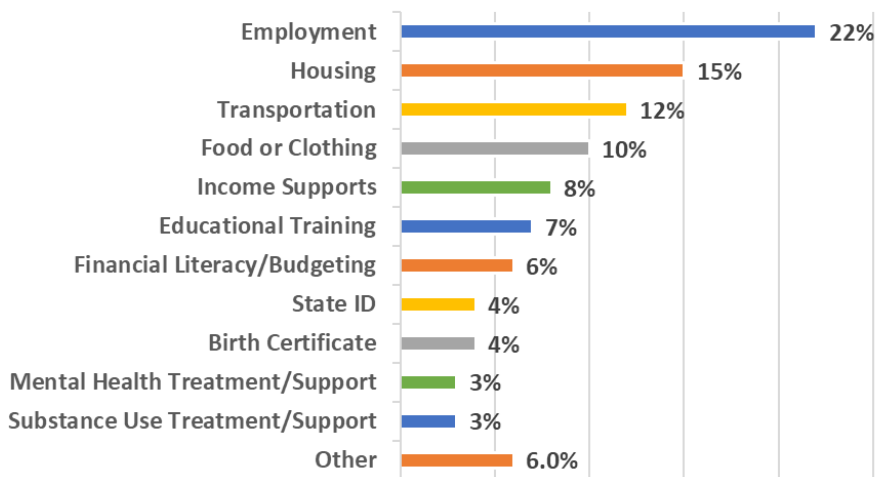
MORE ABOUT OUR CLIENTS

From the Technical Assistance Resource Center of the Annie E. Casey Foundation

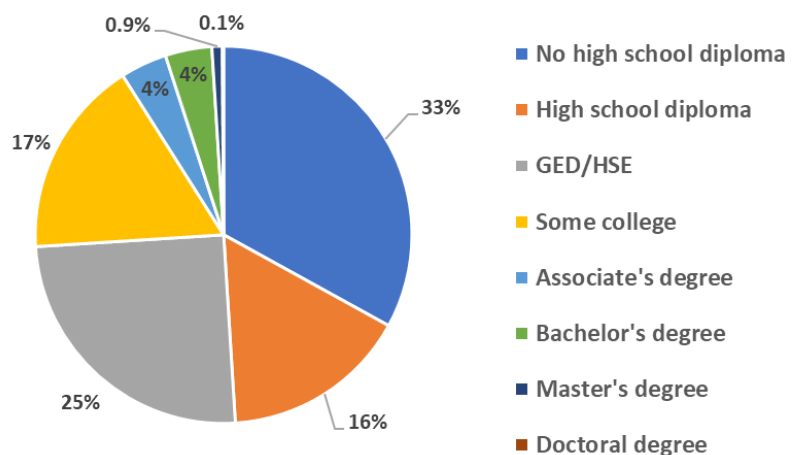
“The difficulties faced by formerly incarcerated people, their families, and their communities can be daunting, but strategies and models for successful reintegration are proliferating.

These efforts are creating an environment in which incarceration need not be an insurmountable barrier to residents working to build safe, healthy, stable communities and families.”

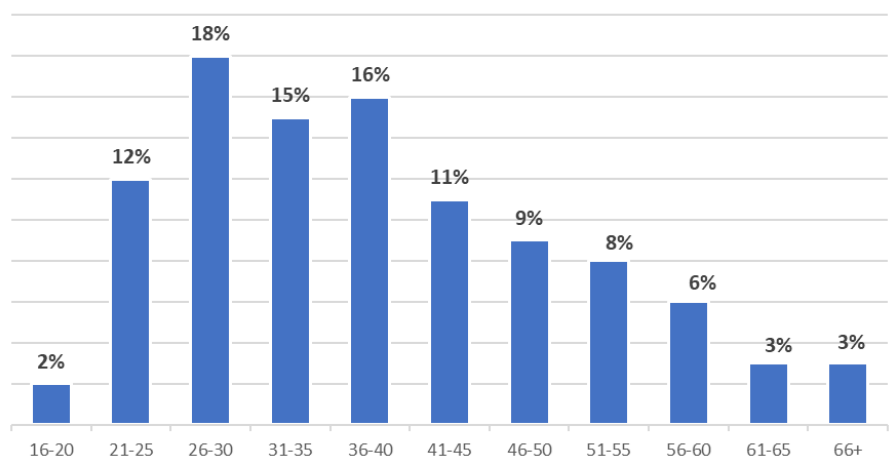
Needs at Program Entry



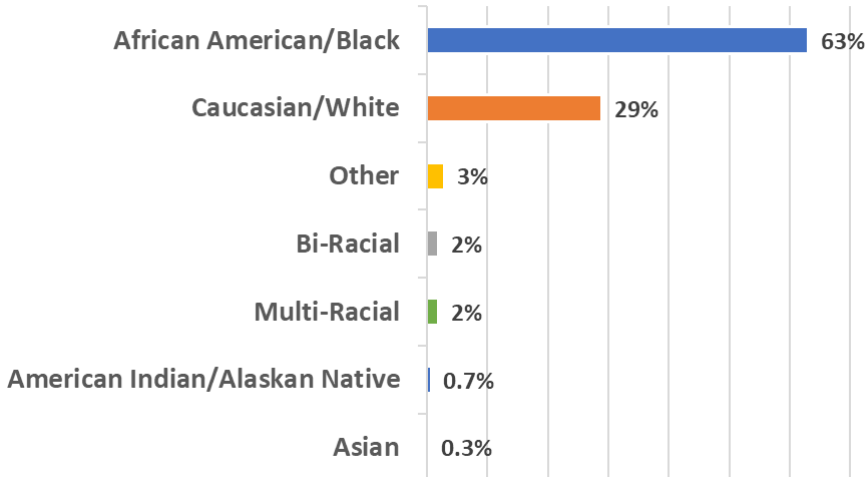
Clients' Highest Grade Completed



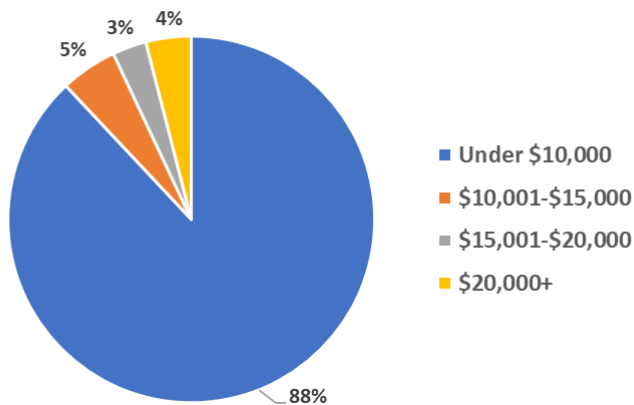
Clients' Age



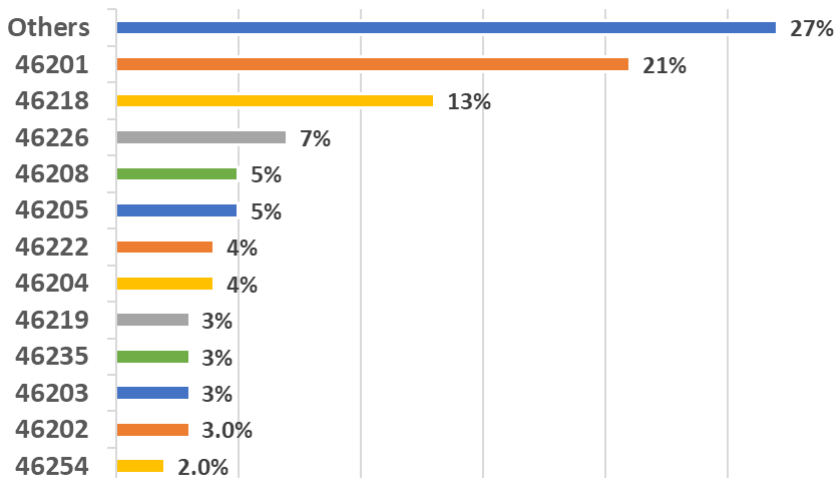
Clients' Race



Clients' Income Range



Clients' Zip Code



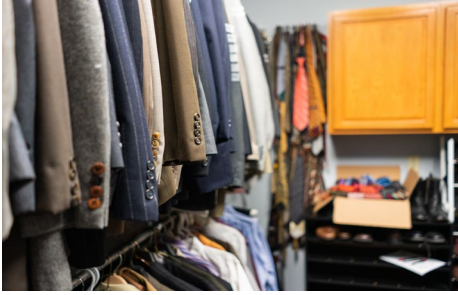
I am a member of the PACE Board of Directors and I, too, have been incarcerated. But I was blessed. Somebody was there to help me when I got out so coming to PACE was a calling.

PACE does a great job helping and supporting individuals as they leave prison and jail. There's a variety of difficulties these individuals face, and PACE helps with all of them, offering support without judgment.

One of the most important things that PACE does is help people prepare to re-enter the workforce. They serve as a link between clients and a wide variety of employer partners.

Marshall Shackelford

THE TOOLS WE USE



CENTER FOR WORKING FAMILIES

- Offers employment coaching and placement
- Provides financial coaching
- Helps clients apply for income supports
- Partners with Marian University to host high school equivalency classes
- Serves young adults seeking employment

RECOVERY RESOURCE CENTER

- Supports people in recovery for substance use disorder
- Offers on-site and telehealth peer recovery coaching
- Hosts community and family activities
- Provides literature and information on recovery
- Collaborates with community partners to expand our reach

DUVALL RESIDENTIAL FACILITY PARTNERSHIP

- Works to connect clients to resources prior to release
- Provides job-readiness training
- Offers care-coordinated case management

OTHER SERVICES

- Provides professional clothing for men
- Offers food to those in need
- Helps clients access computers

PARTNERING WITH EMPLOYERS

“Formerly incarcerated people want to work. Their high unemployment rate reflects public will, policy, and practice – not differences in aspirations.”

- The Prison Policy Initiative

The most important key to successful re-entry is securing employment. PACE understands that and actively engages with its clients to ensure they're able to prepare for and locate meaningful employment.

One of the ways PACE does that is by partnering with employers throughout the Indianapolis area. These employer partners work closely with PACE to find opportunities that will allow clients to become wage-earning, tax-paying members of the community.

In 2019, PACE partnered with more than 200 employers, a group that included corporations, governmental entities and community organizations. No other agency in Indiana provides such comprehensive re-entry resources to such a large group of formerly incarcerated individuals.

The program is proven to be a win-win proposition for both employers and clients!

In 2019, Indianapolis saw a low unemployment rate and employers were finding it more and more challenging to fill their workforce needs. Develop Indy saw this challenge as an opportunity to create awareness in the business community for hiring re-entry individuals, giving them a second chance, and reducing recidivism. PACE was the obvious leader, which led to our partnership in 2017.

Over the last three years, it has been a pleasure working with PACE staff members, who are always professional, responsive, and truly listen to employer needs ensuring a good fit and positive experience for both the employer and PACE clients.

*Tom Hellmich, Manager
Business Retention
Develop Indy*

FOCUS ON GOODWILL

Goodwill Industries has been an official employment partner with PACE for four years but has employed PACE clients for many years. Generally, the clients' employment by Goodwill is transitional; they will eventually use the skills they've acquired at Goodwill to gain other employment. Over the years, some 200 PACE clients have received employment as well as training through Goodwill.

Trellis Evans, Goodwill's Director of Re-Entry and Disability Services, says the partnership has been extraordinarily successful. "It's been a really great partnership," she says. "We've been able to help these individuals become true members of their communities."

Thank you, Goodwill Industries, for recognizing the potential of PACE clients!



Photo courtesy of Goodwill Industries

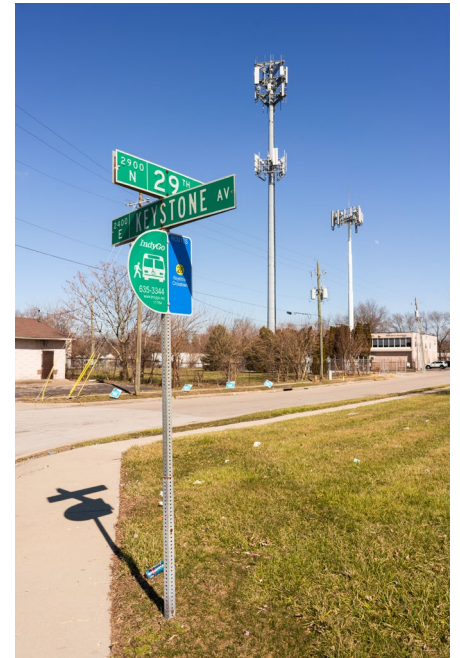
COMMUNITY ENGAGEMENT

The Martindale-Brightwood 7 Project

As a member of the Martindale-Brightwood community in northeast Indianapolis, PACE takes its commitment to this neighborhood very seriously. Because of that, we joined with the effort to work with the local community to achieve neighborhood-created goals and priorities.

PACE works through a collaborative network of partners known as MOVE to provide the critical programs and services necessary to improve the quality of life for residents and businesses in the Martindale-Brightwood community. PACE is an active member of the Collective Impact Collaborative that supports community engagement and development.

Members of this collaboration serve as backbone agencies to further the Martindale-Brightwood 7 Project initiatives. Those initiatives include the Food Resource Network, the Education Zone and Housing Village, the Leadership and Legacy Camp, the Community Solutions and Entrepreneurship Center, the Community Voice Newsletter, and the PACE Recovery Resource Center.



OUTREACH AND FUNDRAISING

In addition to the regular tools and services PACE provides, we are also engaged in numerous other activities. Some of them are focused on raising money to help support our organization while others are designed to provide additional support for our clients.

To ensure PACE can continue to offer high-quality programs and services to as many clients as possible, the organization is engaged in fundraising throughout the year. These efforts ensure that PACE's programs and services can continue without interruption.

Most important is PACE's annual event, "Artspoken: Expression without reserve," which raises funds for individuals and families associated with our organization. This annual fundraiser features food, drinks, and networking with Indianapolis' business and community leaders. The focal point of the event however is a silent auction where unique artwork created by our clients and other individuals impacted by incarceration is sold to help raise money to support the efforts of PACE. Learn more at paceindy.org/artspoken.

PACE also engages in numerous outreach efforts that are designed to both welcome new clients into the program and ensure ongoing clients have the items they need for their new lives. You can help us in these efforts in a number of ways:



- To help reduce program expenses, PACE needs the donation of supplies and equipment that are regularly used during our programs and services. See our Amazon wish list at tinyurl.com/y83y6amb. We also need donations of bottled water at our site.
- Want to help us raise funds within your own circle of friends? One way is to design and host your own fund-raising event for PACE. Be it a home-based event, a bowl-a-thon, or a garage sale, we can use your help!

FINANCIAL STATEMENT

(As of Dec. 31, 2019)

ASSETS

▪ Total Current Assets	559,556.89
○ Checking/Savings	511,751.78
○ Accounts Receivable	108,141.92
○ Other Current Assets	-60,336.79
▪ Due to/from CIRS	-46,376.79
▪ Undeposited Funds	-13,960.00
▪ Total Fixed Assets	38,946.09
○ Furniture and Equipment	19,623.07
○ Computers, Servers, etc.	51,186.27
○ Leasehold Improvements	131,072.75
○ Accumulated Depreciation	-162,936.00

Total Assets **598,502.98**

LIABILITIES AND EQUITY

• Total Liabilities	51,810.58
○ Accounts Payable	8,272.75
○ Accrued Expenses	17,489.34
○ PNC LOC #18767	26,048.49
• Total Equity	546,692.40
○ Unrestricted Net Assets	636,124.70
○ Net Income	-89,432.30

Total Liabilities and Equity **598,502.98**

WHERE WE ARE NOW

Jason is drug-free and was working full time at a car dealership in Indianapolis at the end of 2019. He had recently purchased his first car. He's been sober for 10 months and has dreams of going to school to become a peer-recovery coach. He currently volunteers at PACE, passing on what he's learned. "PACE has allowed me to see all the positive things in myself. They've made me realize that there's so much more to life, that recovery is possible, and that life is worth living."



Jeannie has remained drug-free since she was released from prison in 2018. Although she hadn't worked full time since she was 21, Jeannie obtained a job where she was continually promoted. "PACE taught me how to take care of myself the right and legal way," she says. "I feel like PACE was my salvation. They didn't treat me as a number - they treated me as a human being." In 2020, PACE welcomed Jeannie to the team as a full-time employee!



Betty has maintained her sobriety into 2020 and is working several jobs to support herself. She is proud to say that she has moved into her own apartment. Whenever she encounters difficulties, Betty says she relies upon the staff of PACE to get her past them safely. "If I need anything, I know I can call and talk with them," she says. "I've lived through all of this and now I know my life has purpose."



FROM OUR CLIENTS

“PACE has helped me see possibilities for the future that I didn’t know were available.”

- PACE client Phillip



“PACE has been very instrumental in my transition from the criminal mentality to a more pro-social way of living. Every resource helped me build a foundation for success.”

- PACE client Anonymous

I’ve been through a lot and PACE has been there to help me plan out my life. It provided me with different resources - housing leads, job leads and even information on how to think about myself. PACE tries to help a person with everything they might need.

I’ve also gotten to see others get from where I’ve been to being successful - having a career - and that’s been helpful. I still have a long way to go but I’m pushing myself and I’ll get there.

- PACE client Candice

THE YEARS AHEAD



The past six decades have been remarkable for PACE. Since we began in 1960, the organization has served tens of thousands of clients. It has grown from an organization that existed solely to provide volunteer visitors to inmates within a single correctional facility to become today's leader in statewide re-entry.

We are proud of the enormous strides PACE has made over the past 60 years. Due in large part to the effective programs and services the organization has built, our clients have a recidivism rate significantly below both state and national averages. We continue to add program components to ensure our clients are successful in reintegrating into their communities and families. In recent years, PACE has enlarged its impact by offering additional services to the surrounding neighborhoods to offer help with recovery from substance-use disorders.

Thank you to the staff members and clients who have made PACE a success.

But we won't stop PACE's forward movement on good work now. There is so much we still must accomplish. That's why we've established a number of goals to meet this upcoming year. To do that, we'll need your support. Here are our 2020 goals:

- Extending PACE's pre-release programming into correctional facilities
- Gaining the ability to provide transitional housing to our clients
- Growing PACE's core programming including employment and recovery services
- Achieving the financial support needed to ensure we can continue our success
- Enlarging the organization's marketing efforts
- Strengthening PACE's fund-development and advocacy campaigns
- Supporting the creation of a coalition of justice-involved individuals to advocate for criminal justice reform
- Attaining the recognition the organization deserves as Indiana's leading organization for re-entry programs and services

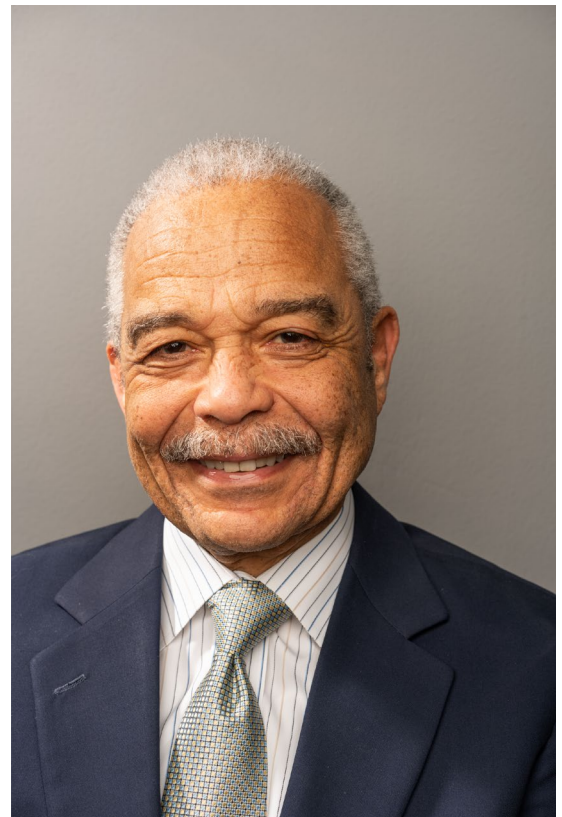
LETTER FROM OUR BOARD CHAIR

In 1990, while in management at Mays Chemical Company, I hired my first previously incarcerated individual. He came to me begging for a chance repeatedly denied to him to turn his life around and support his family. He became one of our most valued employees and 30 years later he is still there in a leadership role. It was such a positive experience that the company hired many more returning citizens. That initiative is one of my proudest accomplishments and it would not have been possible without the assistance of that first employee, a current member of the PACE Board of Directors, Marshall Shackelford.

That initiative sparked my interest in ex-offender re-entry. In 2009 I joined PACE's Board and now serve as its Chair. My time with PACE has been rewarding and gratifying as I observe Executive Director Rhiannon Edwards and her team making it possible for motivated returning citizens to rejoin their families, obtain housing, and obtain gainful employment. Just as inspiring has been PACE's impact on the community. Not only does the organization provide re-entry services at a fraction of what it would normally cost taxpayer to reintegrate a person back into a home, it also serves to protect communities. People who engage in the services PACE offers are much less likely to return to lives of crime; PACE's recidivism rate is a mere 1.8 percent. Thanks to that, our communities are safer.

As we look forward to our future and today's challenges, we have redoubled our efforts to combat the problem of substance use disorders. PACE's new Recovery Resource Center plays a critical role in giving our clients the best chance to defeat the double-challenge of the return from incarceration and successful recovery. We are proud to say that we are seeing our clients maintaining sobriety increase dramatically, and we will continue those efforts in the coming year.

Bill West
Board Chair





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